

PONDIT
Salary Survey
2018

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PQNDT Salary & Benefits Survey 2018

ABOUT PQNDT

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PQNDT [Personnel for Quality and Nondestructive Testing] is the premier personnel recruitment and placement agency for the nondestructive testing industry.

Founded in 1967, we have been serving the personnel needs of the NDT industry for more than 50 years. We are the only personnel agency in the world focusing exclusively on the technically demanding and highly specialized field of NDT and quality inspection.

PQNDT identifies, screens, pre-qualifies and positions skilled, experienced NDT personnel on both a permanent and contract basis for companies nationwide. Employers in all industries have come to rely on PQNDT to find the most qualified people, while candidates trust us to help them find the “path to the perfect job.”

We meet the challenge of balancing the needs of employer and employee by establishing a relationship of mutual trust and respect. Our extensive analysis of candidates and career counseling services help ensure the best match between professional and employer.

Our web site – www.pqndt.com – offers the industry’s most comprehensive database of qualified job candidates and current NDT positions available.

For additional information contact us at [800] 736-3841 or visit www.pqndt.com.

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2018 SALARY SURVEY RESULTS

TABLE OF CONTENTS

TABLE OF CONTENTS

Letter from Michael Serabian Page 1

2018 SALARY SURVEY RESULTS

Overall Results Page 2

Full-Time Employees Page 3

Contractors Page 4

RESULTS BY CERTIFICATION

Level I Page 5

Level II Page 6

Level III Page 7

CWI Page 8

API Page 9

RESULTS BY INDUSTRY

Aerospace Page 10

Construction Page 11

Defense Page 12

Laboratories Page 13

Petrochemical Page 14

Shipbuilding Page 15

Steel & Foundry Page 16

Utility & Power Page 17

RESULTS BY REGION

Northeast Page 18

Mid-Atlantic Page 19

Southern Page 20

Great Lakes Page 21

North Central Page 22

South Central Page 23

Pacific Page 24

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NDT: THE ESSENTIAL INDUSTRY

The longest sustained economic recovery in U.S. history has resulted in a similarly sustained period of growth in the nondestructive testing industry, with employment and wages both rising strongly over the past three years.

According to the U.S. Bureau of Labor Statistics, the median hourly wage across all occupation in the U.S. during 2018 was \$18.58, and median annual compensation was \$51,960, an annualized growth rate of 0.1%. Our NDT Salary & Benefits Survey shows that the NDT industry far exceeds these numbers, with average wage growth of approximately 10% over the last 36 months. Nationally, the unemployment rate stands at 3.8%. Yet our industry tops that with just 3.2% of NDT professionals unemployed.

Will this continue? Experts think so. According to a report issued in March 2019 by Mordor Intelligence, the global NDT market was valued at \$15.67 billion in 2018, and is expected to reach \$23.1 billion by 2024, a growth rate of 6.7%. The U.S. dominates employment in the NDT industry, and serves to benefit the most from this surge in demand.

OPPORTUNITIES FOR GROWTH IN THE U.S.

The United States generates the world's largest demand for NDT services. The decade long American economic recovery has revitalized key industries in which nondestructive testing plays an essential role. Among the industry sectors that are performing well, with continuing growth expected are:

OIL, GAS & PETROCHEMICALS

While somewhat tempered by recent fluctuations in crude oil prices, domestic oil production has been a boon to NDT, and there is more work on the horizon. With the United States Department of the Interior (DOI) planning to allow offshore exploratory drilling in about 90% of the Outer Continental Shelf (OCS) acreage, under the National Outer Continental Shelf Oil and Gas Leasing Program in the coming years, the oil and gas sector is expected to open up even more new opportunities.

AEROSPACE AND DEFENSE

The aerospace industry saw a strong resurgence in 2018, and, according to an industry report from Deloitte, that growth is expected to continue, thanks to a backlog of aircraft orders and ramped up production rates. In the defense industry, heightened global tensions have led to an increase in the U.S. defense budget.

CONSTRUCTION

A building frenzy that seems to be limited only by the availability of trained workers has been ongoing across the U.S. for several years. While this pace shows signs of cooling off, the apparent willingness of the federal government to support infrastructure improvements - including bridges and highways that require nondestructive testing - could present additional opportunities for the NDT industry in the years ahead.

A SHIFT TO CONTRACTORS

One important trend we have spotted is a significant increase in the hiring of Contract NDT workers. The reasons for this are many, including a desire to keep staffing levels flexible and difficulty in hiring and retaining qualified workers in a job market that is employee-friendly. However, we believe that many NDT professionals are choosing the contract route deliberately, making a career choice that offers its own flexibility while maximizing income potential. Look for that trend to continue.

All in all, the future looks bright for our essential industry. I hope you find the information in the following pages to be interesting and helpful.

Sincerely,
Michael P. Serabian
President
PQNDT, Inc.



P.S. You spoke, we listened. After a three-year hiatus our annual Salary & Benefits Survey is back by popular demand. We appreciate the support you have shown us.

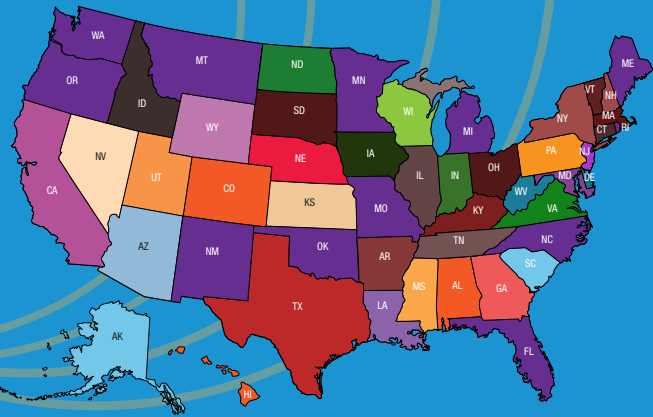
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KEY INSIGHTS

- Unemployment for NDT and inspection professionals is approximately 3.2% as the industry continues to outperform the current national average
- 87% of all NDT Professionals are Full-Time employees
- With the demand for NDT Professionals on the rise, compensation in the NDT and inspection industry increase by over 10% since 2015
- Contract labor continues to be a strong hiring option as employers struggle to locate and hire Full-Time employees



2018 SURVEY RESPONSES BY REGION

North East (NY, MA, ME, NH, VT, CT, RI)	7%
Mid-Atlantic (PA, MD, WV, DE, NJ)	8%
Southern (FL, GA, AL, MS, NC, SC, KY, TN, VA)	21%
Great Lakes (MI, IL, OH, IN, MN, WI)	13%
North Central (IA, KS, NE, SD, ND, MT, CO, WY, UT, ID)	11%
South Central (TX, LA, OK, NM, AR, MO)	24%
Pacific (CA, OR, WA, NV, AZ, AK, HI)	16%

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EMPLOYMENT TYPE

Full-Time		87%
- Salaried	43%	
- Hourly	44%	
Contractor		13%

RESPONDENT PROFILE

Male	96%
Female	4%
Average Age	47 years
Average NDT Experience	20 years

PRIMARY INDUSTRY

Aerospace	32%
Construction	10%
Defense	5%
Laboratory	4%
Petrochemical	29%
Shipbuilding	2%
Steel & Foundry	5%
Utility & Power	13%

CERTIFICATION

Level I	6%
Level II	31%
Level III	34%
API Inspector	15%
CWI Inspector	14%

JOB DESCRIPTION

API Inspector	12%
CWI Inspector	5%
Director of Quality	2%
Level III Specialist	18%
NDT Manager	9%
NDT Supervisor	6%
NDT Technician	30%
QA/QC Inspector	10%
Quality Manager	6%
Sales	0%
Scientist/Engineer	1%
Other	1%

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FULL-TIME EMPLOYEES

[CLICK HERE TO RETURN TO TABLE OF CONTENTS](#)

ON THE ECONOMY

Recovering Strongly	40%
Slowly Pulling Out of Recession	47%
Still in Recession, Little Change	7%
Getting Worse	6%

JOB PROSPECTS

Much Better Than Last Year	20%
A Little Better Than Last Year	36%
About the Same	38%
A Little Worse Than Last Year	4%
Much Worse Than Last Year	2%

CURRENTLY EMPLOYED

Yes	97%
No	3%

LAID OFF IN THE LAST 12 MONTHS

Yes	4%
No	96%

FEEL SECURE IN POSITION

Yes, Very Secure	51%
I'm Pretty Safe	38%
Not Sure How Secure Job Is	10%
Worried About Losing Job	1%

PRIMARY INDUSTRY

Aerospace	33%
Construction	11%
Defense	4%
Laboratory	4%
Petrochemical	29%
Shipbuilding	2%
Steel & Foundry	6%
Utility & Power	11%

CERTIFICATION

Level I	6%
Level II	31%
Level III	36%
API Inspector	14%
CWI Inspector	13%

BENEFITS

401(k) Savings Plan	92%
Dental Insurance	89%
Disability Insurance	85%
Educational Assistance	59%
Life Insurance	85%
Medical Insurance	98%
Paid Vacation	97%

JOB DESCRIPTION

API Inspector	11%
CWI Inspector	4%
Director of Quality	1%
Level III Specialist	22%
NDT Manager	6%
NDT Supervisor	8%
NDT Technician	30%
QA/QC Inspector	7%
Quality Manager	6%
Sales	1%
Scientist/Engineer	2%
Other	2%

Respondent Profile

Male:	95%
Female:	5%
Average Age:	45 years
Average Years of Experience:	19.8 years
Annual Compensation:	\$119,707

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ON THE ECONOMY

Recovering Strongly	38%
Slowly Pulling Out of Recession	36%
Still in Recession, Little Change	16%
Getting Worse	10%

JOB PROSPECTS

Much Better Than Last Year	14%
A Little Better Than Last Year	35%
About the Same	39%
A Little Worse Than Last Year	11%
Much Worse Than Last Year	1%

CURRENTLY EMPLOYED

Yes	86%
No	14%

CONFIDENCE IN FINDING CONTRACTS

Very Confident	65%
Not Totally Confident	28%
Very Worried About Finding Assignment	6%
Finding Assignments Almost Impossible	1%

Respondent Profile

Male:	97%
Female:	3%
Average Age:	46 years
Average Years of Experience:	19 years

PRIMARY INDUSTRY

Aerospace	30%
Construction	15%
Defense	7%
Laboratory	1%
Petrochemical	37%
Shipbuilding	3%
Steel & Foundry	4%
Utility & Power	10%

CERTIFICATION

Level I	5%
Level II	29%
Level III	24%
API Inspector	21%
CWI Inspector	21%

JOB DESCRIPTION

API Inspector	16%
CWI Inspector	11%
Director of Quality	0%
Level III Specialist	16%
NDT Manager	3%
NDT Supervisor	3%
NDT Technician	34%
QA/QC Inspector	15%
Quality Manager	0%
Sales	0%
Scientist/Engineer	1%
Other	1%

FINDING ASSIGNMENTS

Internet	36%
Newspaper Ads	0%
Magazine Ads	0%
Placement Agency	20%
Word-of-Mouth	42%
Other	2%

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KEY INSIGHTS

- Compensation for NDT Level I professionals saw solid gains in earnings as companies continue to hire and train entry level personnel
- In 2018 female NDT workers represent 20% of all Level I Techs in the NDT industry
- The number of Level I Contractors working in the NDT industry in 2018 increased to keep pace with demand for qualified helpers
- The Petrochemical and Aerospace industries reported strong increases in the number of Level I Techs hired in 2018

Respondent Profile

Full-Time Employee:	90%
Salaried:	9%
Hourly:	81%
Contractor:	10%
Male:	80%
Female:	20%
Average Age:	31 years
Average Years of Experience:	4.1 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$72,684
Average Hourly Rate:	\$23.11

FULL-TIME BENEFITS

401 (k) Savings Plan	94%
Dental Insurance	92%
Disability Insurance	75%
Educational Assistance	69%
Life Insurance	84%
Medical Insurance	98%
Paid Vacation	98%

CONTRACTORS

Average Hourly Rate	\$26.01
Average Weeks Per Assignment	13
Average Months Worked Per Year	9
Average Overtime Hours Per Week	20

PRIMARY INDUSTRY

Aerospace	32%
Construction	14%
Defense	2%
Laboratory	10%
Petrochemical	27%
Shipbuilding	1%
Steel & Foundry	3%
Utility & Power	11%

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KEY INSIGHTS

- Approximately 94% of all Full-Time employees reported their job prospects were equal or better than compared to 2015
- Compensation amounts for Full-Time NDT Level II Technicians shows over a 50% gain in earning since 2009
- Only 7% of all Level II Contractors employed are concerned about finding their next assignment
- The Aerospace and Petrochemical industries combined employ over 60% of all NDT Level II Techs nationwide

Respondent Profile

Full-Time Employee:	90%
Salaried:	15%
Hourly:	75%
Contractor:	10%
Male:	94%
Female:	6%
Average Age:	40 years
Average Years of Experience:	13.5 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$109,133
Average Hourly Rate:	\$37.05

FULL-TIME BENEFITS

401 (k) Savings Plan	99%
Dental Insurance	90%
Disability Insurance	73%
Educational Assistance	65%
Life Insurance	87%
Medical Insurance	98%
Paid Vacation	99%

CONTRACTORS

Average Hourly Rate	\$46.10
Average Weeks Per Assignment	25
Average Months Worked Per Year	10.5
Average Overtime Hours Per Week	19

PRIMARY INDUSTRY

Aerospace	38%
Construction	10%
Defense	6%
Laboratory	5%
Petrochemical	27%
Shipbuilding	1%
Steel & Foundry	2%
Utility & Power	12%

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KEY INSIGHTS

- In 2018 the Aerospace industry employed almost 50% of all Full-Time Level IIIs employed in the NDT industry
- Females make up 5% of all NDT Level III professionals employed in the United States
- Compensation for Level III professionals increased by approximately 10.4% since 2015, supporting a six-figure salary since 2011
- The number of Level III Contractors increased due to industry growth and retiring employees

Respondent Profile

Full-Time Employee:	90%
Salaried:	74%
Hourly:	16%
Contractor:	10%
Male:	95%
Female:	5%
Average Age:	52 years
Average Years of Experience:	27.3 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$126,821

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	95%
Disability Insurance	91%
Educational Assistance	77%
Life Insurance	91%
Medical Insurance	98%
Paid Vacation	98%

CONTRACTORS

Average Hourly Rate	\$73.89
Average Weeks Per Assignment	25.10
Average Months Worked Per Year	8.92
Average Overtime Hours Per Week	15.1

PRIMARY INDUSTRY

Aerospace	48%
Construction	6%
Defense	5%
Laboratory	5%
Petrochemical	16%
Shipbuilding	2%
Steel & Foundry	9%
Utility & Power	9%

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KEY INSIGHTS

- Both Contract and Full-Time CWI Inspectors reported a 10% gain in compensation since 2015
- Over 27% of all CWI Inspectors are Contractors – the highest number in any segment of the industry
- The Construction industry employed the highest number of CWI Inspectors in 2018
- Only 33% of all CWI Inspectors are salaried employees

Respondent Profile	
Full-Time Employee:	76%
Salaried:	33%
Hourly:	43%
Contractor:	24%
Male:	97%
Female:	3%
Average Age:	46 years
Average Years of Experience:	19.1 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$112,599
Average Hourly Rate:	\$46.83

FULL-TIME BENEFITS

401 (k) Savings Plan	90%
Dental Insurance	91%
Disability Insurance	77%
Educational Assistance	61%
Life Insurance	92%
Medical Insurance	98%
Paid Vacation	97%

CONTRACTORS

Average Hourly Rate	\$61.72
Average Weeks Per Assignment	25.9
Average Months Worked Per Year	10.2
Average Overtime Hours Per Week	19.4

PRIMARY INDUSTRY

Aerospace	4%
Construction	38%
Defense	1%
Laboratory	4%
Petrochemical	19%
Shipbuilding	1%
Steel & Foundry	19%
Utility & Power	17%

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KEY INSIGHTS

- There is a 41% hourly wage premium paid to Contractors vs. Full-Time hourly employees
- API wages increased approximately 10.2% since 2015 – continuing their trend as the highest income producers in comparison to all inspectors in the industry
- The number of Contract API Inspectors makes up 15% of the total API inspection workforce
- Today the Petrochemical industry employs over 84% of all API Inspectors in the United States

Respondent Profile

Full-Time Employee:	85%
Salaried:	43%
Hourly:	42%
Contractor:	15%
Male:	97%
Female:	3%
Average Age:	47.2 years
Average Years of Experience:	21 years

FULL-TIME EMPLOYEES

Average Annual Compensation	\$152,127
Average Hourly Rate:	\$50.76

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	95%
Disability Insurance	84%
Educational Assistance	73%
Life Insurance	93%
Medical Insurance	99%
Paid Vacation	98%

CONTRACTORS

Average Hourly Rate	\$71.74
Average Weeks Per Assignment	31
Average Months Worked Per Year	10.5
Average Overtime Hours Per Week	21

PRIMARY INDUSTRY

Aerospace	0%
Construction	6%
Defense	0%
Laboratory	7%
Petrochemical	84%
Shipbuilding	0%
Steel & Foundry	0%
Utility & Power	3%

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KEY INSIGHTS

- Full-Time NDT professionals in the Aerospace industry reported approximately a 10.3% gain in earnings since 2015
- The number of Level I NDT professionals hired in the Aerospace industry continues to outpace all other industries
- The Aerospace industry reported strong increases in the number of NDT Contractors utilized to support production growth
- The Aerospace industry reported 44% of its workforce is comprised of Level II Technicians

Respondent Profile

Full-Time Employee:	93%
Salaried:	46%
Hourly:	47%
Contractor:	7%
Male:	94%
Female:	6%
Average Age:	45 years
Average Years of Experience:	22 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$101,717

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$72,223
Level II	\$104,856
Level III	\$123,919
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	94%
Dental Insurance	94%
Disability Insurance	84%
Educational Assistance	77%
Life Insurance	92%
Medical Insurance	99%
Paid Vacation	96%

CERTIFICATION

Level I	10%
Level II	44%
Level III	46%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$49.72
Average Weeks Per Assignment	31
Average Months Worked Per Year	9.7
Average Overtime Hours Per Week	11

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KEY INSIGHTS

- The Construction industry reported consistent income gains of 10.2% since 2015
- The Full-Time employees make up 79% of the Construction industry's workforce
- Contractors in the Construction Industry reported being employed for more than 10 months during 2018
- The Construction industry shows increases in hiring both Level I and Level II Technicians

Respondent Profile

Full-Time Employee:	79%
Salaried:	35%
Hourly:	44%
Contractor:	21%
Male:	98%
Female:	2%
Average Age:	44 years
Average Years of Experience:	18.5 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$118,977

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$74,801
Level II	\$106,369
Level III	\$129,763
CWI Inspector	\$127,319
API Inspector	\$142,026

FULL-TIME BENEFITS

401 (k) Savings Plan	93%
Dental Insurance	87%
Disability Insurance	71%
Educational Assistance	63%
Life Insurance	80%
Medical Insurance	99%
Paid Vacation	92%

CERTIFICATION

Level I	5%
Level II	20%
Level III	28%
API Inspector	9%
CWI Inspector	38%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$59.34
Average Weeks Per Assignment	29.3
Average Months Worked Per Year	10.9
Average Overtime Hours Per Week	19.2

KEY INSIGHTS

- The Contractor segment of the Defense industry continues to show strong growth, up 9% since 2015
- Full-Time employees make up 80% of all the Defense industry workforce – supporting a downward hiring trend in Full-Time hiring
- Almost half of all NDT professionals employed in the Defense industry are Level II Technicians
- Hiring of female workers in the Defense industry is up 2%

Respondent Profile

Full-Time Employee:	80%
Salaried:	32%
Hourly:	48%
Contractor:	20%
Male:	94%
Female:	6%
Average Age:	46 years
Average Years of Experience:	19.2 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$103,119

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$74,386
Level II	\$105,421
Level III	\$129,799
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	94%
Disability Insurance	77%
Educational Assistance	63%
Life Insurance	94%
Medical Insurance	98%
Paid Vacation	99%

CERTIFICATION

Level I	8%
Level II	48%
Level III	44%
API Inspector	n/a
CWI Inspector	n/a

CONTRACTOR COMPENSATION

Average Hourly Rate	\$54.57
Average Weeks Per Assignment	41
Average Months Worked Per Year	10.9
Average Overtime Hours Per Week	24

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KEY INSIGHTS

- The Laboratory industry showed an increase in earnings of 10.1% since 2015
- The Laboratory industry continues to employ more females than all industries surveyed
- Level I and Level II Technicians make up over 56% of the Laboratory workforce
- The Contractor segment makes up only 5% of the overall Laboratory Industry

Respondent Profile

Full-Time Employee:	95%
Salaried:	46%
Hourly:	49%
Contractor:	5%
Male:	91%
Female:	9%
Average Age:	43.7 years
Average Years of Experience:	20.2 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$116,629

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$71,708
Level II	\$107,563
Level III	\$128,971
CWI Inspector	\$126,349
API Inspector	\$146,695

FULL-TIME BENEFITS

401 (k) Savings Plan	97%
Dental Insurance	93%
Disability Insurance	74%
Educational Assistance	66%
Life Insurance	91%
Medical Insurance	98%
Paid Vacation	99%

CERTIFICATION

Level I	10%
Level II	46%
Level III	35%
API Inspector	6%
CWI Inspector	3%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$58.21
Average Weeks Per Assignment	33
Average Months Worked Per Year	10.7
Average Overtime Hours Per Week	23

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KEY INSIGHTS

- The Petrochemical and Utility/Power industries offers the highest earnings of all industries reporting in 2018
- Earning for Full-Time employees rose 10.4% from the period of 2015 to 2018
- API Inspectors earn more in the Petrochemical industry than any other industry
- Contractors make up 16% of the Petrochemical industry, up slightly up from 2015

Respondent Profile

Full-Time Employee:	84%
Salaried:	36%
Hourly:	48%
Contractor:	16%
Male:	94%
Female:	6%
Average Age:	44 years
Average Years of Experience:	21.2 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$120,977

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$74,784
Level II	\$111,340
Level III	\$129,126
CWI Inspector	\$130,933
API Inspector	\$158,911

FULL-TIME BENEFITS

401 (k) Savings Plan	97%
Dental Insurance	95%
Disability Insurance	89%
Educational Assistance	69%
Life Insurance	91%
Medical Insurance	99%
Paid Vacation	98%

CERTIFICATION

Level I	6%
Level II	37%
Level III	9%
API Inspector	43%
CWI Inspector	5%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$63.93
Average Weeks Per Assignment	29
Average Months Worked Per Year	10.8
Average Overtime Hours Per Week	24

KEY INSIGHTS

- The Shipbuilding industry showed a 10% increase in compensation for both Full-Time and Contract personnel
- The utilization of NDT Contractors increased by 4% since in 2015
- 52% of the Shipbuilding industry's Full-Time workforce is compensated hourly
- The average NDT Contractor in the Shipbuilding industry works approximately 9.9 months a year

Respondent Profile

Full-Time Employee:	89%
Salaried:	37%
Hourly:	52%
Contractor:	11%
Male:	94%
Female:	6%
Average Age:	47 years
Average Years of Experience:	19.3 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$100,941

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$67,111
Level II	\$102,151
Level III	\$129,266
CWI Inspector	n/a
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	96%
Dental Insurance	86%
Disability Insurance	72%
Educational Assistance	66%
Life Insurance	96%
Medical Insurance	99%
Paid Vacation	98%

CERTIFICATION

Level I	8%
Level II	43%
Level III	49%
API Inspector	n/a
CWI Inspector	n/a

CONTRACTOR COMPENSATION

Average Hourly Rate	\$55.71
Average Weeks Per Assignment	21
Average Months Worked Per Year	9.9
Average Overtime Hours Per Week	23

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KEY INSIGHTS

- Continued gains in compensation in all inspection disciplines were reports in the Steel & Foundry industry
- The use of Contractors remained as a viable hiring practice in a tight labor market
- Hourly Full-Time workers made up 92% of the total Steel & Foundry workforce in 2018
- There was an increase in the number of female Level I NDT professionals hired to support consistent growth in the Steel & Foundry industry

Respondent Profile

Full-Time Employee:	92%
Salaried:	45%
Hourly:	47%
Contractor:	8%
Male:	91%
Female:	9%
Average Age:	48 years
Average Years of Experience:	21.7 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$99,878

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$65,813
Level II	\$103,974
Level III	\$124,576
CWI Inspector	\$104,777
API Inspector	n/a

FULL-TIME BENEFITS

401 (k) Savings Plan	96%
Dental Insurance	92%
Disability Insurance	84%
Educational Assistance	72%
Life Insurance	96%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	9%
Level II	38%
Level III	44%
API Inspector	n/a
CWI Inspector	9%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$51.07
Average Weeks Per Assignment	21
Average Months Worked Per Year	9.7
Average Overtime Hours Per Week	22

KEY INSIGHTS

- Due to demand the number of Full-Time employees hired increased by 3% in 2018
- Average compensation for Full-Time employees rose 10.3% over the past three years
- The Utility and Power Services industry continues to compensate its Level II workforce higher than any other market segment
- Contractors in the Utility and Power Services industry were employed over 11 months in 2018

Respondent Profile	
Full-Time Employee:	89%
Salaried:	43%
Hourly:	44%
Contractor:	11%
Male:	97%
Female:	3%
Average Age:	46 years
Average Years of Experience:	21.9 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$119,137

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$84,513
Level II	\$114,980
Level III	\$141,547
CWI Inspector	\$120,192
API Inspector	n/a

FULL-TIME BENEFITS

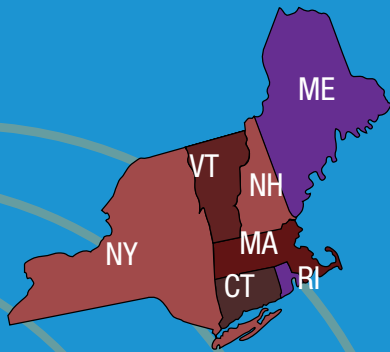
401 (k) Savings Plan	99%
Dental Insurance	97%
Disability Insurance	75%
Educational Assistance	72%
Life Insurance	91%
Medical Insurance	99%
Paid Vacation	97%

CERTIFICATION

Level I	6%
Level II	33%
Level III	44%
API Inspector	3%
CWI Inspector	14%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$60.87
Average Weeks Per Assignment	21.3
Average Months Worked Per Year	9.1
Average Overtime Hours Per Week	24



Northeast Region

- New York
- Massachusetts
- Maine
- New Hampshire
- Vermont
- Connecticut
- Rhode Island

Respondent Profile

Full-Time Employee:	92%
Salaried:	45%
Hourly:	47%
Contractor:	8%
Male:	94%
Female:	6%
Average Age:	47 years
Average Years of Experience:	23 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$126,574

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$77,111
Level II	\$113,849
Level III	\$136,337
CWI Inspector	\$135,971
API Inspector	\$155,573

FULL-TIME BENEFITS

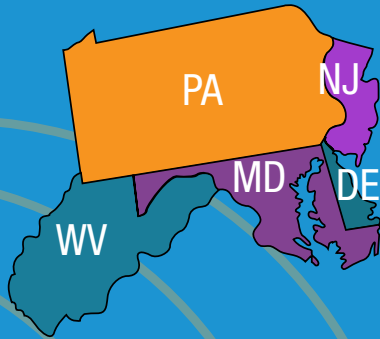
401 (k) Savings Plan	96%
Dental Insurance	92%
Disability Insurance	81%
Educational Assistance	65%
Life Insurance	89%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	8%
Level II	32%
Level III	49%
API Inspector	6%
CWI Inspector	5%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$62.97
Average Weeks Per Assignment	21
Average Months Worked Per Year	11.1
Average Overtime Hours Per Week	22



Mid-Atlantic Region

- Pennsylvania
- Maryland
- West Virginia
- Delaware
- New Jersey

Respondent Profile

Full-Time Employee:	88%
Salaried:	43%
Hourly:	45%
Contractor:	12%
Male:	92%
Female:	8%
Average Age:	47 years
Average Years of Experience:	23 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$109,973

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$70,549
Level II	\$102,410
Level III	\$124,783
CWI Inspector	\$115,112
API Inspector	\$122,974

FULL-TIME BENEFITS

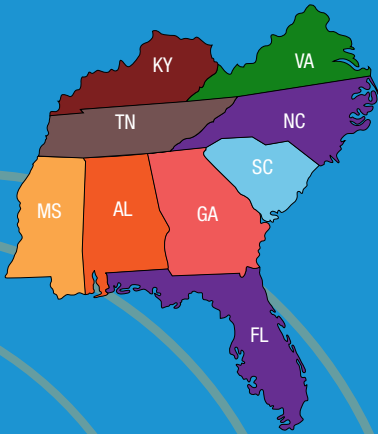
401 (k) Savings Plan	95%
Dental Insurance	88%
Disability Insurance	82%
Educational Assistance	65%
Life Insurance	84%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	8%
Level II	36%
Level III	40%
API Inspector	8%
CWI Inspector	8%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$51.10
Average Weeks Per Assignment	17
Average Months Worked Per Year	9
Average Overtime Hours Per Week	21



Southern Region

- Florida
- Georgia
- Alabama
- Mississippi
- North Carolina
- South Carolina
- Kentucky
- Tennessee
- Virginia

Respondent Profile

Full-Time Employee:	88%
Salaried:	43%
Hourly:	45%
Contractor:	12%
Male:	97%
Female:	3%
Average Age:	46 years
Average Years of Experience:	22 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$111,112

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$69,941
Level II	\$101,377
Level III	\$123,563
CWI Inspector	\$117,062
API Inspector	\$134,970

FULL-TIME BENEFITS

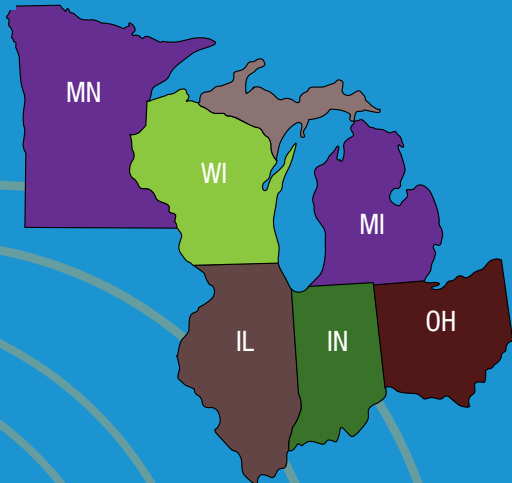
401 (k) Savings Plan	98%
Dental Insurance	94%
Disability Insurance	83%
Educational Assistance	70%
Life Insurance	92%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	4%
Level II	38%
Level III	33%
API Inspector	12%
CWI Inspector	13%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$55.65
Average Weeks Per Assignment	25.1
Average Months Worked Per Year	11.2
Average Overtime Hours Per Week	24



Great Lakes Region

- Michigan
- Illinois
- Ohio
- Indiana
- Minnesota
- Wisconsin

Respondent Profile

Full-Time Employee:	92%
Salaried:	46%
Hourly:	47%
Contractor:	8%
Male:	94%
Female:	6%
Average Age:	44 years
Average Years of Experience:	21 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$109,731

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$63,462
Level II	\$98,915
Level III	\$125,165
CWI Inspector	\$126,913
API Inspector	\$139,736

FULL-TIME BENEFITS

401 (k) Savings Plan	94%
Dental Insurance	88%
Disability Insurance	70%
Educational Assistance	64%
Life Insurance	96%
Medical Insurance	99%
Paid Vacation	98%

CERTIFICATION

Level I	8%
Level II	30%
Level III	34%
API Inspector	9%
CWI Inspector	19%

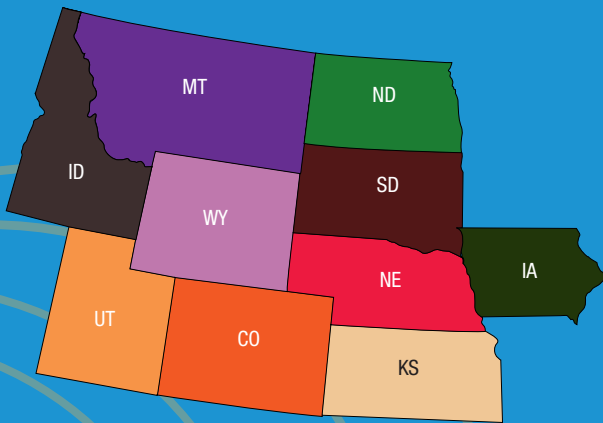
CONTRACTOR COMPENSATION

Average Hourly Rate	\$56.71
Average Weeks Per Assignment	19
Average Months Worked Per Year	10.1
Average Overtime Hours Per Week	19.3

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North Central Region

- Iowa
- Kansas
- Nebraska
- North Dakota
- South Dakota
- Montana
- Colorado
- Wyoming
- Utah
- Idaho

Respondent Profile

Full-Time Employee:	89%
Salaried:	47%
Hourly:	41%
Contractor:	11%
Male:	94%
Female:	6%
Average Age:	44 years
Average Years of Experience:	18.9 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$111,532

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$69,491
Level II	\$100,544
Level III	\$126,343
CWI Inspector	\$118,379
API Inspector	\$149,842

FULL-TIME BENEFITS

401 (k) Savings Plan	98%
Dental Insurance	96%
Disability Insurance	82%
Educational Assistance	70%
Life Insurance	90%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	5%
Level II	25%
Level III	34%
API Inspector	18%
CWI Inspector	18%

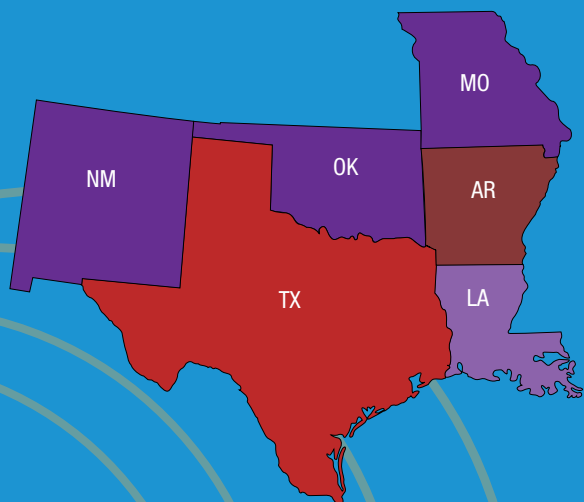
CONTRACTOR COMPENSATION

Average Hourly Rate	\$59.70
Average Weeks Per Assignment	26
Average Months Worked Per Year	9.5
Average Overtime Hours Per Week	17.1

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South Central Region

- Texas
- Louisiana
- Oklahoma
- New Mexico
- Arkansas
- Missouri

Respondent Profile

Full-Time Employee:	84%
Salaried:	49%
Hourly:	35%
Contractor:	16%
Male:	95%
Female:	5%
Average Age:	43 years
Average Years of Experience:	19 years

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FULL-TIME EMPLOYEES

Average Annual Compensation \$116,697

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$71,884
Level II	\$101,397
Level III	\$125,699
CWI Inspector	\$120,591
API Inspector	\$145,622

FULL-TIME BENEFITS

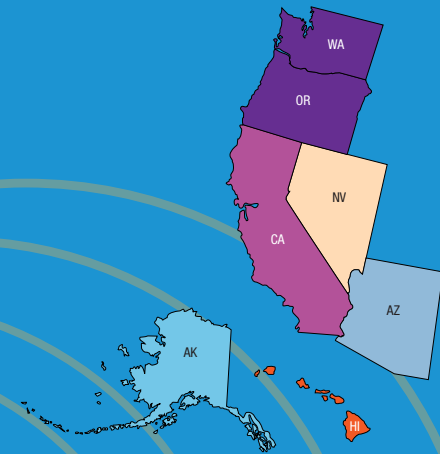
401 (k) Savings Plan	95%
Dental Insurance	93%
Disability Insurance	88%
Educational Assistance	70%
Life Insurance	94%
Medical Insurance	99%
Paid Vacation	99%

CERTIFICATION

Level I	6%
Level II	31%
Level III	32%
API Inspector	23%
CWI Inspector	8%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$59.18
Average Weeks Per Assignment	27
Average Months Worked Per Year	11
Average Overtime Hours Per Week	23



Pacific Region

- California
- Oregon
- Washington
- Nevada
- Arizona
- Alaska
- Hawaii

Respondent Profile

Full-Time Employee:	94%
Salaried:	44%
Hourly:	50%
Contractor:	6%
Male:	96%
Female:	4%
Average Age:	43 years
Average Years of Experience:	22 years

FULL-TIME EMPLOYEES

Average Annual Compensation \$124,327

FULL-TIME EMPLOYEE COMPENSATION

Level I	\$77,694
Level II	\$109,826
Level III	\$136,724
CWI Inspector	\$138,751
API Inspector	\$157,719

FULL-TIME BENEFITS

401 (k) Savings Plan	96%
Dental Insurance	93%
Disability Insurance	81%
Educational Assistance	71%
Life Insurance	86%
Medical Insurance	99%
Paid Vacation	98%

CERTIFICATION

Level I	8%
Level II	31%
Level III	44%
API Inspector	9%
CWI Inspector	8%

CONTRACTOR COMPENSATION

Average Hourly Rate	\$61.69
Average Weeks Per Assignment	29
Average Months Worked Per Year	12.1
Average Overtime Hours Per Week	22

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