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# Wisdom Online North America 2022

March 22<sup>nd</sup> & 23<sup>rd</sup>





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# Salary Survey Results 2022

Martin Thompson, ITAM Review & Gerrit Gipmans, USU



# Intro and Agenda

## Gerrit Gipmans



- Part of the SAM industry for 16 years
  - Specialized in SAM Managed Services
  - 7 years experience as Global License Manager
  - Joined USU in October 2013
- Today responsible as PM for USU's SAM Service Portfolio

## Martin Thompson



- Founder ITAM Review
- Founder ITAM Forum
- Volunteer (Evangelism), WG21
- Author Practical ITAM

## ITAM Review Salary Survey 2022

1. Skills
2. Salaries
3. Teams

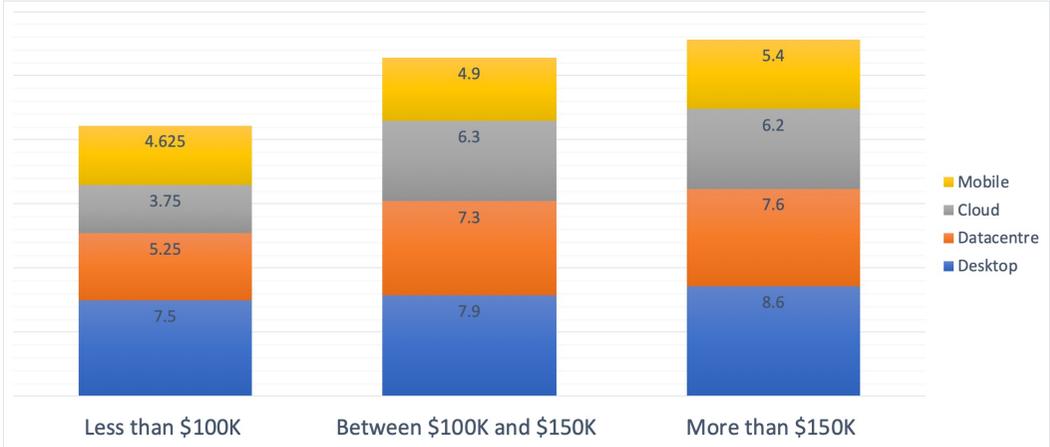
- N=119
- 4<sup>th</sup> Salary Survey (2014, 2017, 2019, 2022)

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# Your skills

	2022	2019	Change
Desktop	8.15	7.86	3.7%
Datacentre	7.55	6.59	14.6%
Cloud	6.12	5.75	6.4%
Mobile	5.17	5.02	3.0%



2019

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# Skill Strengths

	2022	2019	Change
Working with Stakeholders	8.31	7.84	6.0%
Reporting and Analysis	8.28	7.95	4.2%
ITAM Best Practices	8.13	7.6	7.0%
Data processing	8.06	7.53	7.0%
Managing Entitlement	7.88	7.44	5.9%
Licensing Expertise	7.85	7.65	2.6%
Audit Defence	7.77	7.07	9.9%
Vendor Management	7.75		New
Technical Skills and Knowledge	7.69	7.41	3.8%
Administration of Tools	7.43	6.85	8.5%
Project Management	6.89	6.77	1.8%

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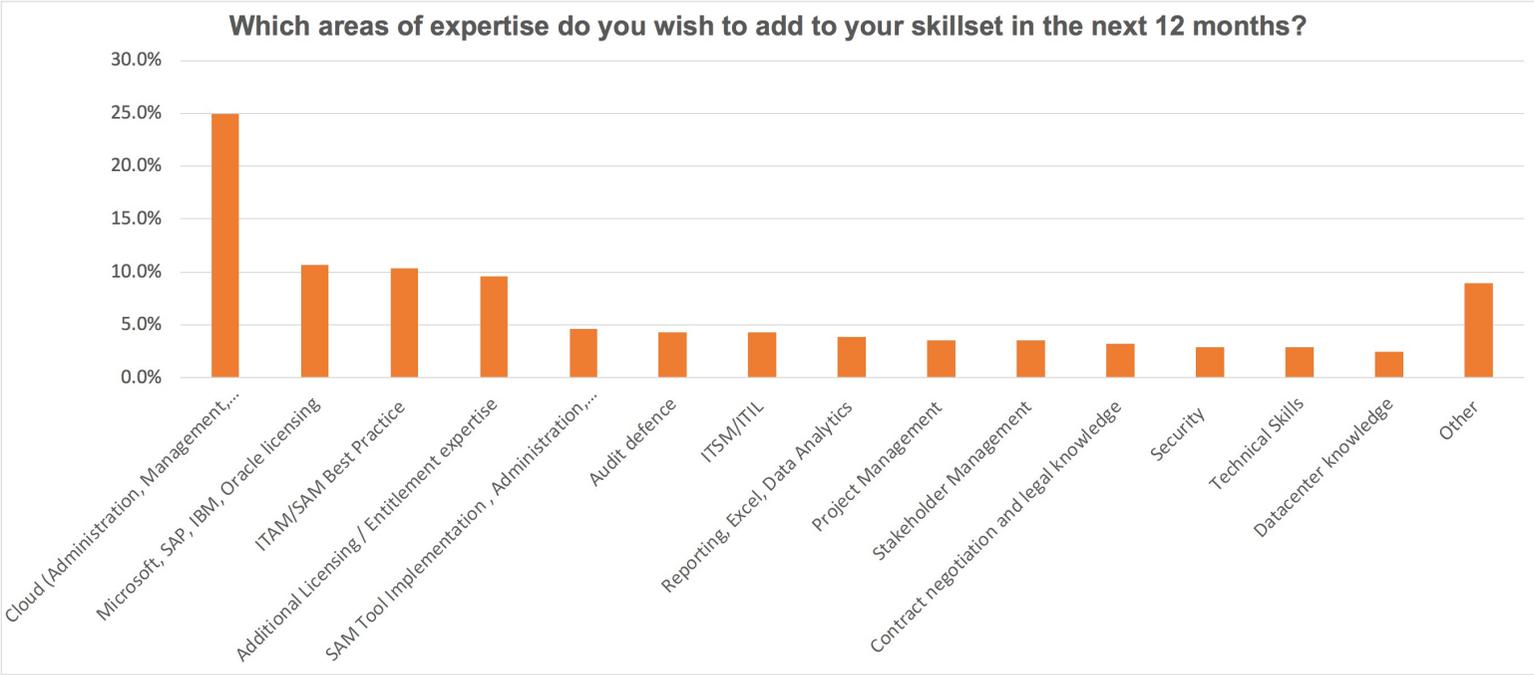


**Which areas of expertise do you wish to add to your skillset in the next 12 months?**

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# 2019 Comparison



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# Skills Summary

- Skills and confidence improving
- Cloud skills and salary growth
- FinOps & ISO Certification

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# Salaries Growth

## Average Salary

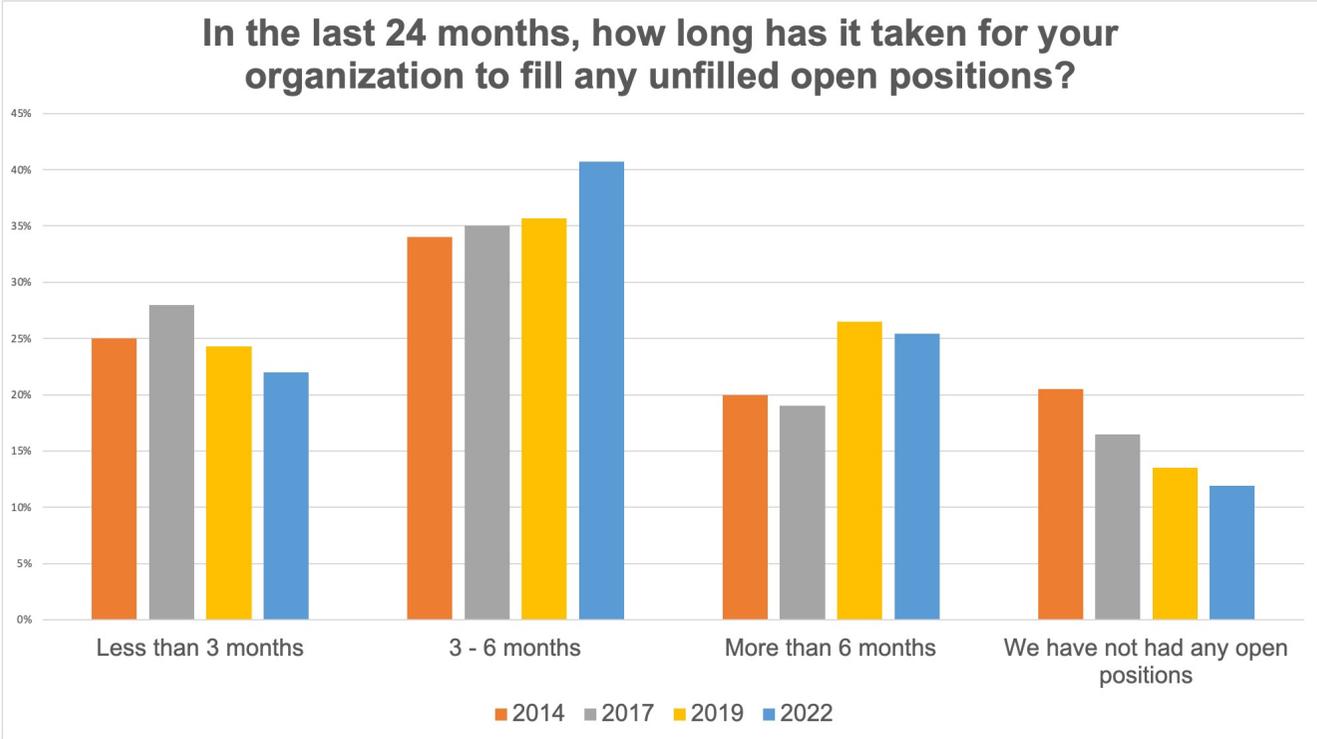
	2022	2019	Change
UK	£ 72,282	£ 62,026	16.5%
USA	\$ 136,227	\$ 106,871	27.5%

n=119

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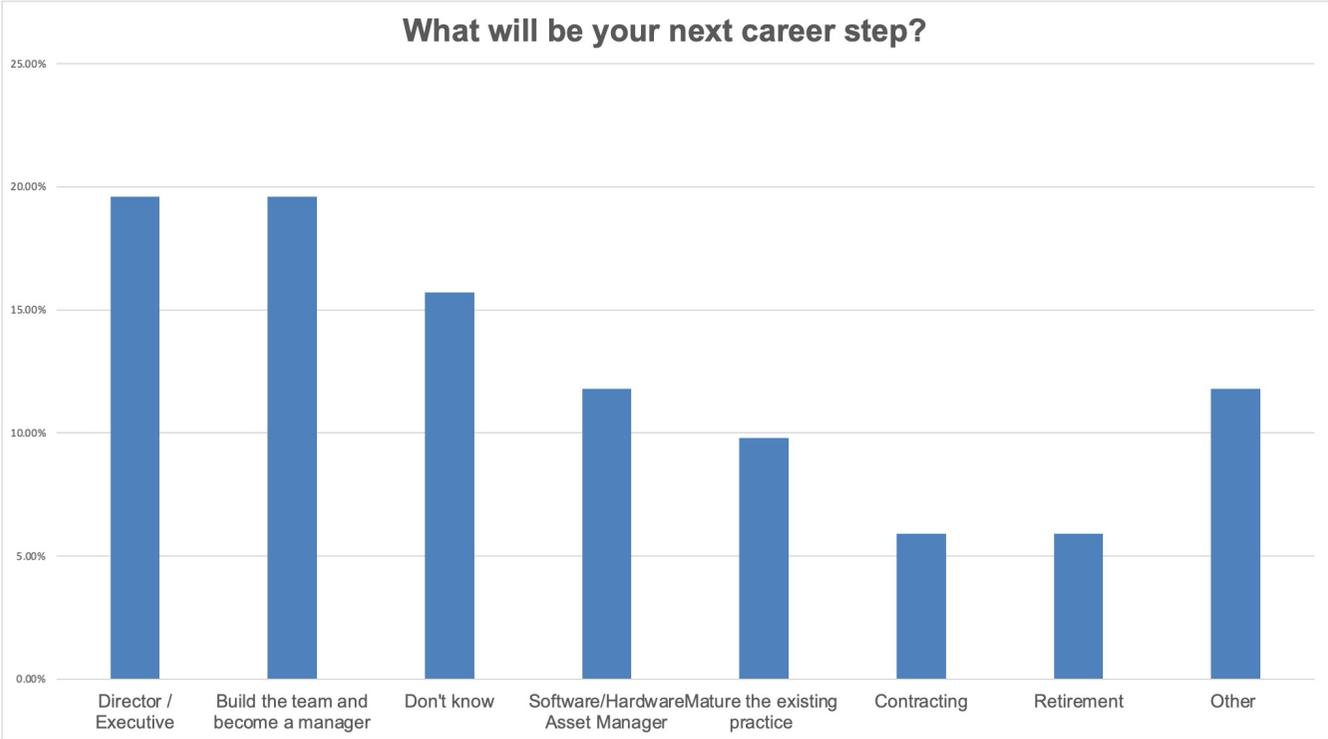
# How long does it take to hire?



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# Your next career step?



(Other = Architecture, Consulting, different end user organization, CIO, FinOps practitioner, move out of SAM)

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# Salaries Summary

- Salary growth accelerating
- USA skills shortage
- Harder to find people, and more of you are hiring
- Loyalty to the profession

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# Team Size and Responsibility

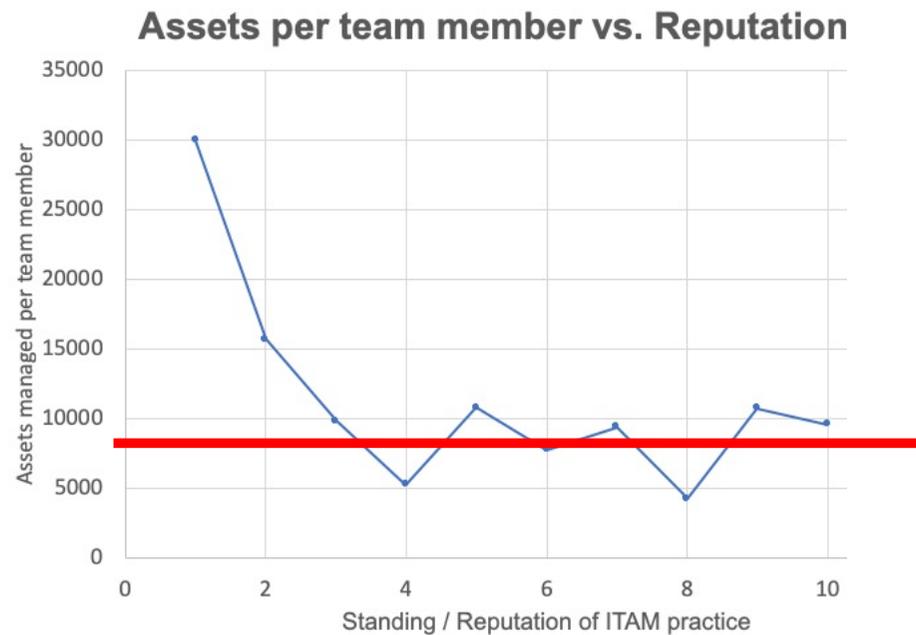
	2022	2019	Change
Average team size	5.64	4.53	24.5%
Average assets per team member	8785	9181	-4.3%

n=119

\$13,850,824 Software Spend per team member

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Reputation of ITAM within your business

**Whereby**

1- Not/know / weak

10 - Senior level engagement / strong

*1-5 Reputation Score*

14,318 Assets per team member

*6- 10 Reputation Score*

8,357 Assets per team member

2019

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# How are you expanding the team?



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# 2019 Comparison



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# Teams Summary

- Team size growth, assets per team member decline = better resourced teams?
- SAM and Licensing still in high demand

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# Questions



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Thank you

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