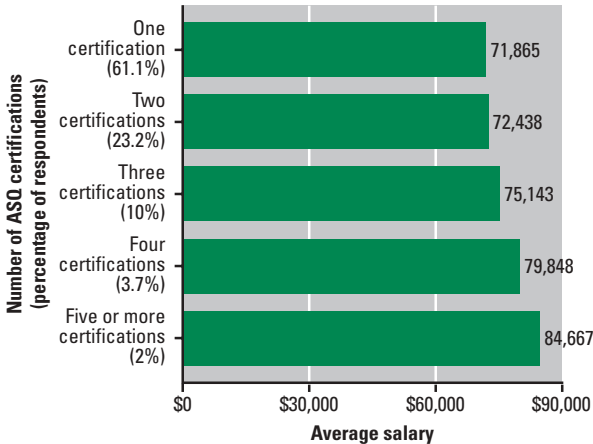
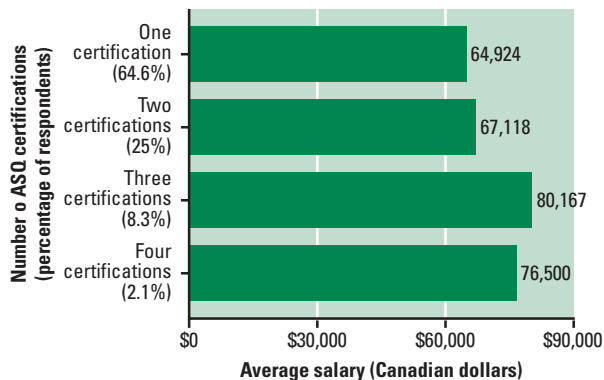


## Section 4 Salary by ASQ or RABQSA Certification

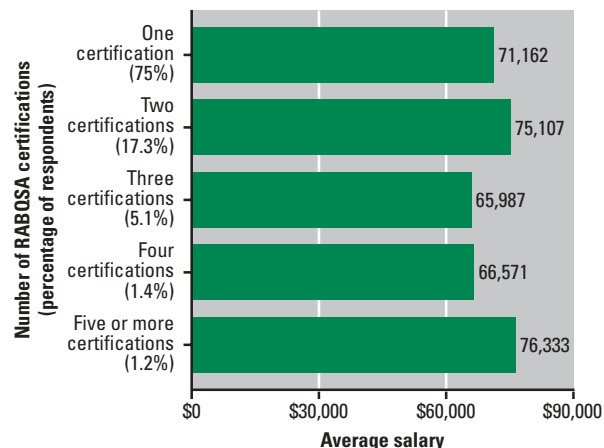
**FIGURE A** Salary by Number of ASQ Certifications For U.S. Respondents



**FIGURE B** Salary by Number of ASQ Certifications For Canadian Respondents



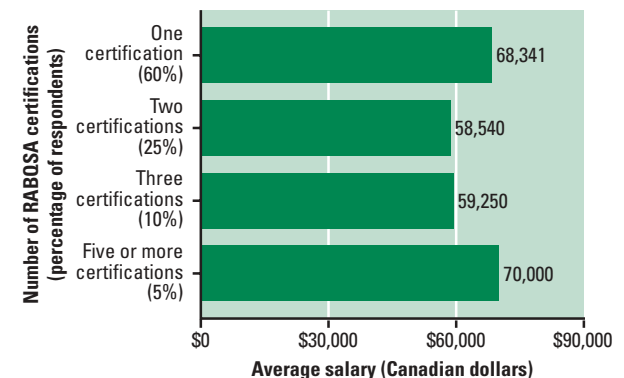
**FIGURE C** Salary by Number of RABQSA Certifications for U.S. Respondents



**B**esides going back to school and getting a higher education, quality professionals often better themselves and their pocketbooks by earning ASQ and RABQSA International (formerly Registrar Accreditation Board and Quality Society of Australasia, now merged) certifications. Slightly more than half (50.5%) of U.S. respondents and slightly less than half (48.6%) of Canadian respondents are ASQ certified. Of the 50.5% of U.S. respondents who are ASQ certified, 38.9% have earned two or more certifications, as Figure A shows. Of the certified Canadian respondents, 35.4% have two or more certifications, as Figure B shows. Figures A and B show another interesting trend: In general, the more ASQ certifications, the higher the respondents' average salaries.

Fewer respondents have received RABQSA certifications. Only 11.7% of U.S. respondents and 13.5% of Canadian respondents have at least one RABQSA certification. Of the certified U.S. respondents, 25% have more than one RABQSA certification, as Figure C shows. Of the certified Canadian respondents, 40% have earned more than one RABQSA certification, as Figure D shows. Unlike Figures A and B, Figures C and D don't show more certifications correlate to higher average salaries. This likely reflects the fact there were so few respondents with RABQSA certifications—only 553 respondents reported they have RABQSA certifications, whereas 2,350 respondents indicated they have ASQ certifications.

**FIGURE D** Salary by Number of RABQSA Certifications for Canadian Respondents



Note: Figures A, B, C and D don't include results for part-time employees, and the percentages might not equal 100% due to rounding. Categories in which there were no respondents aren't included.

## 2005 SALARY SURVEY

**TABLE A** Differences in Salary for ASQ Certifications

Job title	United States		Canada (Canadian dollars)	
	Average salary	Difference	Average salary	Difference
<b>Associate</b>				
No ASQ certification	\$54,012		—	
Certified quality improvement associate	42,833	-\$11,179	—	—
<b>Auditor</b>				
No ASQ certification	\$55,591		\$52,989	
Certified quality auditor	60,583	+\$4,992	64,911	+\$11,922
Certified quality auditor—biomedical	75,000	+19,409	—	
Certified quality auditor—HACCP*	68,000	+12,409	—	—
<b>Black Belt</b>				
No ASQ certification	\$76,562		\$85,000	
Certified Six Sigma Black Belt	80,525	+\$3,963	80,000	-\$5,000
<b>Inspector</b>				
No ASQ certification	\$43,017		—	
Certified mechanical inspector	42,858	-\$159	—	—
<b>Manager</b>				
No ASQ certification	\$72,864		\$74,369	
Certified quality manager	82,412	+\$9,548	75,485	+\$1,116
<b>Quality engineer</b>				
No ASQ certification	\$62,494		\$57,982	
Certified quality engineer	67,304	+\$4,810	57,806	-\$176
<b>Reliability/safety engineer</b>				
No ASQ certification	\$76,093		—	
Certified reliability engineer	86,046	+\$9,953	—	—
<b>Software quality engineer</b>				
No ASQ certification	\$80,513		\$63,000	
Certified software quality engineer	83,881	+\$3,368	65,000	+\$2,000
<b>Technician</b>				
No ASQ certification	\$39,625		\$39,607	
Certified calibration technician	55,715	+\$16,090	—	—
Certified quality technician	41,668	+2,043	42,429	+\$2,822

**TABLE B** Differences in Salary for RABQSA Certifications

Job title	United States		Canada (Canadian dollars)	
	Average salary	Difference	Average salary	Difference
<b>Auditor</b>				
No RABQSA certifications	\$57,799		\$62,926	
AS 9100 aerospace experience auditor	79,250	+\$21,451	—	—
AS 9100 auditor	61,900	+4,101	—	—
EMS** auditor	49,333	-8,466	—	—
EMS lead auditor	58,000	201	—	—
Environmental auditor	48,667	-9,132	59,000	-3,936
QMS*** auditor	63,000	+5,201	55,000	-\$7,926
QMS internal auditor	58,333	+534	35,000	-27,926
QMS lead auditor	68,077	+10,278	57,000	-5,926
QMS provisional auditor	57,500	-299	—	—
RABQSA IATCA**** QMS auditor	30,000	-27,799	—	—
RABQSA IATCA QMS senior auditor	—	—	55,000	-7,926

\* Hazard analysis and critical control points

\*\* Environmental management systems

\*\*\* Quality management systems

\*\*\*\* International Auditor and Training Certification Assn.

Note: Tables A and B don't include results for part-time employees. Categories in which there were no respondents aren't included. Comparisons do not reflect any other potential factors on respondents' salaries.

Table A explores how selected ASQ certifications might affect the average salaries of U.S. and Canadian respondents. Table B performs the same exploration for RABQSA certifications. In general, the respondents who have received a certification that relates directly to their job earn a higher average salary than their counterparts without any certifications. However, these comparisons don't take into account other factors that might affect respondents' salaries.

Tables C and D (p. 44) break down respondents' salaries by ASQ certifications and job titles. Because there are 12 ASQ certifications, the information is divided into two tables. Table C contains the information for the auditing and engineering related ASQ certifications. Table D contains the information for the remaining ASQ certifications. In Section 16 of the online report ([www.asq.org](http://www.asq.org)), you'll find tables reporting RABQSA certifications and the salaries of respondents in all job categories.

## Money Matters

U.S. respondents who are ASQ certified earn an average salary of \$72,880, whereas their uncertified counterparts earn an average salary of \$71,744, as shown in Tables C and D (p. 44). Similarly, Canadian respondents who are ASQ certified earn an average salary of \$66,984, whereas their uncertified counterparts earn an average salary of \$66,639 (see Tables C and D).

**TABLE C** Salary by Auditing and Engineering Related ASQ Certifications and Job Title

	Certified quality auditor	Certified quality auditor—biomedical	Certified quality auditor—HACCP*	Certified quality engineer	Certified reliability engineer	Certified software quality engineer
<b>United States</b>						
All respondents	\$72,350 <sup>978</sup>	\$82,092 <sup>20</sup>	\$78,389 <sup>18</sup>	\$77,796 <sup>963</sup>	\$89,827 <sup>110</sup>	\$85,636 <sup>120</sup>
Analyst	59,428 <sup>24</sup>	—	41,900 <sup>1</sup>	76,232 <sup>11</sup>	88,000 <sup>1</sup>	66,806 <sup>8</sup>
Associate	59,481 <sup>8</sup>	—	—	68,000 <sup>2</sup>	—	99,000 <sup>1</sup>
Auditor	60,583 <sup>355</sup>	75,000 <sup>1</sup>	68,000 <sup>1</sup>	67,803 <sup>18</sup>	—	70,000 <sup>1</sup>
Black Belt	77,652 <sup>14</sup>	108,000 <sup>1</sup>	—	74,666 <sup>26</sup>	96,750 <sup>1</sup>	102,333 <sup>2</sup>
Champion	55,000 <sup>1</sup>	—	—	55,000 <sup>1</sup>	—	—
Consultant	89,726 <sup>21</sup>	101,000 <sup>2</sup>	92,000 <sup>1</sup>	87,568 <sup>19</sup>	80,657 <sup>7</sup>	89,500 <sup>1</sup>
Coordinator	53,282 <sup>60</sup>	—	—	76,699 <sup>8</sup>	—	81,900 <sup>1</sup>
Director	96,324 <sup>73</sup>	95,500 <sup>2</sup>	150,000 <sup>1</sup>	103,380 <sup>64</sup>	128,424 <sup>7</sup>	129,667 <sup>2</sup>
Educator/instructor	64,250 <sup>8</sup>	—	—	73,062 <sup>5</sup>	—	—
Inspector	55,147 <sup>13</sup>	—	—	45,000 <sup>2</sup>	—	—
Manager	77,887 <sup>252</sup>	78,979 <sup>9</sup>	66,011 <sup>9</sup>	81,329 <sup>255</sup>	90,342 <sup>24</sup>	90,094 <sup>17</sup>
Master Black Belt	96,244 <sup>4</sup>	—	—	102,437 <sup>25</sup>	100,600 <sup>2</sup>	90,000 <sup>1</sup>
Process/manufacturing/ project engineer	65,493 <sup>14</sup>	—	—	75,665 <sup>36</sup>	91,537 <sup>2</sup>	100,000 <sup>3</sup>
Quality engineer	68,657 <sup>163</sup>	71,000 <sup>1</sup>	—	67,304 <sup>294</sup>	76,441 <sup>21</sup>	76,630 <sup>13</sup>
Reliability/safety engineer	84,380 <sup>1</sup>	—	—	84,685 <sup>13</sup>	86,046 <sup>29</sup>	74,000 <sup>1</sup>
Software quality engineer	77,143 <sup>7</sup>	—	—	81,833 <sup>8</sup>	107,500 <sup>1</sup>	83,881 <sup>15</sup>
Specialist	63,729 <sup>64</sup>	94,750 <sup>2</sup>	76,500 <sup>2</sup>	76,144 <sup>14</sup>	106,000 <sup>1</sup>	82,419 <sup>5</sup>
Supervisor	62,868 <sup>41</sup>	47,268 <sup>2</sup>	—	68,261 <sup>24</sup>	85,000 <sup>2</sup>	93,500 <sup>2</sup>
Supplier quality engineer/ professional	68,261 <sup>30</sup>	—	—	72,862 <sup>46</sup>	79,986 <sup>2</sup>	80,000 <sup>1</sup>
Technician	39,053 <sup>19</sup>	—	40,000 <sup>1</sup>	49,350 <sup>12</sup>	—	45,000 <sup>1</sup>
Vice president/executive	128,192 <sup>13</sup>	—	136,000 <sup>2</sup>	128,347 <sup>18</sup>	165,000 <sup>1</sup>	—
<b>Canada (Canadian dollars)</b>						
All respondents	\$69,124 <sup>59</sup>	—	\$53,667 <sup>3</sup>	\$69,067 <sup>63</sup>	\$75,000 <sup>2</sup>	\$82,000 <sup>2</sup>
Analyst	56,000 <sup>1</sup>	—	—	51,500 <sup>2</sup>	—	—
Associate	67,300 <sup>2</sup>	—	—	—	—	—
Auditor	64,911 <sup>10</sup>	—	—	67,005 <sup>2</sup>	—	—
Black Belt	—	—	—	63,333 <sup>3</sup>	—	—
Consultant	100,833 <sup>3</sup>	—	—	125,000 <sup>1</sup>	—	103,000 <sup>1</sup>
Coordinator	58,333 <sup>3</sup>	—	61,000 <sup>1</sup>	60,000 <sup>4</sup>	—	—
Director	107,125 <sup>2</sup>	—	—	120,500 <sup>2</sup>	—	—
Educator/instructor	65,000 <sup>1</sup>	—	—	—	95,000 <sup>1</sup>	—
Inspector	—	—	—	30,000 <sup>2</sup>	—	—
Manager	73,632 <sup>19</sup>	—	50,000 <sup>1</sup>	86,706 <sup>17</sup>	55,000 <sup>1</sup>	—
Master Black Belt	—	—	—	67,500 <sup>2</sup>	—	—
Process/manufacturing/ project engineer	—	—	—	70,125 <sup>4</sup>	—	—
Quality engineer	60,088 <sup>8</sup>	—	—	57,806 <sup>17</sup>	—	—
Software quality engineer	—	—	—	—	—	65,000 <sup>1</sup>
Specialist	49,723 <sup>2</sup>	—	—	53,000 <sup>3</sup>	—	—
Supervisor	100,000 <sup>1</sup>	—	—	55,000 <sup>1</sup>	—	78,000 <sup>1</sup>
Supplier quality engineer/ professional	75,000 <sup>1</sup>	—	—	—	—	—
Technician	40,667 <sup>2</sup>	—	50,000 <sup>1</sup>	35,500 <sup>2</sup>	—	—
Vice president/executive	78,000 <sup>2</sup>	—	—	101,000 <sup>1</sup>	—	—

\* Hazard analysis and critical control points

Note: Table C doesn't include results for part-time employees. Small numerals indicate the number of responses. Categories in which there were no respondents aren't included.

## 2005 SALARY SURVEY

**TABLE D** Salary by Nonauditing and Nonengineering ASQ Certifications and Job Title

	Certified calibration technician	Certified mechanical inspector	Certified quality improvement associate	Certified quality manager	Certified quality technician	Certified Six Sigma Black Belt	None
<b>United States</b>							
All respondents	\$62,085 <sup>39</sup>	\$56,290 <sup>37</sup>	\$59,140 <sup>39</sup>	\$85,411 <sup>313</sup>	\$55,450 <sup>365</sup>	\$86,363 <sup>222</sup>	\$71,744 <sup>2,163</sup>
Analyst	—	38,800 <sup>3</sup>	53,459 <sup>15</sup>	76,409 <sup>11</sup>	49,760 <sup>3</sup>	76,000 <sup>1</sup>	54,998 <sup>73</sup>
Associate	—	71,500 <sup>2</sup>	42,833 <sup>12</sup>	85,680 <sup>1</sup>	61,667 <sup>3</sup>	56,000 <sup>1</sup>	54,012 <sup>25</sup>
Auditor	49,100 <sup>2</sup>	60,000 <sup>3</sup>	54,643 <sup>7</sup>	74,324 <sup>10</sup>	55,944 <sup>3</sup>	—	55,591 <sup>53</sup>
Black Belt	—	68,000 <sup>1</sup>	—	83,377 <sup>11</sup>	64,103 <sup>7</sup>	80,525 <sup>12</sup>	76,562 <sup>45</sup>
Champion	—	55,000 <sup>1</sup>	—	—	55,000 <sup>1</sup>	86,000 <sup>1</sup>	107,576 <sup>9</sup>
Consultant	92,000 <sup>1</sup>	72,500 <sup>1</sup>	78,800 <sup>5</sup>	89,507 <sup>16</sup>	82,167 <sup>3</sup>	94,801 <sup>3</sup>	88,074 <sup>53</sup>
Coordinator	44,667 <sup>3</sup>	50,273 <sup>10</sup>	53,942 <sup>14</sup>	76,547 <sup>11</sup>	50,610 <sup>21</sup>	86,500 <sup>3</sup>	56,684 <sup>103</sup>
Director	—	87,000 <sup>3</sup>	95,500 <sup>3</sup>	101,091 <sup>33</sup>	82,000 <sup>3</sup>	108,640 <sup>9</sup>	96,871 <sup>241</sup>
Educator/instructor	107,000 <sup>1</sup>	78,500 <sup>2</sup>	58,050 <sup>1</sup>	78,600 <sup>5</sup>	78,500 <sup>2</sup>	—	88,378 <sup>32</sup>
Inspector	—	42,858 <sup>25</sup>	32,710 <sup>2</sup>	—	42,819 <sup>16</sup>	—	43,017 <sup>33</sup>
Manager	72,510 <sup>11</sup>	68,914 <sup>26</sup>	71,574 <sup>27</sup>	82,412 <sup>211</sup>	66,079 <sup>39</sup>	83,072 <sup>34</sup>	72,864 <sup>142</sup>
Master Black Belt	—	77,500 <sup>2</sup>	—	101,479 <sup>14</sup>	85,000 <sup>1</sup>	94,160 <sup>29</sup>	101,494 <sup>22</sup>
Process/manufacturing/ project engineer	—	84,493 <sup>3</sup>	63,500 <sup>2</sup>	74,980 <sup>12</sup>	65,250 <sup>4</sup>	86,030 <sup>10</sup>	67,258 <sup>56</sup>
Quality engineer	71,000 <sup>1</sup>	58,048 <sup>39</sup>	56,858 <sup>16</sup>	70,594 <sup>52</sup>	56,103 <sup>29</sup>	73,000 <sup>32</sup>	62,494 <sup>290</sup>
Reliability/safety engineer	72,500 <sup>1</sup>	72,500 <sup>1</sup>	—	84,900 <sup>5</sup>	—	81,600 <sup>5</sup>	76,093 <sup>10</sup>
Software quality engineer	—	—	62,667 <sup>3</sup>	89,286 <sup>7</sup>	88,000 <sup>1</sup>	100,000 <sup>1</sup>	80,513 <sup>31</sup>
Specialist	45,250 <sup>2</sup>	51,958 <sup>13</sup>	54,344 <sup>16</sup>	85,145 <sup>11</sup>	51,838 <sup>18</sup>	—	59,461 <sup>120</sup>
Supervisor	59,500 <sup>3</sup>	55,909 <sup>11</sup>	44,367 <sup>3</sup>	73,426 <sup>10</sup>	51,688 <sup>15</sup>	82,000 <sup>1</sup>	60,462 <sup>100</sup>
Supplier quality engineer/ professional	—	60,680 <sup>5</sup>	75,000 <sup>2</sup>	72,100 <sup>5</sup>	59,704 <sup>10</sup>	82,381 <sup>7</sup>	66,451 <sup>53</sup>
Technician	55,715 <sup>14</sup>	39,925 <sup>24</sup>	40,754 <sup>14</sup>	41,250 <sup>1</sup>	41,668 <sup>23</sup>	45,000 <sup>1</sup>	39,625 <sup>25</sup>
Vice president/executive	—	142,500 <sup>2</sup>	89,000 <sup>1</sup>	119,438 <sup>16</sup>	165,000 <sup>1</sup>	123,714 <sup>1</sup>	129,774 <sup>29</sup>
<b>Canada (Canadian dollars)</b>							
All respondents	\$65,000 <sup>1</sup>	\$46,500 <sup>3</sup>	\$57,000 <sup>1</sup>	\$81,397 <sup>22</sup>	\$54,408 <sup>31</sup>	\$80,333 <sup>12</sup>	\$66,639 <sup>32</sup>
Analyst	—	—	56,000 <sup>1</sup>	80,000 <sup>1</sup>	—	—	58,300 <sup>3</sup>
Associate	—	46,000 <sup>1</sup>	—	62,600 <sup>1</sup>	46,000 <sup>1</sup>	—	50,333 <sup>3</sup>
Auditor	—	—	—	71,700 <sup>2</sup>	—	—	52,989 <sup>5</sup>
Black Belt	—	—	—	—	—	80,000 <sup>2</sup>	85,000 <sup>1</sup>
Consultant	—	—	—	96,875 <sup>1</sup>	—	125,000 <sup>1</sup>	67,000 <sup>1</sup>
Coordinator	—	44,000 <sup>1</sup>	47,000 <sup>1</sup>	75,383 <sup>3</sup>	50,643 <sup>7</sup>	60,000 <sup>2</sup>	52,893 <sup>15</sup>
Director	—	—	—	133,125 <sup>2</sup>	116,000 <sup>1</sup>	98,000 <sup>1</sup>	96,969 <sup>16</sup>
Educator/instructor	—	—	—	95,000 <sup>1</sup>	—	—	40,000 <sup>1</sup>
Inspector	—	—	—	—	—	—	38,250 <sup>1</sup>
Manager	—	—	70,000 <sup>1</sup>	75,485 <sup>14</sup>	61,250 <sup>4</sup>	72,750 <sup>4</sup>	74,369 <sup>17</sup>
Master Black Belt	—	—	—	—	—	—	70,000 <sup>1</sup>
Process/manufacturing/ project engineer	—	—	—	82,000 <sup>1</sup>	52,000 <sup>1</sup>	—	59,000 <sup>5</sup>
Quality engineer	65,000 <sup>1</sup>	49,500 <sup>1</sup>	—	50,000 <sup>1</sup>	51,500 <sup>4</sup>	68,000 <sup>1</sup>	57,982 <sup>17</sup>
Reliability/safety engineer	—	—	—	—	—	—	105,000 <sup>1</sup>
Software quality engineer	—	—	—	—	—	—	63,000 <sup>1</sup>
Specialist	—	—	—	—	50,200 <sup>2</sup>	—	59,057 <sup>3</sup>
Supervisor	—	—	—	100,000 <sup>1</sup>	55,000 <sup>1</sup>	—	55,806 <sup>3</sup>
Supplier quality engineer/ professional	—	—	—	—	58,750 <sup>1</sup>	—	—
Technician	—	—	55,000 <sup>1</sup>	—	42,429 <sup>7</sup>	—	39,607 <sup>7</sup>
Vice president/executive	—	—	—	55,000 <sup>1</sup>	78,000 <sup>2</sup>	102,000 <sup>1</sup>	146,100 <sup>2</sup>

Note: Table D doesn't include results for part-time employees. Small numerals indicate the number of responses. Categories in which there were no respondents aren't included.