

Q1 EDITION

# 2023 Job Outlook and Salary Guide



 zengig

**03** Introduction

**04** Current State

**06** Job Market Trends For 2023

**09** Salaries

HR

Marketing and Sales

IT

Legal

Finance and Accounting

Admin and Call Center

Healthcare

Warehouse and Logistics

Architecture and Engineering

**22** Conclusion

## **It's that time of year.**

Decorations, parties, and the obligatory predictions for what to expect in 2023. It should be easy this year, shouldn't it? I mean, it's not as if there's much going on in the world these days...right?

*Wrong.*

Each year, in early December, I've written about what to expect in the job market for the year ahead. Except for 2019, when Covid changed everything in a blink, I've done so confidently and, as it turns out, accurately. This year, however, feels different.

Despite the knowledge and experience gained over the course of two decades in staffing, the current state of the U.S. economy and geopolitical unrest make it nearly impossible to forecast what lies ahead in the months to come. A Magic 8 Ball has just as much chance of getting it right.

Although conditions remain favorable as the year winds down, that only tells us where we are now. Where we're heading is much trickier, so for this year, we'll do something that I hope won't be necessary for the future: We will release a quarterly update to share the latest information available. Instead of forecasting what we think will happen over an entire year, let's focus on where we are now, combined with trends we can count on.

Consider this 2023 Jobs and Salary guide part 1.

Please [subscribe to our newsletter](#) if you want to receive updates as they are available. In the meantime, we'll continue to monitor and report on changes in our [podcast](#) and weekly [blog articles](#).

**We hope this guide serves you well on your path to finding career zen.**

---

**Pete Newsome**  
President & Founder

# Current State

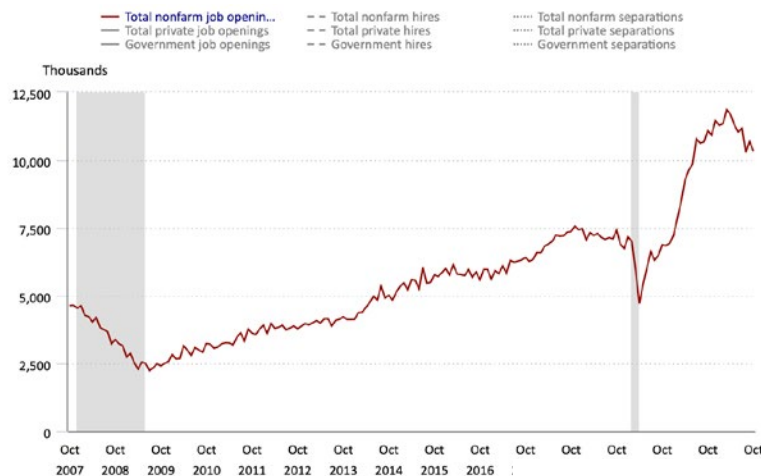
Let's first get the bad news out of the way, which, unless you've been totally off the grid, isn't news at all. Recent layoffs at major tech companies have impacted tens of thousands, pushing the total for the year well into six figures. Companies in other industries are now following suit, and on any given day, reports of increasing inflation, rising interest rates, stock market turmoil, and political discord dominate the news cycle.

Workers are nervous, and rightly so.

But perhaps they don't need to be, as, historically speaking, this remains an excellent time to be on the job market. The U.S. Bureau of Labor Statistics published two recent reports that provide insight into what's currently taking place.

The [Job Openings and Labor Turnover Summary](#), released on the last day of November, indicates that we currently have 10.3 million job openings. Although the data is a month behind (and I expect it to drop a bit when the next report is released), the number is twice the average we've seen over the past 15 years, as you can see here.

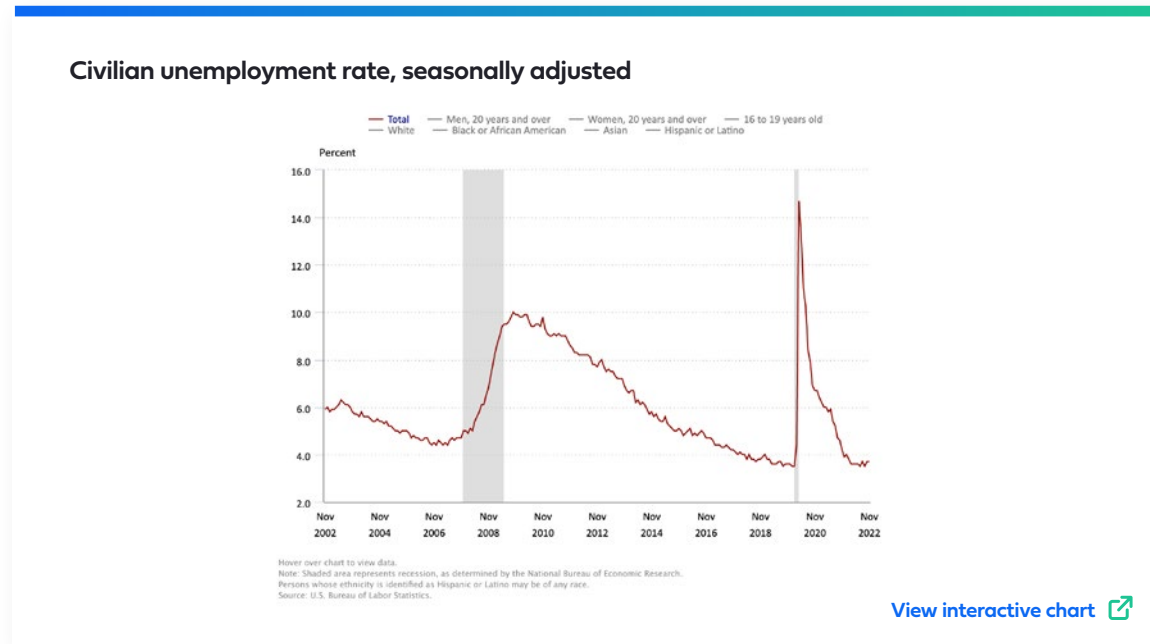
Job openings, hires, and separations levels, seasonally adjusted



[View interactive chart](#)

Then, on December 2, the Employment Situation Summary was published, stating, "Total nonfarm payroll employment increased by 263,000 in November, and the unemployment rate was unchanged at 3.7 percent." This is undeniably positive news for job seekers, indicating high job creation and record-low unemployment.

This chart makes it easy to see how low the number is currently.



Companies are creating jobs, and those who want to work have plenty of opportunities to do so as competition remains low. With six million job seekers and ten million openings, it's still a candidates' market to a significant degree.

Although the winds of change may soon be upon us, the current job market is strong.

# Job Market Trends For 2023

While we are hesitant to make predictions too far into the future, our team has identified several trends we believe will continue regardless of market changes.

01

## Freelancing continues to rise

The freelance revolution is massive and shows no signs of slowing down. Since the pandemic, the demand for services such as pick-up and delivery, home improvement, and transportation continues to rise. Freelancers can be found in every industry and business size, contributing some \$1.3 trillion a year to the US economy.

It's no secret that the freelance world has been expanding for many years now, and according to all market indicators, that growth will only increase. Thanks to evolving technology, platforms like Fiverr, Toptal, and Upwork allow freelancers to monitor and secure job opportunities efficiently. It is predicted that more than half of Americans will work in the gig economy by 2023.

02

## Changes in remote roles

Candidates still want remote positions, but they're fewer and farther between. 2022 saw workers return to the office en masse, and many employers pulled back on the generous work-from-home policies of the year prior. Positions that are either fully or partially remote will see a high level of interest through 2023.

03

## Boomerang employees come back around

In 2022, we saw many employees confidently leave their jobs in search of a brighter future. As we enter 2023, many of these individuals will realize that their futures may lie with their original employers. These boomerang employees will encounter a much more receptive audience during the new year as employers look to fill openings and reduce costs.

# 04

## Mental health benefits go mainstream

One of the most troubling implications of the pandemic is its effect on our collective mental health—implications we probably won't fully grasp the scope of for some time. And yet, it's become commonplace for candidates to weigh companies' approach to mental well-being into their decision whether to accept a job. Almost half of the recruiters say job seekers are asking about mental health benefits more frequently since the onset of Covid-19.

It's worth pointing out, too, that candidates aren't the only ones grappling with increased demands and the resulting stress; 61% of recruiters say their stress has increased by some level since the pandemic began, while nearly 20% say the amount of stress they're under has increased drastically.

# 05

## Unions gain ground

Unions were once exclusively associated with certain professions, like public safety, skilled trades, and education. In recent years, however, we've seen successful or nearly successful attempts to unionize at companies across sectors, from Amazon to Starbucks.

While those efforts haven't contributed to an overall increase in union membership, the seeds have been planted, which means smart recruiters need to consider what unionization could mean for the industries in which they operate.

When employees unionize, companies' costs go up. They have to increase wages and other benefits and may need to cut costs elsewhere as a result. Candidates in union-dominated fields place a premium on fair compensation and optimum working conditions beyond salary, such as flexible schedules.

# 06

## Family priorities take a front seat

Parents, primarily mothers, left their jobs by the millions during the pandemic. Those workers are slowly trickling back into the workforce, but they have demands: mainly flexibility that allows them to better balance the requirements of personal and professional life.

Many candidates now say flexibility is more important than pay when weighing job opportunities. Companies looking to attract top talent must ensure their policies reflect these post-pandemic preferences.

# 07

## More organizations adopt diverse hiring goals

More companies are working toward specific goals for diversity in hiring concerning race/ethnicity and gender, with 22% of employers naming it as their top objective.

It's a topic of growing interest for candidates, too. A third of recruiters say more applicants are asking about diversity and inclusion initiatives than they did in the previous year.

More diverse organizations tend to be more creative and have stronger bottom lines than their more homogenous counterparts, but that's not the only upside to setting and working toward diversity hiring goals. Prioritizing diversity hiring can help you stay competitive, especially in fields like tech, where the struggle to win top talent has become ultra-fierce in recent months.

# 08

## Increased demand for infrastructure labor

Despite fewer openings overall, we'll still see growth. We can expect strong demand for infrastructure jobs, like transportation.

The Infrastructure Investment and Jobs Act, which became law in late 2021, will be rolled out over the next 10 years. It focuses on improving our nation's aging infrastructure and is expected to create good-paying jobs working on ports, airports, rails, and roadways. Companies and public agencies will be looking for workers in the skilled trades to fill those roles—and enjoy the lucrative pay that comes with them.



---

# Salaries

**When it comes to your worth in the market, having accurate data is crucial.**

Compensating employees based on more than gut feeling is critical for managers to attract and retain top talent. Our team has reviewed hundreds of data points and industry rates to give you salary ranges that are as up-to-date and relevant as possible. We hope our data will serve as a strategic advantage for you in the coming year.



# HR Base Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
<b>Benefits Administrator</b>	\$67,600	\$89,232	\$93,964	\$75,171	\$72,332
<b>Chief Human Resources Officer</b>	\$204,100	\$269,412	\$283,699	\$226,959	\$218,387
<b>HR Administrator</b>	\$66,250	\$87,450	\$92,088	\$73,670	\$70,888
<b>HR Coordinator</b>	\$48,550	\$64,086	\$67,485	\$53,988	\$51,949
<b>HR Director</b>	\$120,800	\$159,456	\$167,912	\$134,330	\$129,256
<b>HR Generalist</b>	\$72,455	\$95,641	\$100,712	\$80,570	\$77,527
<b>HR Manager</b>	\$98,950	\$130,614	\$137,541	\$110,032	\$105,877
<b>HR Specialist</b>	\$57,600	\$76,032	\$80,064	\$64,051	\$61,632
<b>Payroll Manager</b>	\$79,800	\$105,336	\$110,922	\$88,738	\$85,386
<b>Recruiter</b>	\$65,200	\$86,064	\$86,064	\$72,502	\$69,764
<b>Recruiting Manager</b>	\$87,650	\$115,698	\$121,834	\$97,467	\$93,786
<b>Sourcing Specialist</b>	\$42,575	\$56,199	\$59,179	\$47,343	\$45,555

# Marketing and Sales Base Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
Art Director	\$91,500	\$120,780	\$127,185	\$101,748	\$97,905
Chief Marketing Officer	\$178,500	\$235,620	\$248,115	\$198,492	\$190,995
Copywriter	\$77,920	\$102,854	\$108,309	\$86,647	\$83,374
Creative Director	\$125,500	\$165,660	\$174,445	\$139,556	\$134,285
Digital Marketing Manager	\$94,960	\$125,347	\$131,994	\$105,596	\$101,607
Email Marketing Manager	\$78,540	\$103,673	\$109,171	\$87,336	\$84,038
Front End Developer	\$105,200	\$138,864	\$146,228	\$116,982	\$112,564
Graphic Designer	\$60,270	\$79,556	\$83,775	\$67,020	\$64,489
Illustrator	\$57,040	\$75,293	\$79,286	\$63,428	\$61,033
Marketing Director	\$114,340	\$150,929	\$158,933	\$127,146	\$122,344
Media Buyer	\$68,140	\$89,945	\$94,715	\$75,772	\$72,910
Mobile Designer	\$90,300	\$119,196	\$125,517	\$100,414	\$96,621
Photographer	\$55,250	\$72,930	\$76,798	\$61,438	\$59,118
Production Artist	\$56,750	\$74,910	\$78,883	\$63,106	\$60,723
Production Manager	\$101,540	\$134,033	\$141,141	\$112,912	\$108,648
SEM Strategist	\$73,255	\$96,696	\$101,824	\$81,460	\$78,383
SEO Strategist	\$71,270	\$94,076	\$99,065	\$79,252	\$76,259
Social Media Coordinator	\$54,620	\$72,098	\$75,922	\$60,737	\$58,443
Social Media Manager	\$64,750	\$85,470	\$90,003	\$72,002	\$69,283

## Marketing and Sales Base Salaries (continued)

	National Average	Los Angeles	New York	Dallas	Orlando
UI Designer	\$88,075	\$116,259	\$122,424	\$97,939	\$94,240
UX Designer	\$105,670	\$139,484	\$146,881	\$117,505	\$113,067
Video Producer	\$78,650	\$103,818	\$109,324	\$87,459	\$84,156
Web Designer	\$73,900	\$97,548	\$102,721	\$82,177	\$79,073
Account Executive	\$67,650	\$89,298	\$94,034	\$75,227	\$72,386
Account Manager	\$50,738	\$66,974	\$70,526	\$56,421	\$54,290
Business Development Manager	\$62,200	\$82,104	\$86,458	\$69,166	\$66,554
Inside Sales Representative	\$42,720	\$56,390	\$59,381	\$47,505	\$45,710
Outside Sales Representative	\$62,790	\$81,946	\$86,291	\$69,033	\$66,426
Sales Director	\$142,250	\$187,770	\$197,728	\$158,182	\$152,208
Sales Manager	\$125,600	\$165,792	\$174,584	\$139,667	\$134,392
Vice President of Sales	\$150,000	\$198,000	\$208,500	\$166,800	\$160,500

# IT Base Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
Applications Architect	\$156,500	\$206,580	\$217,535	\$174,028	\$167,455
Business Systems Analyst	\$103,600	\$136,752	\$144,004	\$115,203	\$110,852
Business Intelligence Analyst	\$121,250	\$160,050	\$168,538	\$134,830	\$129,738
Chief Information Officer	\$233,600	\$308,352	\$324,704	\$259,763	\$249,952
Chief Information Security Officer	\$210,140	\$277,385	\$292,095	\$233,676	\$224,850
Chief Technology Officer	\$207,080	\$273,346	\$287,841	\$230,273	\$221,576
Data Architect	\$159,350	\$210,342	\$221,497	\$177,197	\$170,505
Database Developer	\$128,820	\$170,042	\$179,060	\$143,248	\$137,837
Database Administrator	\$114,459	\$151,086	\$159,098	\$127,278	\$122,471
Desktop Support Technician	\$67,200	\$88,704	\$93,408	\$74,726	\$71,904
DevOps Engineer	\$134,280	\$177,250	\$186,649	\$149,319	\$143,680
Front End Developer	\$105,200	\$138,864	\$146,228	\$116,982	\$112,564
Help Desk Specialist	\$50,500	\$66,660	\$70,195	\$56,156	\$54,035
Mobile Application Developer	\$140,700	\$185,724	\$195,573	\$156,458	\$150,549
IT Director	\$168,900	\$222,948	\$234,771	\$187,817	\$180,723
IT Manager	\$140,380	\$185,302	\$195,128	\$156,103	\$150,207
IT Project Manager	\$121,300	\$160,116	\$168,607	\$134,886	\$129,791
Quality Analyst	\$87,875	\$115,995	\$122,146	\$97,717	\$94,026

## IT Base Salaries (continued)

	National Average	Los Angeles	New York	Dallas	Orlando
QA Manager	\$114,320	\$150,902	\$158,905	\$127,124	\$122,322
Cyber Security Analyst	\$114,075	\$150,579	\$158,564	\$126,851	\$122,060
Scrum Master	\$105,860	\$139,735	\$147,145	\$117,716	\$113,270
Software Developer	\$119,300	\$157,476	\$165,827	\$132,662	\$127,651
Software Engineer	\$121,760	\$160,723	\$169,246	\$135,397	\$130,283
Systems Engineer	\$124,420	\$164,234	\$172,944	\$138,355	\$133,129
Systems Administrator	\$96,360	\$127,195	\$133,940	\$107,152	\$103,105
Network Architect	\$158,450	\$209,154	\$220,246	\$176,196	\$169,542
Network Engineer	\$140,800	\$185,856	\$195,712	\$156,570	\$150,656
Network Administrator	\$103,950	\$137,214	\$144,491	\$115,592	\$111,227
Technical Writer	\$78,640	\$103,805	\$109,310	\$87,448	\$84,145
Technical Trainer	\$77,700	\$102,564	\$108,003	\$86,402	\$83,139
VP of Information Technology	\$185,000	\$244,200	\$257,150	\$205,720	\$197,950
Web Developer	\$99,950	\$131,934	\$138,931	\$111,144	\$106,947

# Legal Base Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
<b>Legal Clerk</b>	\$46,450	\$61,314	\$64,566	\$51,652	\$49,702
<b>Legal Assistant</b>	\$56,340	\$74,369	\$78,313	\$62,650	\$60,284
<b>Legal Secretary</b>	\$62,580	\$82,606	\$86,986	\$69,589	\$66,961
<b>Paralegal</b>	\$67,370	\$88,928	\$93,644	\$74,915	\$72,086
<b>Family Law Attorney</b>	\$89,040	\$117,533	\$123,766	\$99,012	\$95,273
<b>Personal Injury Attorney</b>	\$120,550	\$159,126	\$167,565	\$134,052	\$128,989
<b>Corporate Counsel</b>	\$161,280	\$212,890	\$224,179	\$179,343	\$172,570
<b>Estate Planning Attorney</b>	\$121,250	\$160,050	\$168,538	\$134,830	\$129,738
<b>Labor &amp; Employment Attorney</b>	\$128,300	\$169,356	\$178,337	\$142,670	\$137,281

## Finance and Accounting Base Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
Junior Accountant	\$51,230	\$67,624	\$71,210	\$56,968	\$54,816
Accountant	\$56,750	\$74,910	\$78,883	\$63,106	\$60,723
Senior Accountant	\$87,100	\$114,972	\$121,069	\$96,855	\$93,197
Accounts Receivable Specialist	\$43,780	\$57,790	\$60,854	\$48,683	\$46,845
Accounts Payable Specialist	\$54,300	\$71,676	\$75,477	\$60,382	\$58,101
Auditor	\$93,200	\$123,024	\$129,548	\$103,638	\$99,724
Bookkeeper	\$42,840	\$56,549	\$59,548	\$47,638	\$45,839
Chief Financial Officer	\$216,300	\$285,516	\$300,657	\$240,526	\$231,441
Credit Specialist	\$68,824	\$90,848	\$95,665	\$76,532	\$73,642
Collections Specialist	\$44,090	\$58,199	\$61,285	\$49,028	\$47,176
Controller	\$161,600	\$213,312	\$224,624	\$179,699	\$172,912
Data Entry Clerk	\$35,760	\$47,203	\$49,706	\$39,765	\$38,263
Financial Analyst	\$77,350	\$102,102	\$107,517	\$86,013	\$82,765
Finance Director	\$156,070	\$206,012	\$216,937	\$173,550	\$166,995
Loan Officer	\$57,420	\$75,794	\$79,814	\$63,851	\$61,439
Payroll Clerk	\$43,550	\$57,486	\$60,535	\$48,428	\$46,599
Staff Accountant	\$68,690	\$90,671	\$95,479	\$76,383	\$73,498
Treasurer	\$205,000	\$270,600	\$284,950	\$227,960	\$219,350



# Admin and Call Center Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
Administrative Assistant	\$43,560	\$57,499	\$60,548	\$48,439	\$46,609
Call Center Manager	\$64,150	\$84,678	\$89,169	\$71,335	\$68,641
Call Center Representative	\$44,820	\$59,162	\$62,300	\$49,840	\$47,957
Collections Representative	\$44,090	\$58,199	\$61,285	\$49,028	\$47,176
Customer Service Director	\$106,200	\$140,184	\$147,618	\$118,094	\$113,634
Customer Service Manager	\$55,070	\$72,692	\$76,547	\$61,238	\$58,925
Data Entry Clerk	\$35,760	\$47,203	\$49,706	\$39,765	\$38,263
Executive Assistant	\$69,780	\$92,110	\$96,994	\$77,595	\$74,665
Help Desk Specialist	\$50,500	\$66,660	\$70,195	\$56,156	\$54,035
Inside Sales Representative	\$42,720	\$56,390	\$59,381	\$47,505	\$45,710
Office Administrator	\$47,500	\$62,700	\$66,025	\$52,820	\$50,825
Office Assistant	\$43,600	\$57,552	\$60,604	\$48,483	\$46,652
Office Coordinator	\$40,150	\$52,998	\$55,809	\$44,647	\$42,961
Office Manager	\$64,280	\$84,850	\$89,349	\$71,479	\$68,780
Personal Assistant	\$34,200	\$45,144	\$47,538	\$38,030	\$36,594
Receptionist	\$42,275	\$55,803	\$58,762	\$47,010	\$45,234
Secretary	\$45,130	\$59,572	\$62,731	\$50,185	\$48,289
Telecom Administrator	\$70,250	\$92,730	\$97,648	\$78,118	\$75,168

# Healthcare Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
Credentialing Specialist	\$44,790	\$59,123	\$62,258	\$49,806	\$47,925
Certified Nursing Assistant (CNA)	\$53,320	\$70,382	\$74,115	\$59,292	\$57,052
Dental Hygienist	\$73,450	\$96,954	\$102,096	\$81,676	\$78,592
Emergency Medical Technician (EMT)	\$38,040	\$50,213	\$52,876	\$42,300	\$40,703
Enrollment Specialist	\$39,230	\$51,784	\$54,530	\$43,624	\$41,976
HEDIS Coordinator	\$69,980	\$92,374	\$97,272	\$77,818	\$74,879
Insurance Claims Examiner	\$58,430	\$77,128	\$81,218	\$64,974	\$62,520
Licensed Practical Nurse (LPN)	\$33,730	\$44,524	\$46,885	\$37,508	\$36,091
Medical Assistant	\$38,800	\$51,216	\$53,932	\$43,146	\$41,516
Medical Biller	\$39,850	\$52,602	\$55,392	\$44,313	\$42,640
Medical Scribe	\$35,500	\$46,860	\$49,345	\$39,476	\$37,985
Nurse Practitioner	\$114,200	\$150,744	\$158,738	\$126,990	\$122,194
Occupational Therapist	\$92,575	\$122,199	\$128,679	\$102,943	\$99,055
Patient Access Representative	\$35,210	\$46,477	\$48,942	\$39,154	\$37,675
Pharmacist	\$140,200	\$185,064	\$194,878	\$155,902	\$150,014
Pharmacy Technician	\$41,200	\$54,384	\$57,268	\$45,814	\$44,084
Phlebotomist	\$37,990	\$50,147	\$52,806	\$42,245	\$40,649
Physical Therapist	\$92,350	\$121,902	\$128,367	\$102,693	\$98,815

## Healthcare Salaries (continued)

	National Average	Los Angeles	New York	Dallas	Orlando
Physician Assistant	\$105,460	\$139,207	\$146,589	\$117,272	\$112,842
Reimbursement Specialist	\$46,720	\$61,670	\$64,941	\$51,953	\$49,990
Registered Dietician	\$65,425	\$86,361	\$90,941	\$72,753	\$70,005
Registered Nurse	\$69,950	\$92,334	\$97,231	\$77,784	\$74,847
Scheduler	\$38,550	\$50,886	\$53,585	\$42,868	\$41,249
Verification Representative	\$39,970	\$52,760	\$55,558	\$44,447	\$42,768

# Warehouse and Logistics Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
Delivery Driver	\$42,790	\$56,483	\$59,478	\$47,582	\$45,785
Forklift Operator	\$36,980	\$48,814	\$51,402	\$41,122	\$39,569
Fulfillment Coordinator	\$43,300	\$57,156	\$60,187	\$48,150	\$46,331
Logistics Coordinator	\$54,090	\$71,399	\$75,185	\$60,148	\$57,876
Maintenance Technician	\$46,750	\$61,710	\$64,983	\$51,986	\$50,023
Material Handler	\$30,000	\$39,600	\$41,700	\$33,360	\$32,100
Materials Manager	\$86,800	\$114,576	\$120,652	\$96,522	\$92,876
Order Selector	\$30,000	\$39,600	\$41,700	\$33,360	\$32,100
Package Handler	\$30,000	\$39,600	\$41,700	\$33,360	\$32,100
Picker Packer	\$29,570	\$39,032	\$41,102	\$32,882	\$31,640
Shipping and Receiving Clerk	\$35,590	\$46,979	\$49,470	\$39,576	\$38,081
Stockroom Clerk	\$33,990	\$44,867	\$47,246	\$37,797	\$36,369
Supply Chain Analyst	\$69,250	\$91,410	\$96,258	\$77,006	\$74,098
Supply Chain Manager	\$99,340	\$131,129	\$138,083	\$110,466	\$106,294
Warehouse Associate	\$33,730	\$44,524	\$46,885	\$37,508	\$36,091

# Architecture and Engineering Salaries

	National Average	Los Angeles	New York	Dallas	Orlando
Cad Drafter	\$51,100	\$67,452	\$71,029	\$56,823	\$54,677
Chemical Engineer	\$84,255	\$111,217	\$117,114	\$93,692	\$90,153
Civil Engineer	\$73,650	\$97,218	\$102,374	\$81,899	\$78,806
Document Control Specialist	\$63,010	\$83,173	\$87,584	\$70,067	\$67,421
Electrical Engineer	\$102,560	\$135,379	\$142,558	\$114,047	\$109,739
Electronics Technician	\$59,830	\$78,976	\$83,164	\$66,531	\$64,018
Environmental Engineer	\$86,200	\$113,784	\$119,818	\$95,854	\$92,234
Industrial Engineer	\$81,900	\$108,108	\$113,841	\$91,073	\$87,633
Interior Designer	\$61,620	\$81,338	\$85,652	\$68,521	\$65,933
Junior Architect	\$65,040	\$85,853	\$90,406	\$72,324	\$69,593
Landscape Architect	\$56,470	\$74,540	\$78,493	\$62,795	\$60,423
Manufacturing Engineer	\$70,100	\$92,532	\$97,439	\$77,951	\$75,007
Mid-level Architect	\$105,400	\$139,128	\$146,506	\$117,205	\$112,778
Principal Architect	\$140,780	\$185,830	\$195,684	\$156,547	\$150,635
Process Engineer	\$89,200	\$117,744	\$123,988	\$99,190	\$95,444
Procurement Engineer	\$82,100	\$108,372	\$114,119	\$91,295	\$87,847
Project Engineer	\$76,290	\$100,703	\$106,043	\$84,834	\$81,630
Quality Engineer	\$78,680	\$103,858	\$109,365	\$87,492	\$84,188

---

## Conclusion

In 2023, we will begin to see the long-term effects of pandemic regulation and changes in the job market. In addition to economic uncertainty, conditions will continue to evolve due to the advent of new technologies, changes in work-life culture, the continuation of the great resignation, and growth of the gig economy.

Stay informed of the latest trends by frequently visiting [zengig.com](https://zengig.com) frequently. Our team will continue to monitor the data and real-world events that shape the job market, helping guide you down the path to finding career zen.

