

2025 Salary and Compensation Survey Engineers/Geoscientists Members



Engineers Geoscientists Manitoba

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PROBE RESEARCH

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Key Findings

A blue-tinted photograph of a meeting table. Several hands are visible, some holding pens and pointing at documents. The documents contain various charts, including a large pie chart with a 50% segment highlighted. A coffee cup is on the table, and a tablet in the background also displays charts. The overall scene suggests a collaborative business meeting or presentation.

Key Findings

Respondent Characteristics

- More than three-quarters of respondents identify as male.
- The average age of those participating in the survey is 39 years, rising to 53 among advanced level engineers.
- One-quarter were born outside of Canada, rising to more than one-third among entry level engineers.
- Four in five say their principal work location is Winnipeg.
- One in 10 changed employers in 2024.
- Nearly all work full-time.
- Engineers/geoscientists have practiced an average of 14 years. Canadian experience averaged 12 years while experience gained outside of Canada averaged seven years.
- Most respondents are engineers. Only a handful identified as geoscientists.
- Around one in 10 belong to a union, particularly those working in the educational/non-profit sectors.

Employment Dimensions

- Overall, nearly seven in ten are employed by private companies, particularly Entry Level engineers (80%). Crown Corporations employ around one in five of Intermediate and Advanced Level engineers participating in the research.
- More than one in ten are employed in Consulting (22%), Utilities (16%) or Manufacturing (14%) with the rest employed in a wide variety of industries.
- Design (30%), Project Management (19%) and Management (16%) are the principal job functions mentioned most often by respondents.
- Four in ten work for firms with greater than 500 employees, with higher level engineers most likely to be employed by these larger firms.
- Overall, members' official work week is 38.57 hours with most typically working slightly more on average (40.61 hrs.).
- Two-thirds worked remotely or hybrid in 2024. This is most common among those working in the public sector and part-time workers (<40 hours/week). Among hybrid workers, around one-third of work is remote with two-thirds mostly done in the office.

Key Findings (cont'd)

Industry Sectors and Job Functions with Highest and Lowest Mean Base Salary

- Overall, the industry sectors with the highest mean base salaries are metals-primary (\$145,303) and heavy electrical (\$145,000).
- The sectors with the lowest mean base salaries remain agricultural/equipment (\$91,031) and biomedical (\$81,167).
- The job functions with the highest mean base salaries include management (\$140,686), and administrative services (\$130,633).
- The lowest paid job functions include production (\$83,578), quality assurance (\$90,996) and computer services (\$91,024).

Overtime Compensation

- One-third continue to not receive any compensation for working overtime, particularly advanced level engineers (47% do not receive overtime remuneration). Around one-third overall receive a combination of pay and time off for working overtime, particularly those working in the public sector (42%).

Key Findings (cont'd)

Satisfaction with Remuneration

- Overall, satisfaction with remuneration has remained quite stable over the past five years. Seven in 10 continue to be satisfied with their level of remuneration (73% vs. 71% satisfied in 2024) although those who are very satisfied still do not reach 50 per cent.
- Satisfaction is correlated with the levels of experience held by engineers. Lower-level engineers are less satisfied than their higher-level counterparts (66% satisfied among entry level and 67% among junior levels vs. 77% among intermediate and 79% among advanced level engineers).

Salary Increases

- Salary increases are similar to those received in 2023. Overall, four in five received at least one salary adjustment in 2024 that included a net salary percentage increase of 6.6 per cent (down slightly from 6.3% in 2023). entry level and junior level engineers received the highest salary increases among their cohorts (8.6% and 8.5% respectively).
- Those working in the private sector received a higher salary increase than those in the public sector (6.9% vs. 5.6%) as did women (7.2% increase vs. 6.4% among their male counterparts).
- Two-thirds received their increase based on merit with one in five receiving a cost-of-living increase.
- A very small number experienced a decrease in salary, mostly due to economic factors or changing employers.

Key Findings (cont'd)

Full-Time Remuneration

- The average base salary plus bonuses, overtime and other financial compensation (including commissions) for those reporting a full-time salary in 2024 is \$118,897 (up from \$114,937 in 2023), with the median total salary of \$108,395.
- Full-time gross salaries for 2024 reported include:
 - **Entry Level:** \$78,940 (similar to 2023 at \$78,165) with a base salary of \$74,377 and a median salary of \$73,000.
 - **Junior Level:** \$102,911 (up from \$98,931 in 2023) with a base salary of \$93,408 and a median salary of \$92,000.
 - **Intermediate Level:** \$129,976 (up from \$123,653 in 2023) with a base salary of \$118,432 and a median salary of \$115,000.
 - **Advanced Level:** \$163,233 (up from \$157,433 in 2023) with a base salary of \$141,736 and a median salary of \$134,553.
- Overall, those working in the private sector earn a higher gross salary than those working in the public sector (\$120,044 vs. \$116,649) although it's reversed when we compare the average median salaries (\$115,000 public sector vs. \$104,792 private sector).
- The gross salaries of engineers/geoscientists working in the educational/non-profit sectors are closer to those in the private sector (\$113,197 gross average salary).
- Gender-wise, men continue to earn around 15 per cent more than their female counterparts. Men on average earn \$122,265 (gross average salary) compared to women's gross average salary of \$105,896. This disparity is most acute when examining bonuses. Here, men receive slightly more than twice as much as women (\$8,776 vs. \$3,541 for women).
- Hourly rates for those working full-time average \$53.71/hour (rising to \$66.03/hour for advanced level engineers).

Key Findings (cont'd)

Part-Time Remuneration and Working Weeks

- Overall, the average base salary reported for part-time engineers/geoscientists is \$57,324. (Note that this data is based on a very small sample of 14 respondents and is therefore not comparable to 2023.)
- Overall, those working part-time average 38.71 weeks per year.

Vacation and Sick Days

- Virtually all receive paid vacation time, although slightly fewer overall receive paid sick days. Most notably, just slightly more than one in 10 entry level engineers (11%) and those who work in the private sector (13%) do not receive paid sick days.
- Overall, engineers/geoscientists average 19 days of paid vacation a year (rising to 23 days for advanced level engineers).
- Three in five receive paid vacation only while around one-third were able to receive both vacation pay and flex time off.

Paid Benefits

- Nearly all are eligible to receive benefits in 2024.
- There is very little change in 2024 regarding the type and cost-split of paid benefits offered, compared to 2023.

- Around one-half of respondents share the costs of their dental, drug and extended health plans with their employers, although those working in the public sector are more likely to have these benefits paid exclusively by their employer.
- More than one-half share the costs of a pension plan and RRSPs, while a majority (65%) do not have any stock purchase options through their employer.
- Life insurance and long-term disability are most likely to be a shared expense between employer/employee. However, public sector employees are more likely to have their employer pay for their short and long-term disability insurance.
- Parental leave EI top-up, on the other hand, is not offered as a benefit for one-quarter of engineers. Two in five are unsure if their employer offers maternity/adoption leave.
- A majority of employers pay for professional development courses including continuing education (52%) and job training (81%).
- In terms of professional dues, 82 per cent have their professional dues paid by their employer and 57 per cent have technical society dues paid by their employers (rising to 67% among advanced level engineers).

Key Findings (cont'd)

Benefits Offered by Employers

- Around one-quarter of engineers (especially those working in the private sector) are offered additional financial benefits including profit sharing (26%), a savings plan (31%), a productivity incentive or a corporate share dividend (16% each).
- Flexible work hours (78%) and leaves of absence (57%) are offered by a majority of employers, although job sharing is less apparent (10%).
- Vehicles (10%) and vehicle allowances (21%) are provided by far fewer employers, although four in 10 have paid parking provided. Nearly three in 10 of those who work in the public sector have a vehicle allowance offered by their employers.
- Cell phone reimbursement is paid by three in five employers with far fewer entry level engineers having this benefit provided, compared to advanced level engineers (44% vs. 77%).
- Parental leave is offered by around one-half of employers (52%) while daycare is offered by only one per cent of employers (rising to a high of 9% among those in the educational/non-profit sectors). Two-thirds of those who work in the public sector as well as women have parental leave offered through their employer.
- Liability insurance is a benefit provided by one-third of employers. Advanced level engineers are far more likely to have this benefit as part of their employment package compared to entry level engineers (46% vs. 21%).

Key Findings (cont'd)

Roles and Responsibilities

- There is very little difference noted in 2024 in the number of engineers/geoscientists in specific roles and areas of responsibilities, compared to 2023.
- Three in 10 describe their overall range of duties as being a fully qualified professional, with only four per cent in the “early training” phase and one per cent at the upper end of the duties, describing their role as a CEO.
- One-quarter identify their level of responsibility as making functional decisions while seven per cent are at the lowest level – only making routine decisions and two per cent at the upper end – making strategic decisions.
- In terms of the level of supervision received, 38 per cent indicate they work towards objectives to be accomplished independently while two per cent are still working under close supervision and three per cent determine policies, plans and programs.
- Fifteen per cent do not have a supervisory or leadership role at all, while a plurality of one-third describe themselves as an individual contributor. Senior leaders/executives make up 10 per cent of respondents.
- Very few engineers/geoscientists supervise more than 50 others.
- Twelve per cent regularly/frequently use their professional seal, rising to around two in 10 among intermediate level engineers.

Methodology

Research Objectives

Engineers Geoscientists Manitoba conducted an online survey among its engineer and geoscience members. The purpose of the research was to collect information on the salary and compensation packages provided by employers for 2024. Probe Research Inc. was retained to review and develop the survey, analyze the data and report on the findings.

Methodology

An online survey was administered and made available by Engineers Geoscientists Manitoba to its members via their database portal. Notice of the survey was sent by bulk email to the members who had opted in to the 'Enews Consent' mailing list.

The survey was available for completion from April 10, 2025 to May 12, 2025.

A total of 1,135 members fully or partially completed the survey out of 6,680 eligible candidates, for a response rate of 17% (up slightly from 16% in 2023). It should be noted that those who completed either the salary and/or only other sections of the survey are included in these results, therefore bases may vary.

Sample

The survey was offered to all interns, members and specified scope of practice licensees, who live and work in Manitoba, targeting those who earned a salary in Manitoba in the 2024 year. Self-employed engineers/geoscientists are not included in these results.

With a sample of 1,135 eligible engineers/geoscientists, the margin of error is ± 2.65 percentage points, 19 times out of 20 (finite population correction).

Experience Level Definitions

Below are the definitions used to describe the four levels of engineers/geoscientists as of December 31, 2024 who participated in this research:

Entry Level: This includes engineering/geoscience interns (EIT/GIT) who have not yet received their professional designation and/or who have 1-4 years of experience after graduation.

Junior Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and who have 5-9 years of experience after graduation.

Intermediate Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and 10-19 years of experience after graduation.

Advanced Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and 20+ years of experience after graduation.





An Overview of Respondents

Profile of Respondents

	Total (N=1,135) (%)	Entry (n=332) (%)	Junior (n=180) (%)	Intermediate (n=324) (%)	Advanced (n=258) (%)
Gender					
Male	78%	74%	73%	84%	81%
Female	21%	25%	26%	16%	19%
Non-binary/Two Spirit	<1%	1%	1%	0%	0%
Age					
Under 30 years	19%	53%	17%	0%	0%
30 to 39 years	41%	36%	78%	56%	0%
40 to 49 years	24%	8%	5%	40%	39%
50+ years	17%	3%	0%	4%	61%
Average Age:	39 years	31 years	32 years	39 years	53 years
Other Identity					
Indigenous	5%	5%	8%	4%	4%
Person of Colour	16%	26%	14%	13%	1%
2SLGBTQIA+	4%	6%	5%	4%	0%
Disability	3%	4%	2%	3%	4%
Born outside Canada	23%	37%	16%	18%	18%
Speaks other language	28%	39%	25%	24%	20%

Profile of Respondents (cont'd)

	Total (N=1,135) (%)	Entry (n=332) (%)	Junior (n=180) (%)	Intermediate (n=324) (%)	Advanced (n=258) (%)
Changed Employers in 2024					
Yes	10%	11%	10%	10%	8%
Principal Location					
Winnipeg	83%	83%	83%	85%	79%
Southern Manitoba	11%	11%	12%	8%	13%
Northern Manitoba	2%	2%	1%	2%	3%
Western Manitoba	3%	4%	3%	3%	4%
Outside Manitoba	1%	1%	1%	2%	2%
Degree from Canadian University					
Yes	80%	66%	88%	84%	85%
Average Year of Bachelor Degree	2010	2017	2016	2009	1996
Additional Education					
None	66%	67%	72%	67%	57%
Masters	21%	22%	16%	19%	27%
Second Bachelor Degree	5%	4%	8%	5%	4%
MBA	<1%	0%	1%	0%	1%
PhD	4%	4%	2%	4%	5%
Other	8%	8%	4%	10%	10%

Profile of Respondents (cont'd)

	Total (N=1,135) (%)	Entry (n=332) (%)	Junior (n=180) (%)	Intermediate (n=324) (%)	Advanced (n=258) (%)
Employment Status					
Full-time	98%	96%	99%	99%	98%
Part-time	1%	1%	0%	0%	1%
Unemployed	<1%	1%	0%	0%	0%
Maternity/paternity leave	<1%	1%	1%	0%	0%
Average Salary (Full-time)					
Base Salary	\$107,290	\$74,376	\$93,407	\$118,432	\$141,735
Bonus	\$7,698	\$2,017	\$,465	\$7,972	\$16,354
Overtime	\$2,182	\$2,207	\$3,358	\$1,636	\$1,980
Other (commissions, etc.)	\$1,725	\$339	\$1,679	\$1,934	\$3,161
Average Hourly Wage*					
Full-time	\$53	\$40	\$47	\$58	\$66
Part-time**	\$37	\$32	-	\$69	\$67
Paid Vacation					
Average # of days	19	15	16	20	23
Other Compensation					
Profit sharing (yes)	26%	26%	31%	23%	28%
Productivity incentive (yes)	16%	17%	14%	14%	22%

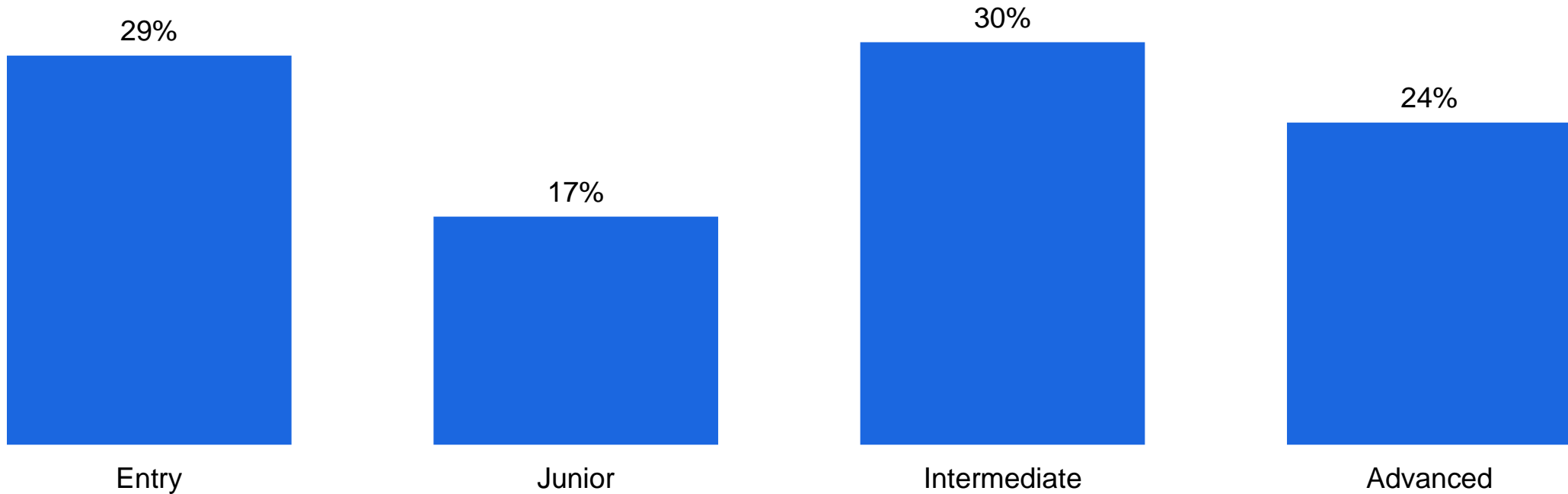
*Hourly wage for full-time calculated by base salary/52 weeks/# of hours per typical work week

Hourly wage for part-time calculated by base salary/# of weeks worked/ typical work week hours reported

**Caution: Very small bases

Level of Experience

Which of the following best describes your level of experience as of December 31, 2024? (Base: Those responding, n=1,058)



Highest among those working in the educational/non-profit sectors (39% vs. 20% in the private sector).

Years Practicing: By Location

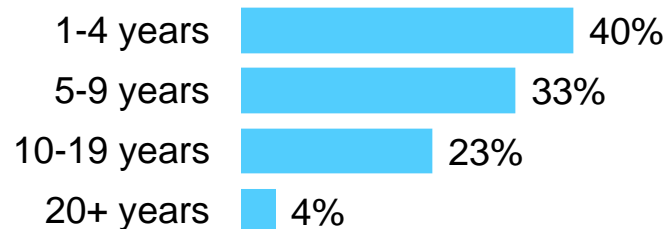
Please provide the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset. (Base: Those responding, n=1,090)

Within Canada (n=1,090)



Average: 12 Years
Median: 10 Years

Outside of Canada (n=206)



Average: 7 Years
Median: 5 Years

Total years practicing (n=1,090)

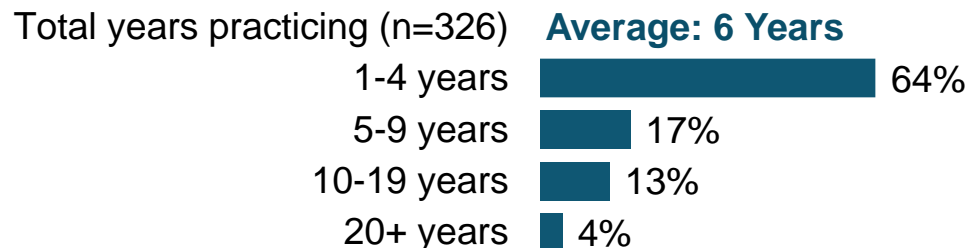
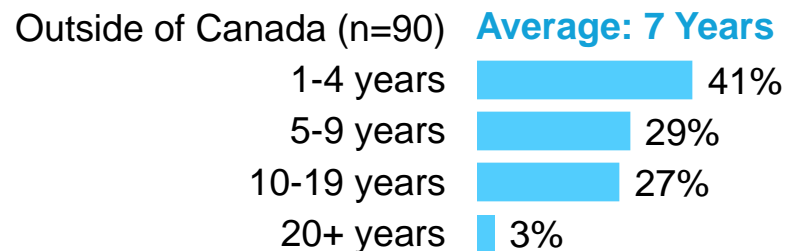
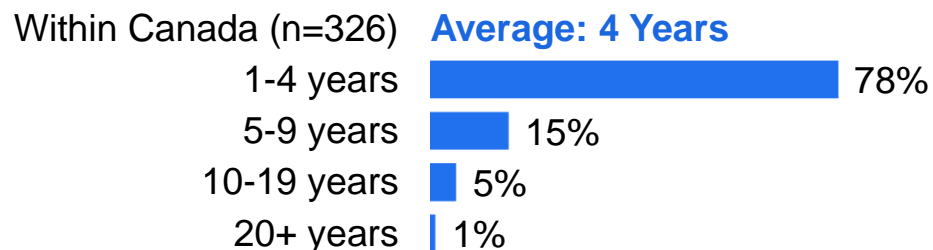


Average: 14 Years
Median: 12 Years

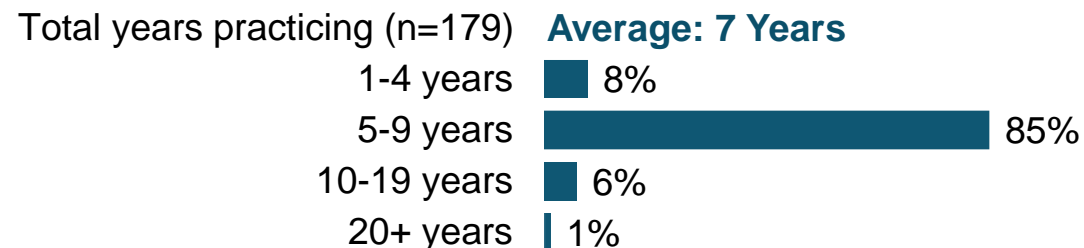
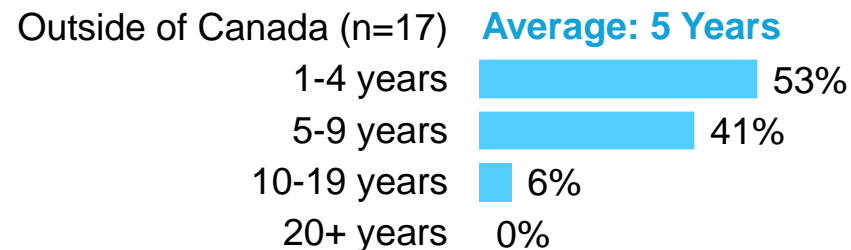
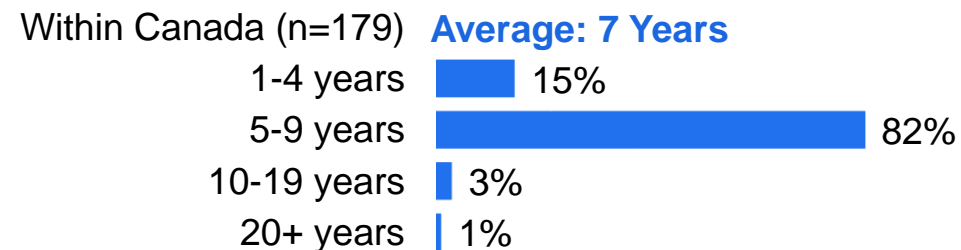
Years Practicing: By Entry and Junior Levels

Please provide the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset. (Base: Those responding)

Entry Level



Junior Level

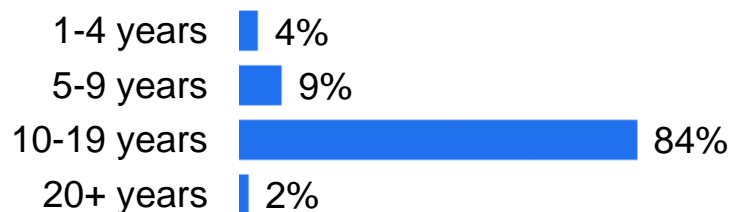


Years Practicing: By Intermediate and Advanced Levels

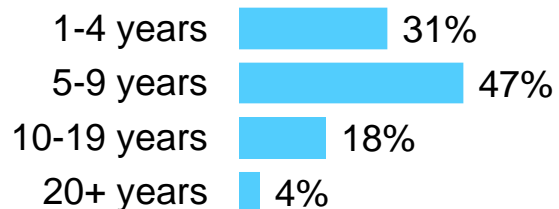
Please provide the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset. (Base: Those responding)

Intermediate Level

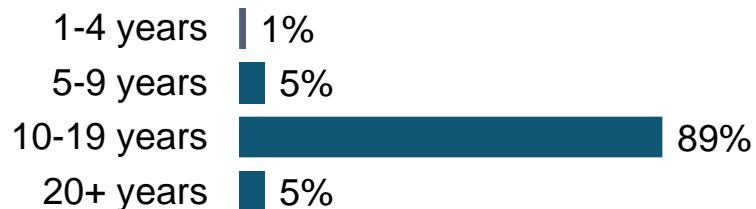
Within Canada (n=323) **Average: 13 Years**



Outside of Canada (n=49) **Average: 7 Years**

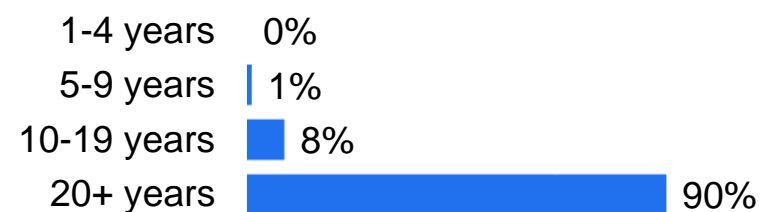


Total years practicing (n=323) **Average: 14 Years**

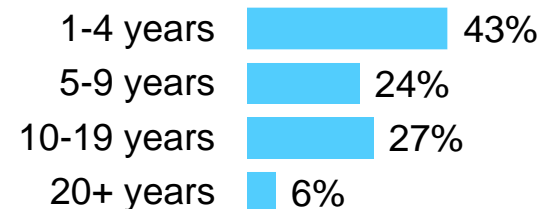


Advanced Level

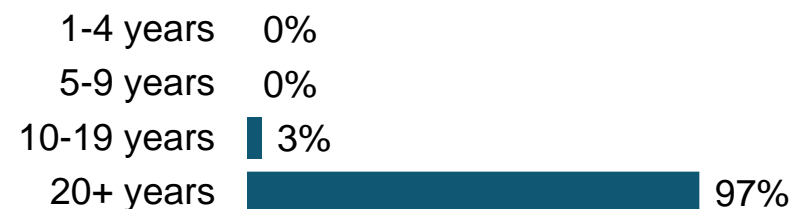
Within Canada (n=257) **Average: 26 Years**



Outside of Canada (n=49) **Average: 7 Years**

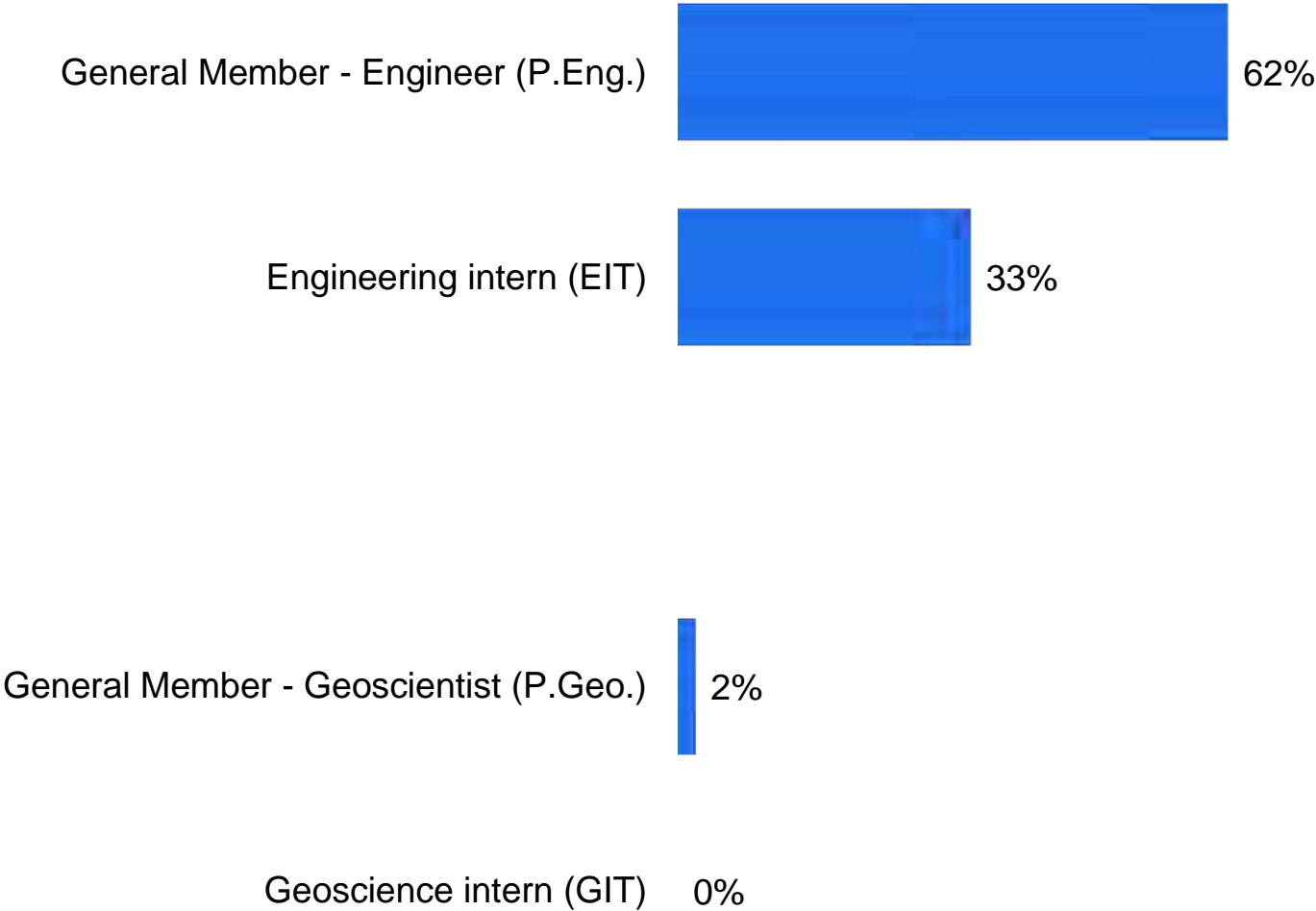


Total years practicing (n=257) **Average: 28 Years**



Registration Status

What is your registration status as of December 31, 2024? (Base: Those responding, n=1,090)



Those most likely to have a **P.Eng. registration status** include:

- Those working in the public sector (74% vs. 57% in the private sector).
- Those practising for 20+ years (86%).

Those most likely to have a **EIT registration status** include:

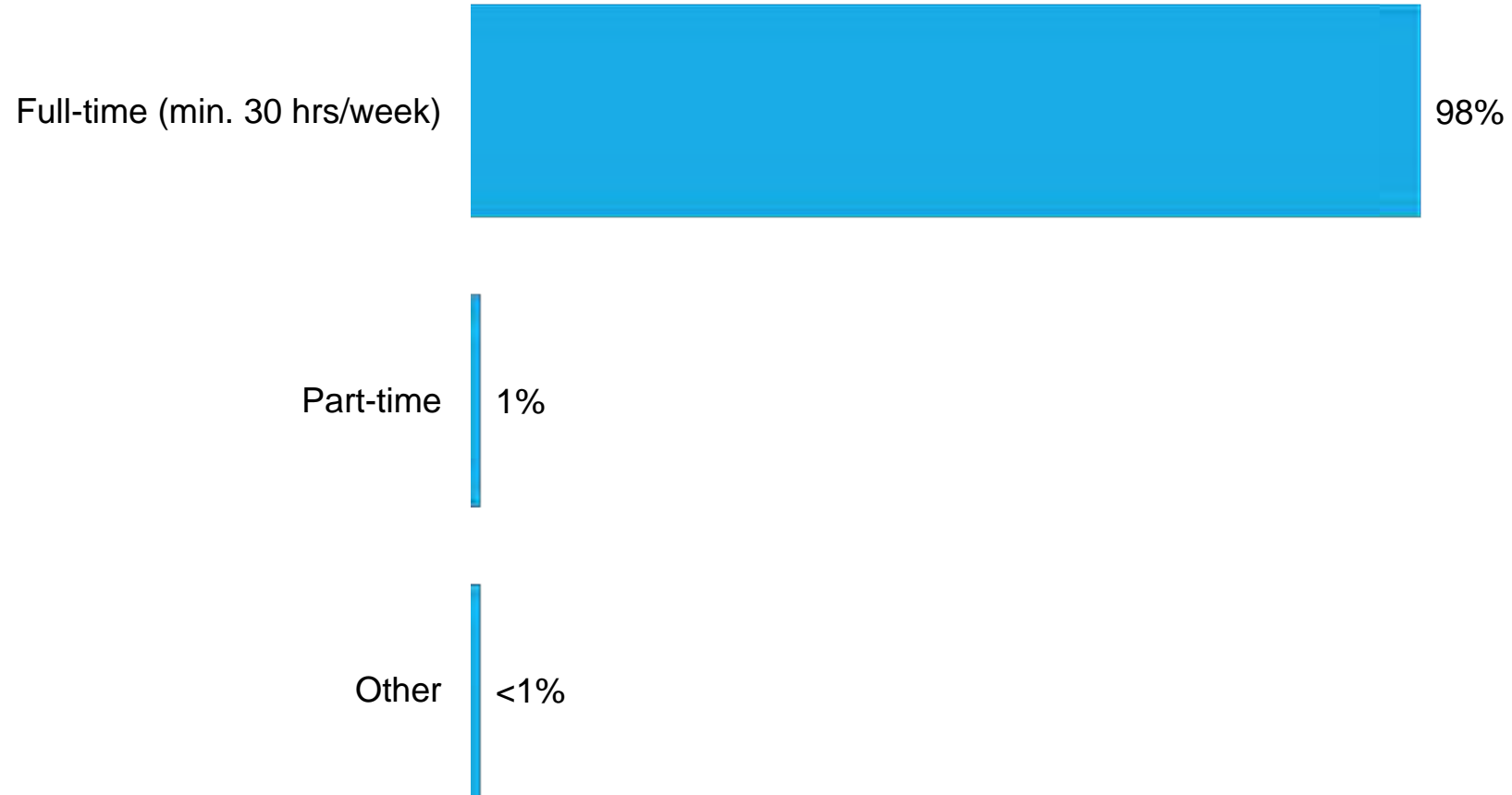
- Those working in the private sector (37% vs. 23% in the public sector).
- Those practicing for 1-4 years (87%).

A blue-tinted photograph of two industrial workers, a man and a woman, wearing white hard hats and high-visibility yellow and blue safety vests. They are standing in a factory or industrial setting, looking at a laptop held by the woman. The man is pointing at the screen. The background shows industrial equipment and structures. The text "Employment Dimensions" is overlaid in white on the left side of the image.

Employment Dimensions

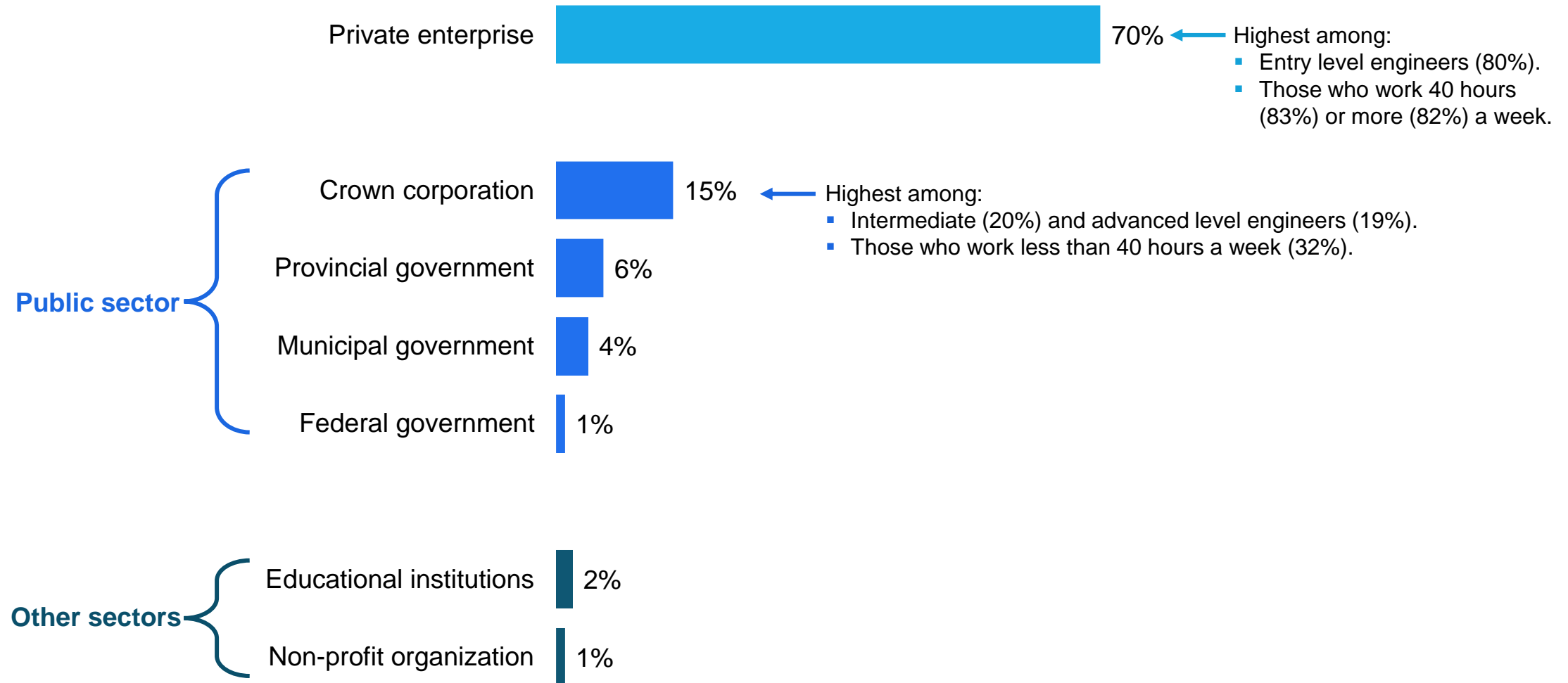
Employment Status

What is your employment status as of December 31, 2024? (Base: Those responding, n=1,096)



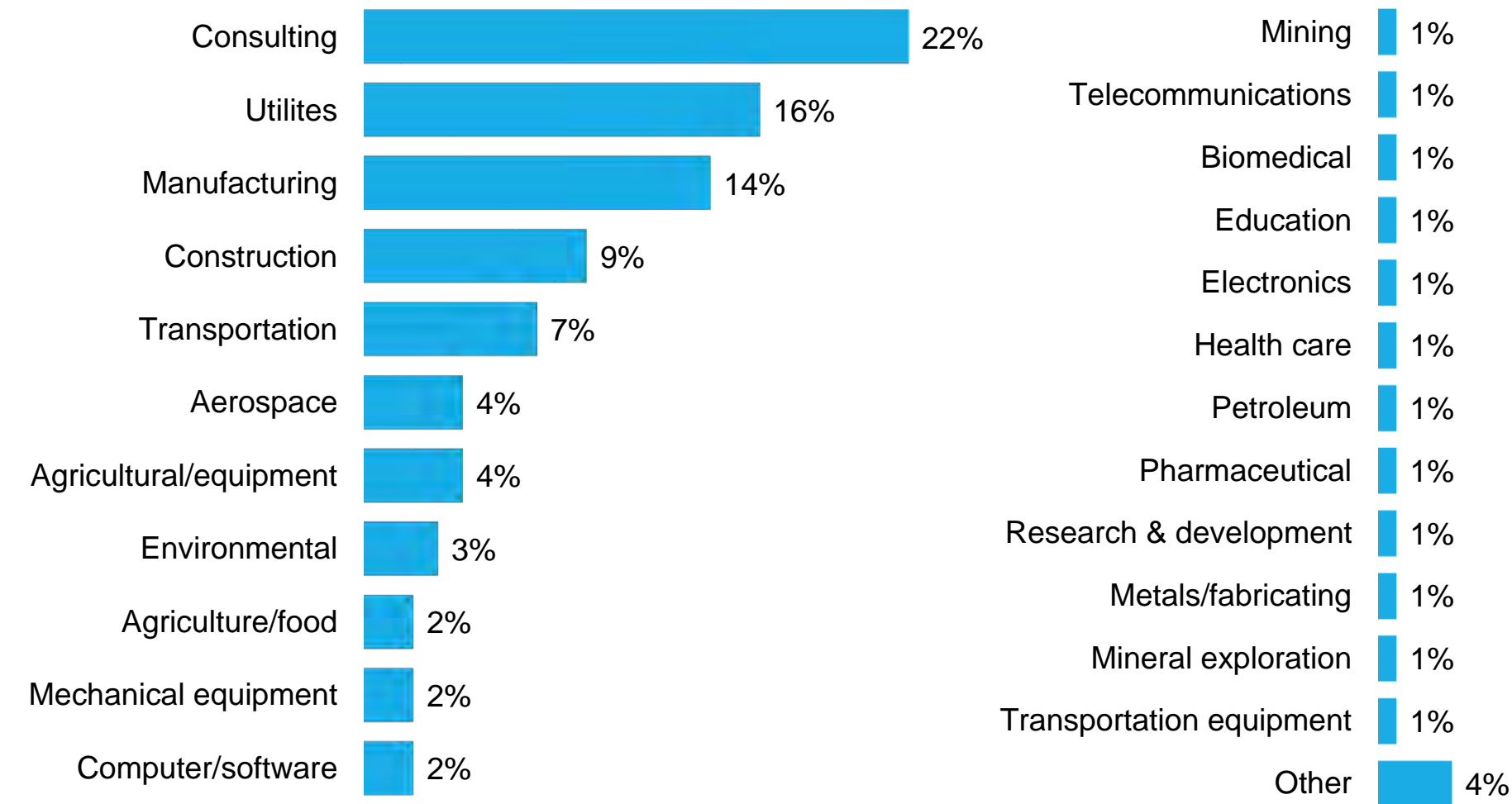
Primary Employment Sector

Which is your primary employment sector? (Base: Those responding, n=1,089)



Primary Industry Sector

Which is your industry sector (check all that apply)? And which is your primary industry sector, that is the one where you spend most of your working time? Please select one only. (Base: Those responding, n=1,089)

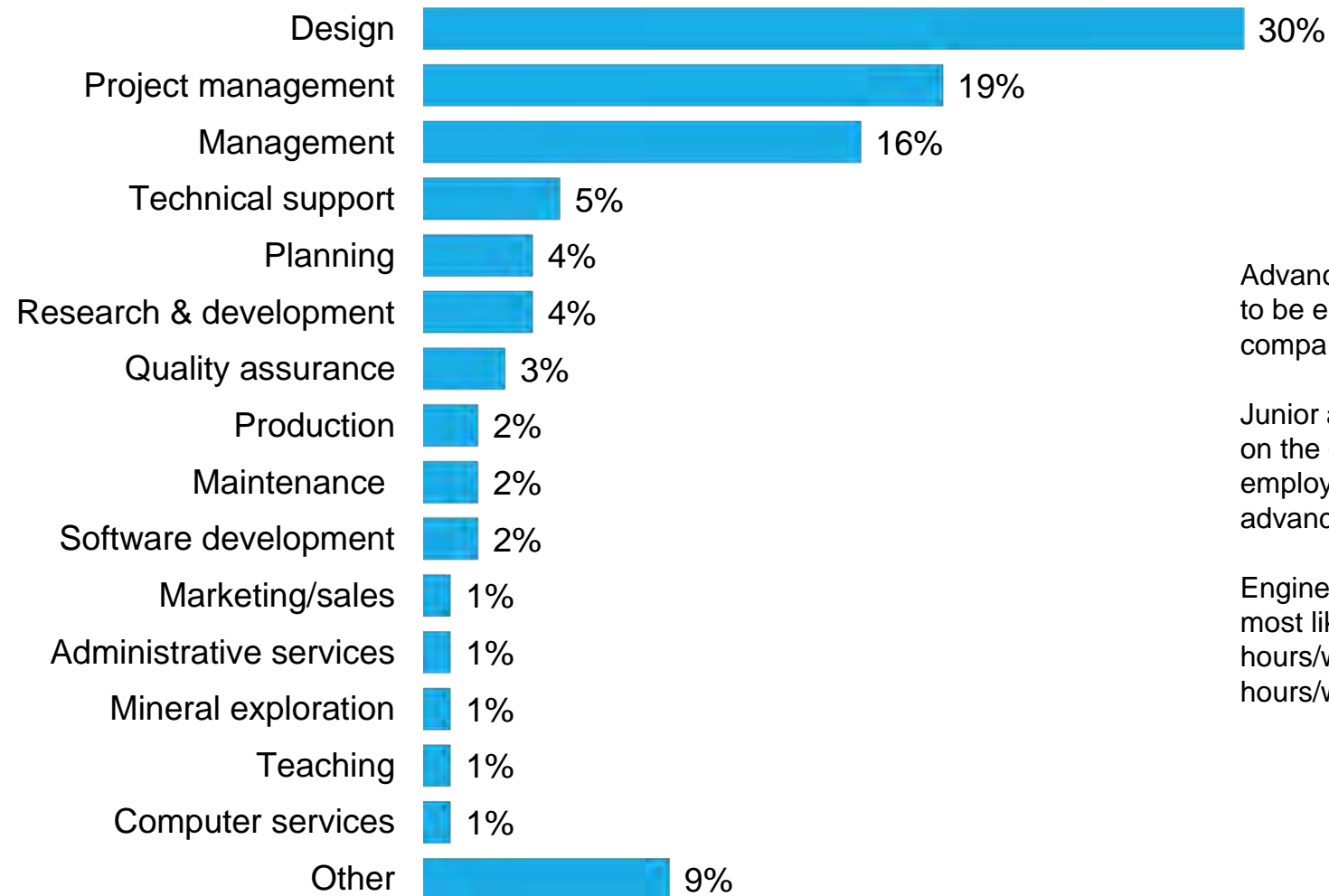


Those employed in **consulting** are most likely to be working in the private sector (31%).

Those employed in **utilities** are most likely to be working in the public sector (51%) and those working less than 40 hours/week (35%).

Principal Job Function

What is your principal job function (check all that apply)? And which is your principal job function, that is the one where you spend most of your working time? Please select one only. (Base: Those responding, n=1,087)



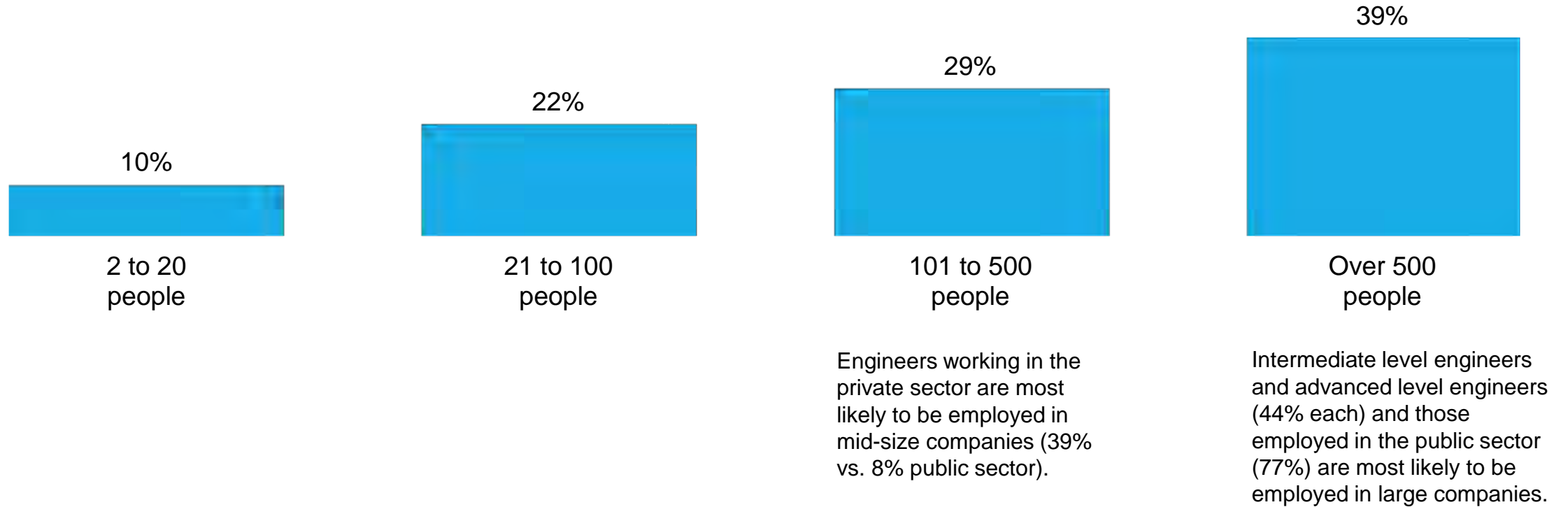
Advanced level engineers are more likely to be employed in **management** compared to all other levels (32%).

Junior and entry levels (39% and 36%), on the other hand, are more likely to be employed in **design** compared to advanced level engineers.

Engineers employed in **management** are most likely to work more than 40 hours/week (27% vs. 8% less than 40 hours/week).

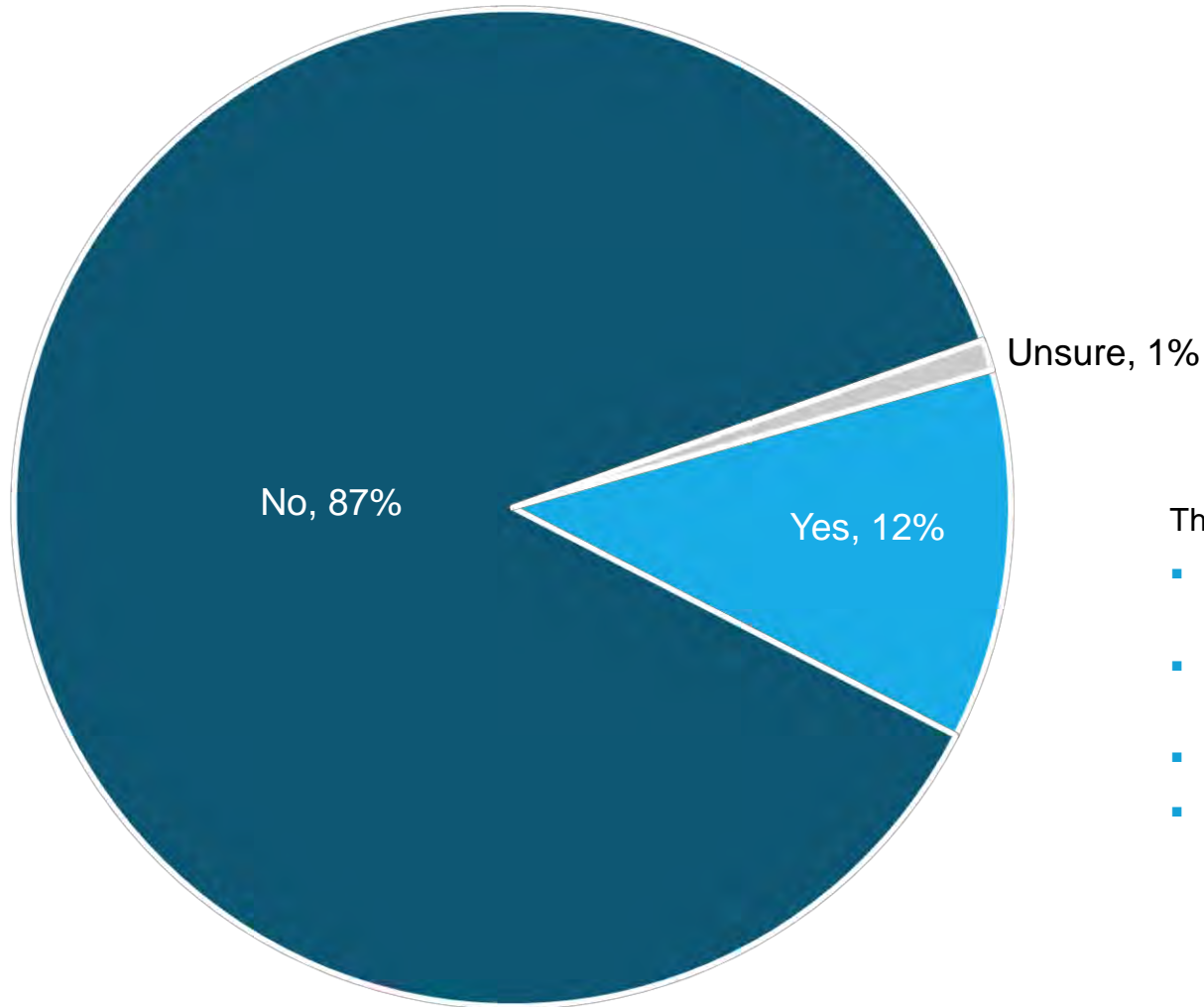
Size of Manitoba Employer

What is the size of your employer organization in Manitoba? (Base: Those responding, n=1,087)



Union Status

Do you belong to a union? (Base: Those responding, n=1,087)

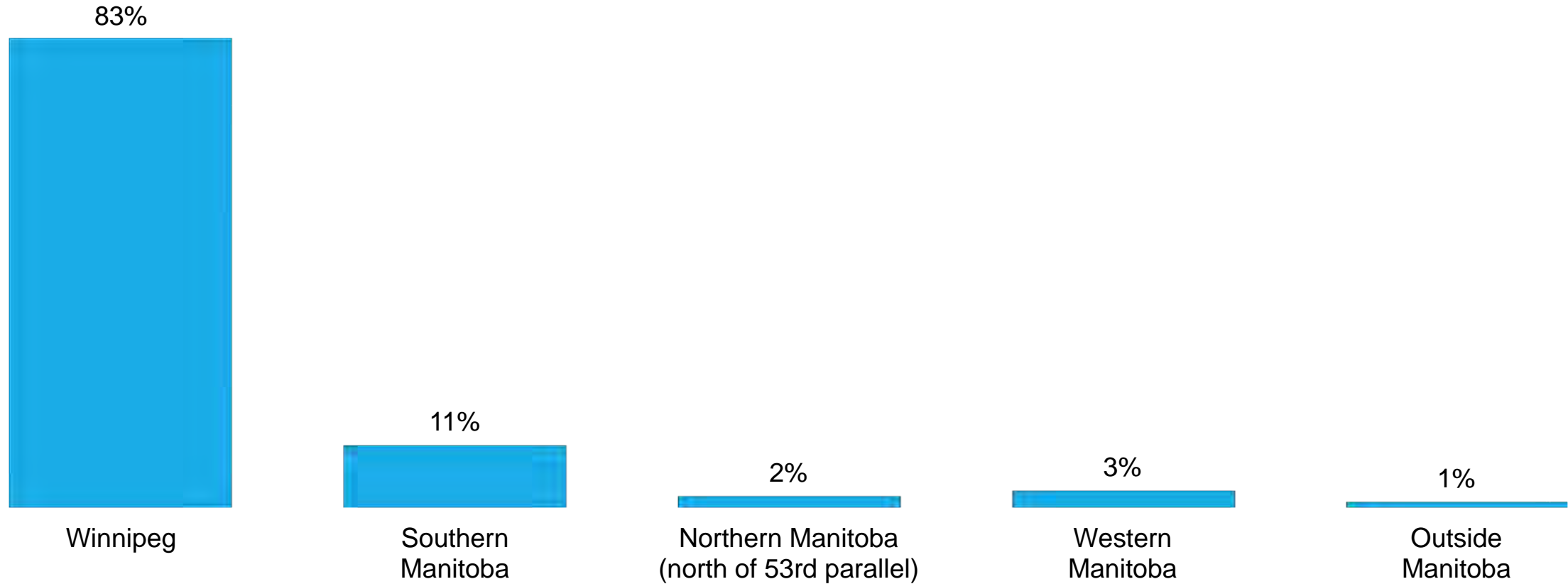


Those most likely to **belong to a union** include:

- Advanced level engineers (18% vs. 8% among junior level engineers).
- Those working in the educational/non-profit sectors (44% vs. 1% among those working in the private sector).
- Those working in the public sector (34%).
- Those working less than 40 hours/week (24% vs. 7% among those working 40 hours/week).

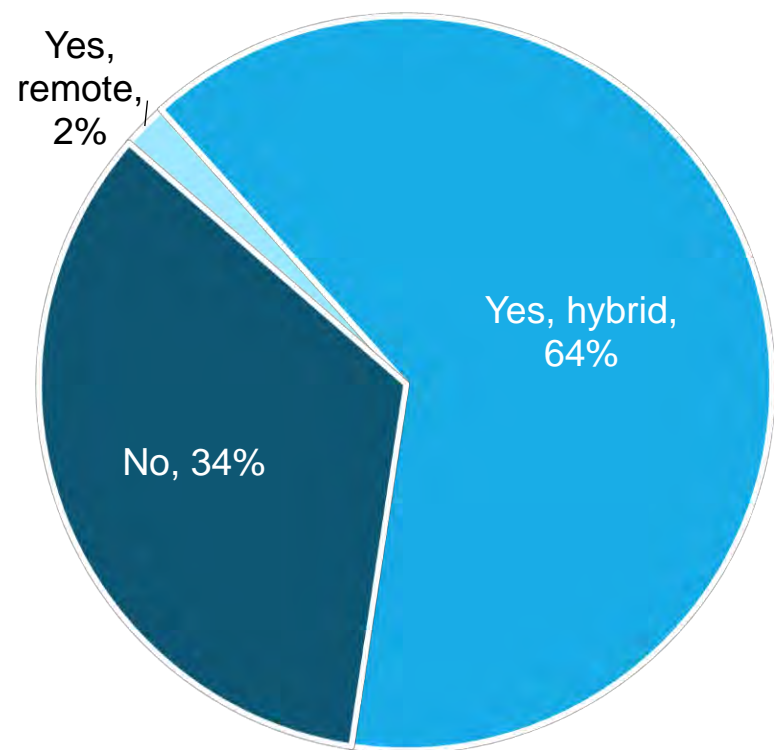
Principal Work Location

Where is your principal work location? (Those responding, n=1,087)



Incidence of Remote/Hybrid Work

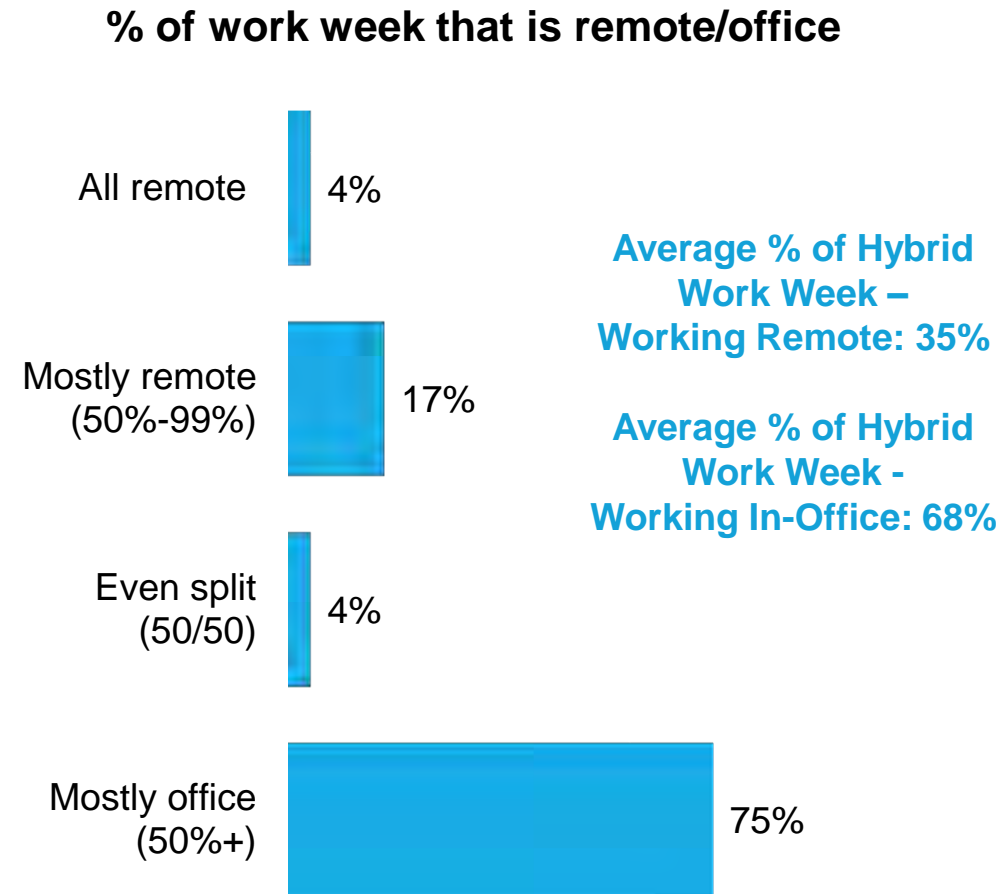
Did you work remotely or a hybrid model in 2024?
(Base: Those responding, n=1,087)



Those most likely to **work a hybrid model** include:

- Those who work in the public sector (84%).
- Those who work <40 hours per week (78%).

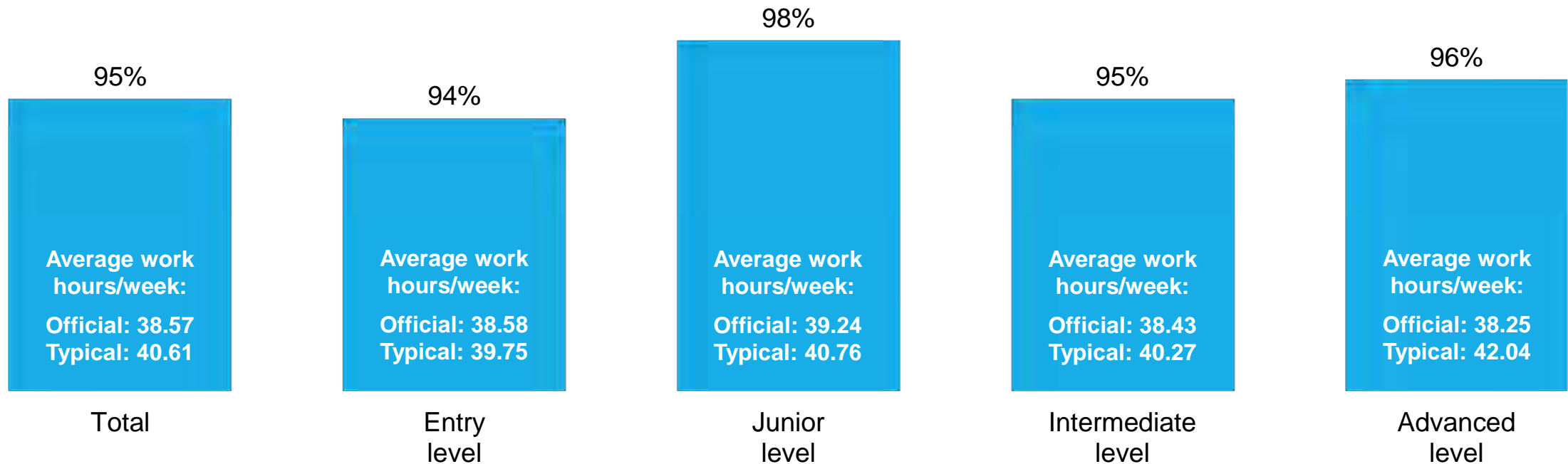
And in 2024, about what percentage of your typical work week did you work... (Base: Those who worked remotely/hybrid, n=721)



Length of Official/Typical Work Week

Do you have an official work week? (Base: Those with an official work week, n=1,059)

% with an “official” work week

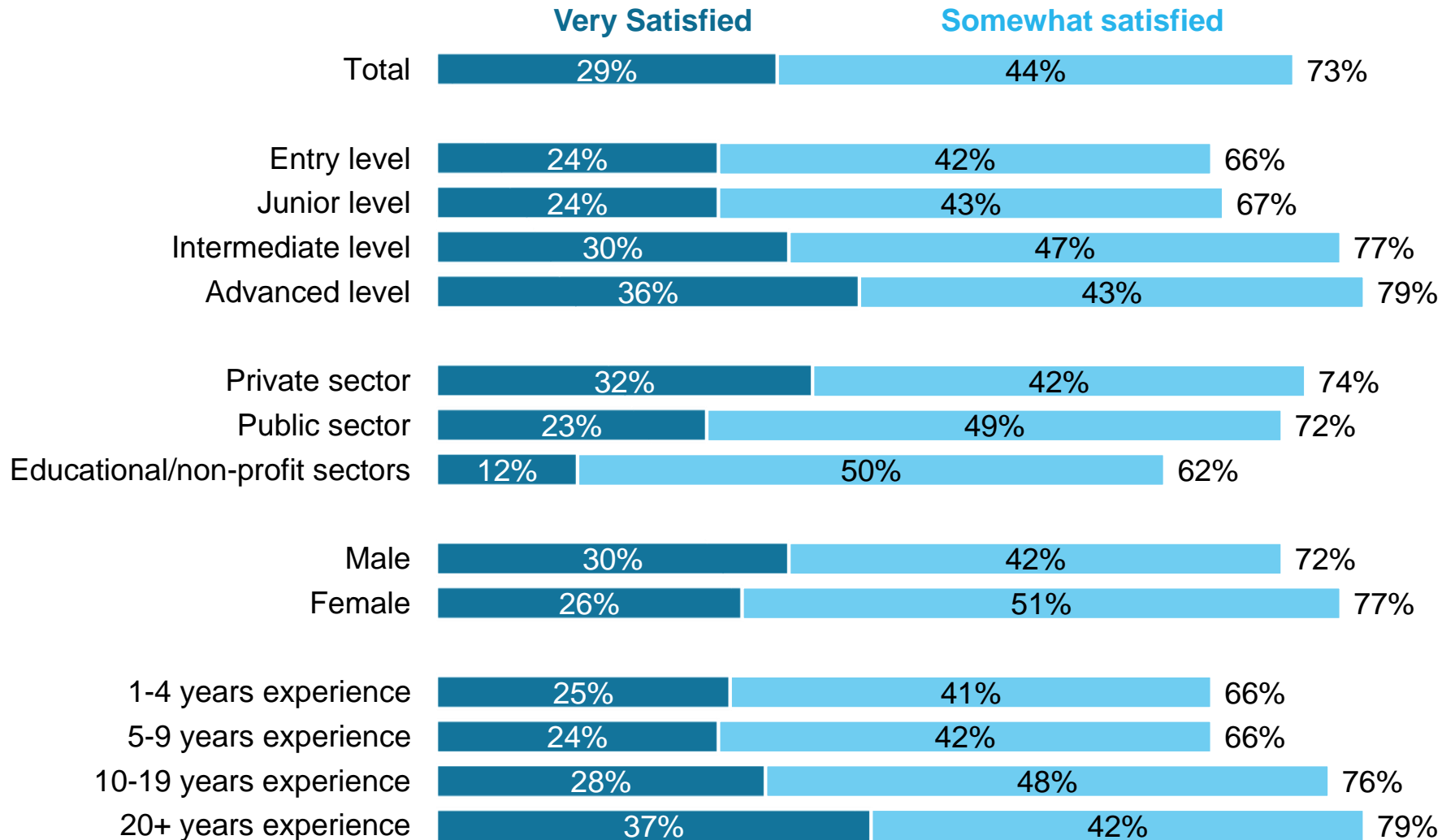


Satisfaction with Remuneration



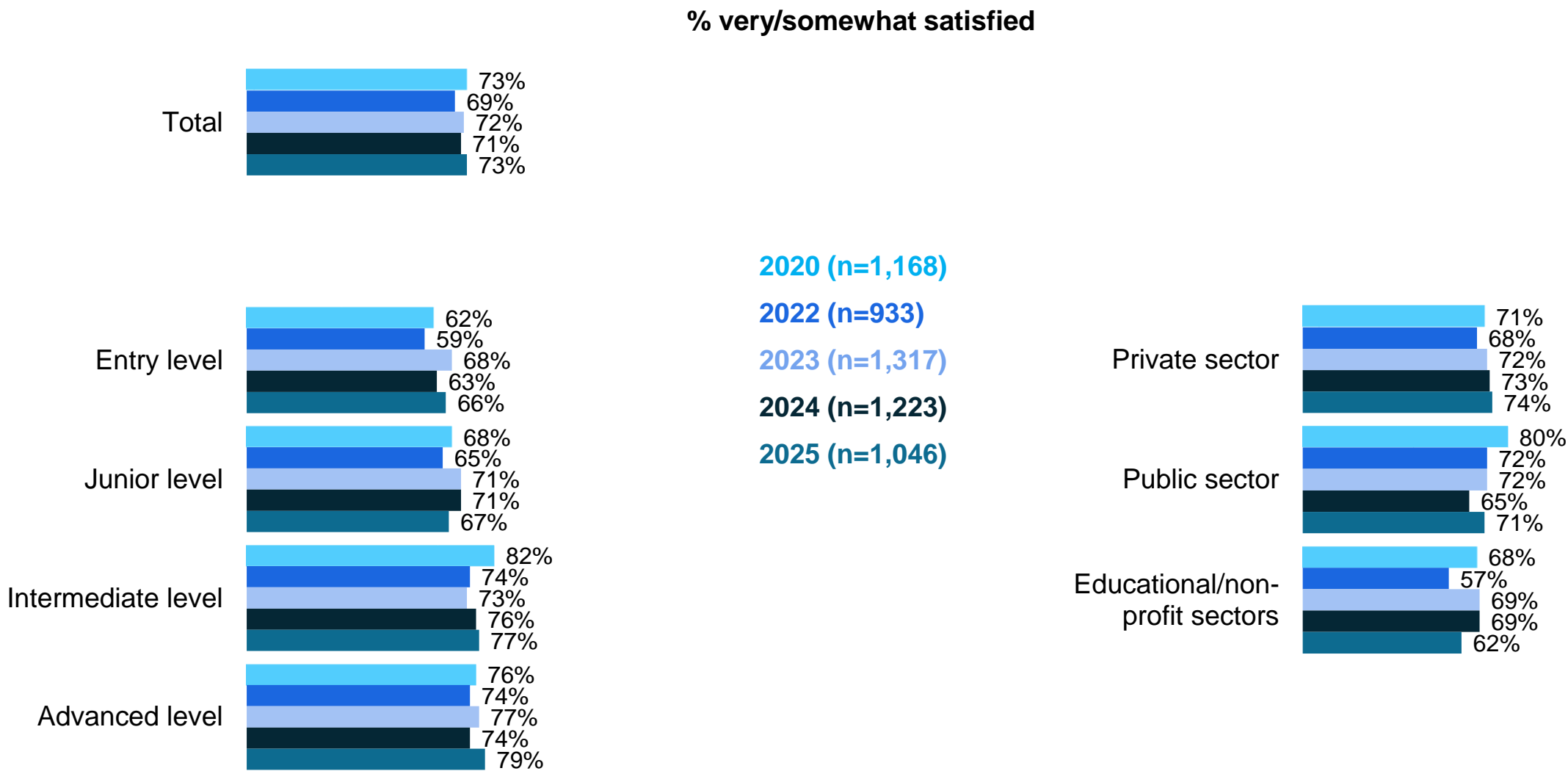
Overall Satisfaction with Remuneration: By Sub-Groups

Overall, how satisfied are you with the level of remuneration for your current job? (Base: Those responding, n=1,046)



Overall Satisfaction with Remuneration: Tracking

Overall, how satisfied are you with the level of remuneration for your current job? (Base: Those responding. Summaries may vary due to rounding)





A Focus on Full-Time Remuneration

Full-Time Gross Salary Breakdown: By Experience Level

Please report your 2024 pre-tax earnings - base pay, overtime, bonus, other remuneration (e.g., commissions, etc.). (Base: Those reporting full-time salary, n=1,053)

	Total (Average \$) (N=1,053)	Entry (Average \$) (n=302)	Junior (Average \$) (n=176)	Intermediate (Average \$) (n=317)	Advanced (Average \$) (n=253)
Base salary	\$107,290	\$74,377	\$93,408	\$118,432	\$141,736
Bonuses	\$7,699	\$2,017	\$4,465	\$7,973	\$16,355
Overtime	\$2,183	\$2,207	\$3,359	\$1,637	\$1,980
Other (e.g. commissions, etc.)	\$1,725	\$399	\$1,679	\$1,934	\$3,162
Total full-time salary – All sources of compensation	\$118,897	\$78,940	\$102,911	\$129,976	\$163,233
Median total salary	\$108,395	\$76,000	\$98,000	\$122,958	\$145,750
Maximum total salary	\$820,000	\$169,000	\$390,000	\$520,000	\$820,000

Full-Time Gross Salary Breakdown: By Gender and Sector

Please report your 2024 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.)). (Base: Those reporting full-time salary, n=1,053)

	Gender (Average \$)		Organization Sector (Average \$)		
	Men (n=836)	Women (n=217)	Private sector (n=732)	Public sector (n=286)	Educational/non- profit sectors (n=35*)
Base salary	\$109,665	\$98,120	\$105,036	\$112,540	\$111,782
Bonuses	\$8,776	\$3,541	\$10,872	\$358	\$100
Overtime	\$2,320	\$1,653	\$1,816	\$3,379	\$143
Other (e.g., commissions, etc.)	\$1,504	\$2,582	\$2,321	\$372	\$271
Total full-time salary – All sources of compensation	\$122,265	\$105,896	\$120,044	\$116,649	\$113,197
Median total salary	\$108,395	\$110,000	\$104,792	\$115,000	\$100,490
Maximum total salary	\$820,000	\$820,000	\$820,000	\$275,938	\$231,700

Full-Time Gross Salary Breakdown: By Graduation Year

Please report your 2024 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.)). (Base: Those reporting full-time salary, n=1,053)

	Graduation Year (Bachelor's Degree) (Average \$)				
	Prior to 1999 (n=169)	1999 to 2008 (n=237)	2009 to 2013 (n=204)	2014 to 2018 (n=215)	2019 to 2025 (n=228)
Base salary	\$141,057	\$123,536	\$108,832	\$95,386	\$75,382
Bonuses	\$17,114	\$9,580	\$6,997	\$4,868	\$2,097
Overtime	\$1,534	\$2,730	\$1,169	\$2,579	\$2,617
Other (e.g., commissions, etc.)	\$1,746	\$3,046	\$2,505	\$790	\$529
Total full-time salary – All sources of compensation	\$161,451	\$138,892	\$119,502	\$103,624	\$80,625
Median total salary	\$143,609	\$129,400	\$114,000	\$102,000	\$77,475
Maximum total salary	\$820,000	\$520,000	\$329,500	\$272,700	\$168,000

Full-Time Gross Salary Breakdown: by Total Years Practicing

Please report your 2024pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.)). (Base: Those reporting full-time salary, n=1,053)

	Total Years Practicing			
	1-4 years (Average \$) (n=209)	5-9 years (Average \$) (n=221)	10-19 years (Average \$) (n=343)	20+ years (Average \$) (n=278)
Base salary	\$72,254	\$90,648	\$113,604	\$139,360
Bonuses	\$1,827	\$3,611	\$7,770	\$15,322
Overtime	\$2,495	\$2,683	\$1,751	\$2,101
Other (e.g., commissions, etc.)	\$307	\$758	\$1,988	\$3,246
Total full-time salary – All sources of compensation	\$76,884	\$97,700	\$125,114	\$160,029
Median total salary	\$75,037	\$96,000	\$120,000	\$143,000
Maximum total salary	\$143,480	\$203,120	\$520,000	\$820,000

A Focus on Part-Time Remuneration



Part-Time Gross Salary Breakdown: By Experience Level

Please report your 2024 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.)). (Base: Those reporting part-time salary, n=14*) (*Caution: Very small bases)

	Total (Average \$) (n=14*)	Entry (Average \$) (n=12*)	Junior (Average \$) (n=0)	Intermediate (Average \$) (n=1*)	Advanced (Average \$) (n=1*)
Base salary	\$57,324	\$49,878	-	\$134,000	\$70,000
Bonuses	\$411	\$479	-	\$0	\$0
Overtime	\$3,106	\$3,623	-	\$0	\$0
Other (e.g., commissions, etc.)	\$0	\$0	-	\$0	\$0
Total part-time salary – All sources of compensation	\$60,841	\$53,981	--	\$134,000	\$70,000
Median total salary	\$58,332	\$55,931	-	\$134,000	\$70,000
Maximum total salary	\$134,000	\$97,129	-	\$134,000	\$70,000

Part-Time Gross Salary Breakdown: By Gender and Sector

Please report your 2024 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.)). (Base: Those reporting part-time salary, n=14*) (*Caution: Very small bases)

	Gender (Average \$)		Organization Sector (Average \$)		
	Men (n=11*)	Women (n=3*)	Private sector (n=11*)	Public sector (n=2*)	Educational/non- profit sectors (n=1*)
Base salary	\$47,321	\$94,000	\$49,273	\$103,500	\$53,530
Bonuses	\$523	\$0	\$523	\$0	\$0
Overtime	\$1,850	\$7,710	\$3,953	\$0	\$0
Other (e.g., commissions, etc.)	\$0	\$0	\$0	\$0	\$0
Total part-time salary – All sources of compensation	\$49,695	\$101,710	\$53,749	\$103,500	\$53,530
Median total salary	\$53,530	\$97,129	\$58,332	\$103,500	\$53,530
Maximum total salary	\$730,000	\$134,000	\$97,129	\$134,000	\$53,530

Part-Time Gross Salary Breakdown: By Graduation Year


Please report your 2024 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.)). (Base: Those reporting part-time salary, n=14*) (*Caution: Very small bases)

	Graduation Year				
	Prior to 1999 (n=1*)	1999 to 2008 (n=2*)	2009 to 2013 (n=1*)	2014 to 2018 (n=3*)	2019 to 2025 (n=7*)
Base salary	\$70,000	\$63,765	\$134,000	\$42,592	\$49,033
Bonuses	\$0	\$0	\$0	\$1,683	\$101
Overtime	\$0	\$11,564	\$0	\$80	\$2,873
Other (e.g., commissions, etc.)	\$0	\$0	\$0	\$1,683	\$101
Total part-time salary – All sources of compensation	\$70,000	\$75,329	\$134,000	\$44,355	\$52,006
Median total salary	\$70,000	\$75,329	\$134,000	\$53,000	\$58,332
Maximum total salary	\$70,000	\$97,129	\$134,000	\$64,822	\$74,000

Part-Time Gross Salary Breakdown: By Total Years Practicing

Please report your 2024 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.)). (Base: Those reporting part-time salary, n=14*) (*Caution: Very small bases)

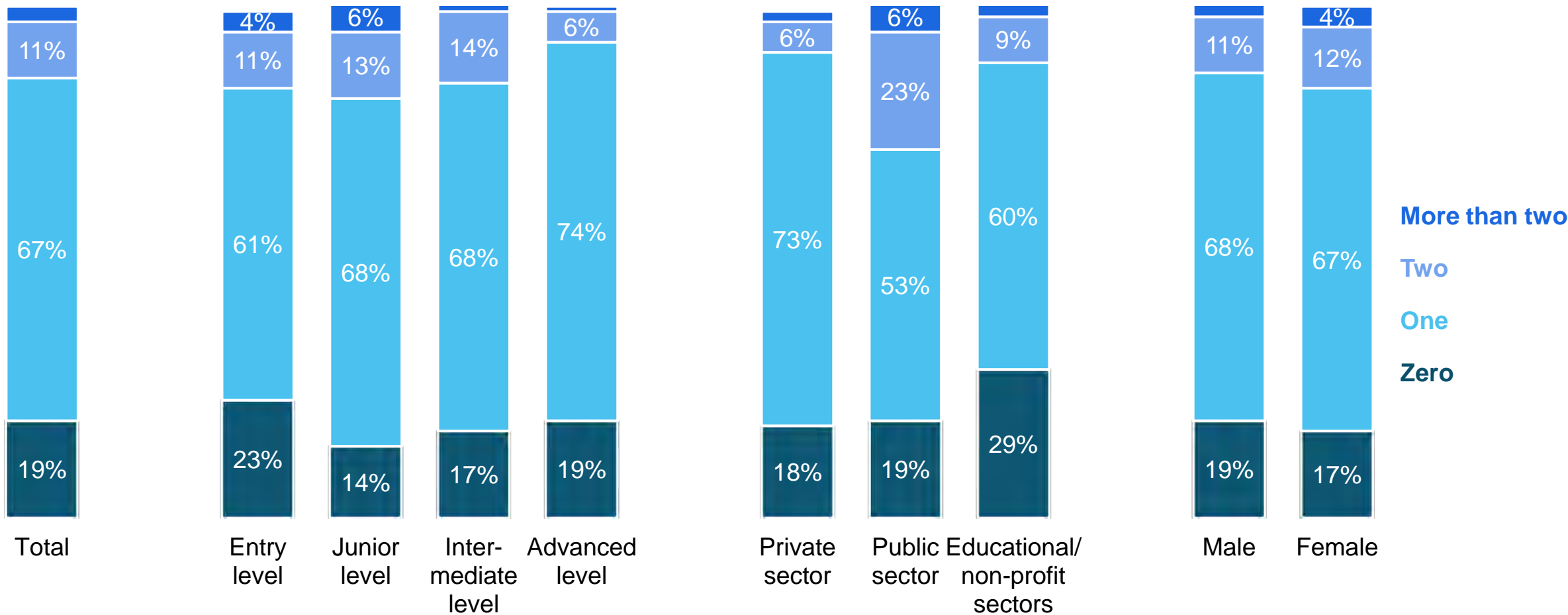
	1-4 years (Average \$) (n=7*)	5-9 years (Average \$) (n=1*)	10-19 years (Average \$) (n=3*)	20+ years (Average \$) (n=2*)
Base salary	\$40,339	\$61,633	\$870,000	\$61,765
Bonuses	\$401	\$2,948	\$0	\$0
Overtime	\$2,873	\$241	\$7,710	\$0
Other (e.g., commissions, etc.)	\$0	\$0	\$0	\$0
Total part-time salary – All sources of compensation	\$43,613	\$64,822	\$94,710	\$61,765
Median total salary	\$45,564	\$64,822	\$97,129	\$61,765
Maximum total salary	\$73,000	\$64,822	\$134,000	\$70,000

The background image shows two women in a laboratory or office environment. The woman in the foreground is wearing a striped sleeveless top and is smiling while looking at a small, white, spherical robot on a table. The woman behind her is also smiling and looking at the robot. On the table, there is a laptop displaying a graph, a small white speaker, and some wires. In the background, there is a computer monitor and a chemical structure diagram on the wall. The entire image has a blue tint.

Salary Adjustments Including Overtime

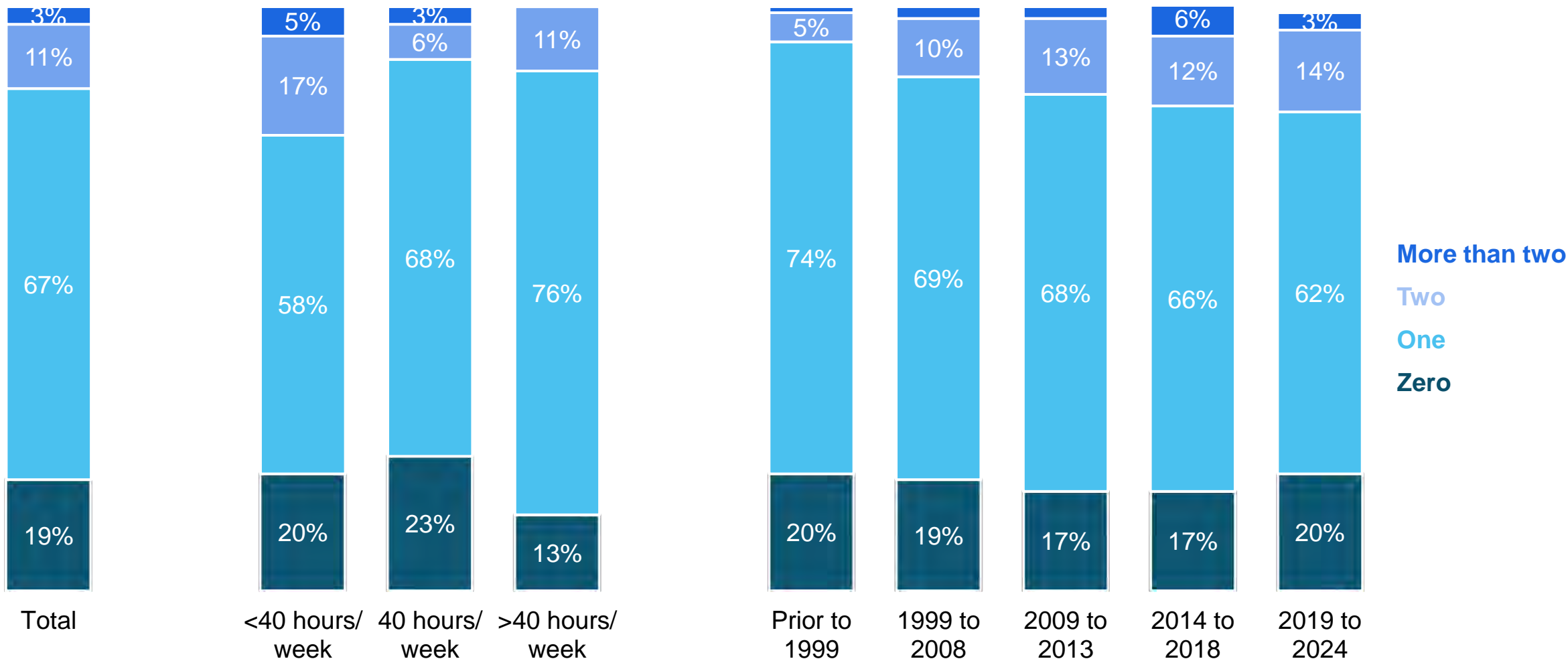
Base Salary Adjustments: By Experience, Sector and Gender

How many base salary adjustments did you receive during 2024? This salary adjustment could be due to a promotion and/or a regular pay rate change. (Base: Those responding, n=1,064)



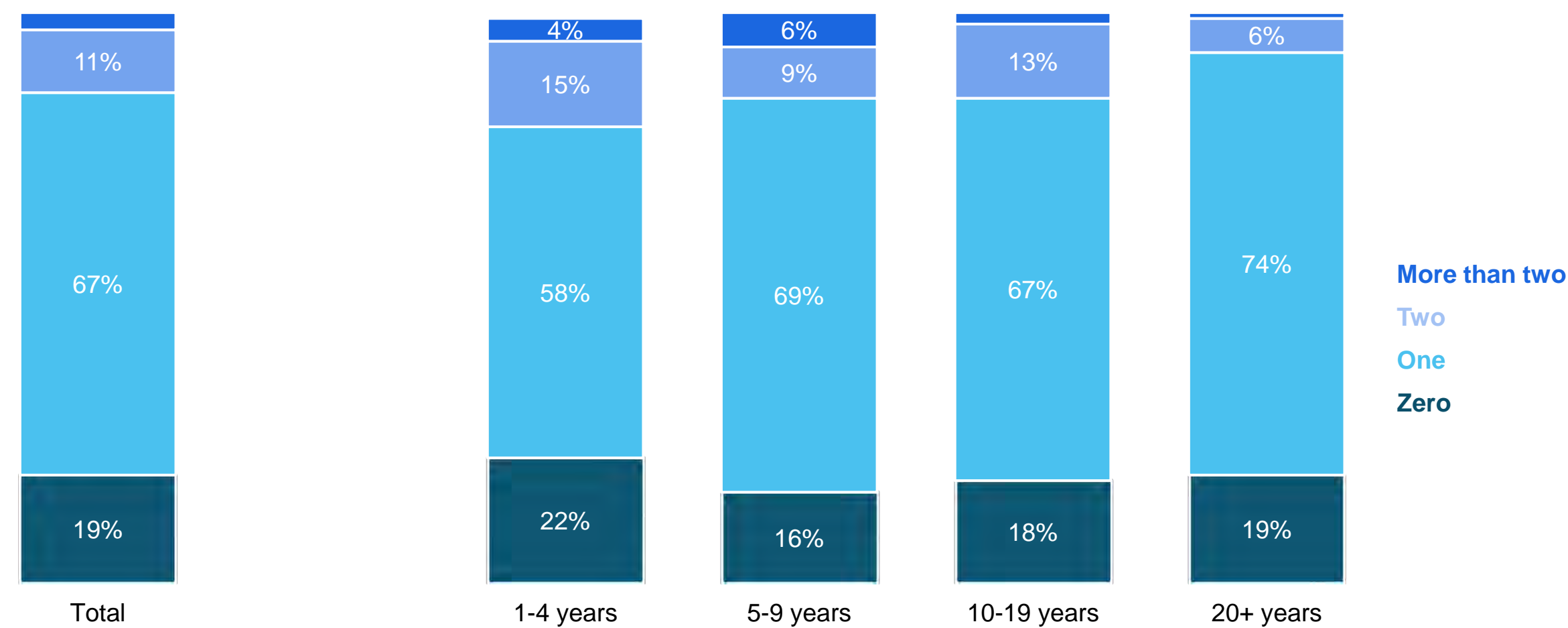
Base Salary Adjustments: By Hours Worked and Grad Year

How many base salary adjustments did you receive during 2024? This salary adjustment could be due to a promotion and/or a regular pay rate change. (Base: Those responding, n=1,223)



Base Salary Adjustments: By Total Years Practicing

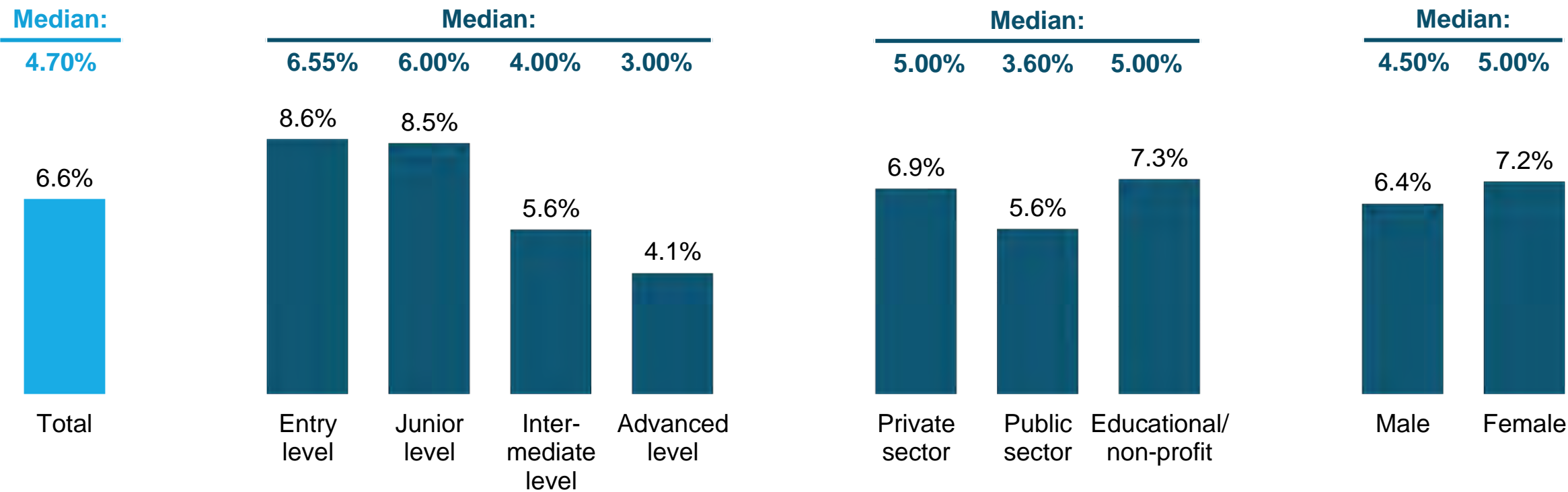
How many base salary adjustments did you receive during 2024? This salary adjustment could be due to a promotion and/or a regular pay rate change. (Base: Those responding, n=1,223)



Salary Increases: By Experience, Sector and Gender

What is your net percentage change in 2024 base pay from 2023 (i.e., 3.5%)? Is that a positive or negative change? (Base: Those reporting a salary adjustment in 2024, n=858)

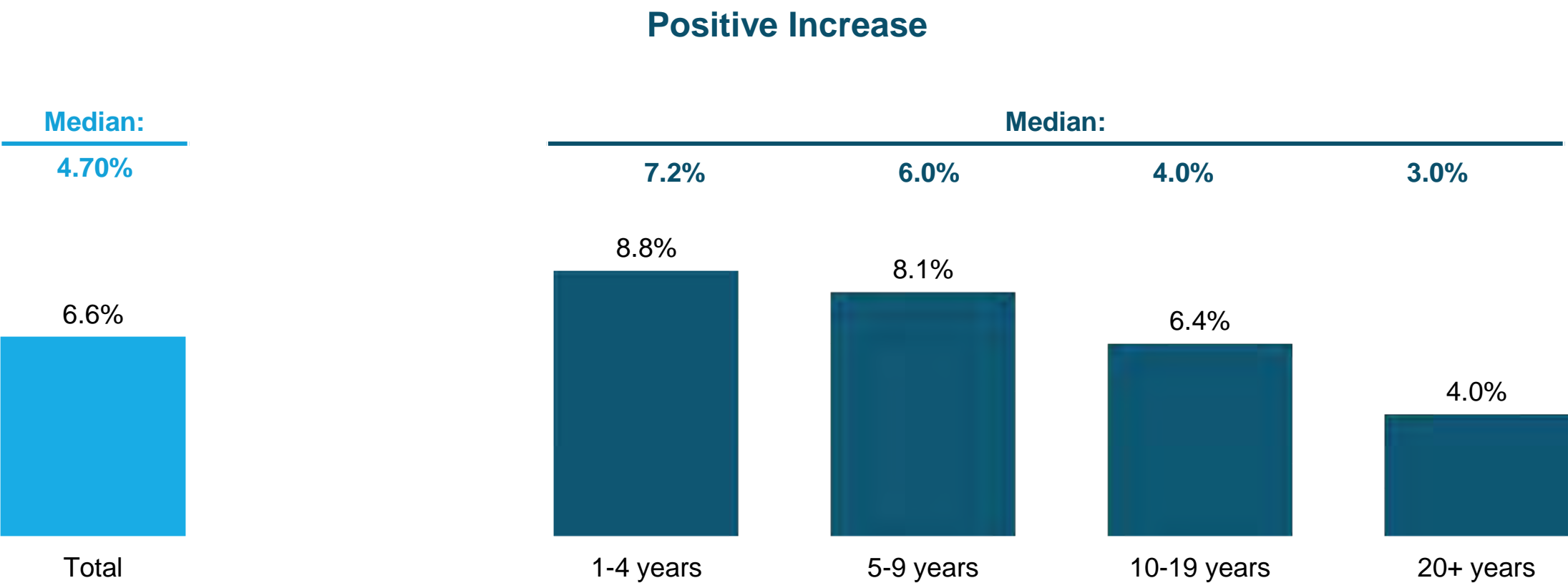
Positive Increase



A total of 8 respondents indicated they received a decrease in their base salary in 2024. Reasons included: economic reasons, because they changed employers, dividends were less or self-reduced hours.

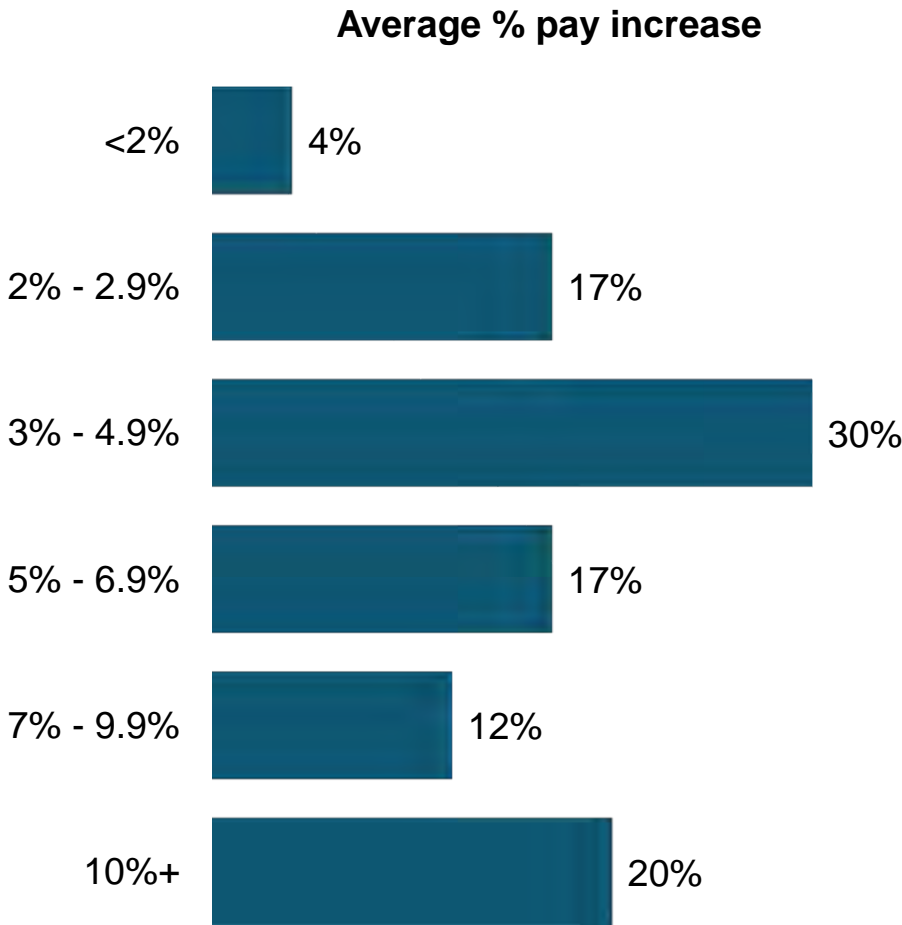
Salary Increases: By Total Years Practicing

What is your net percentage change in 2024 base pay from 2023 (i.e., 3.5%)? Is that a positive or negative change? (Base: Those reporting a salary adjustment in 2024, n=858)

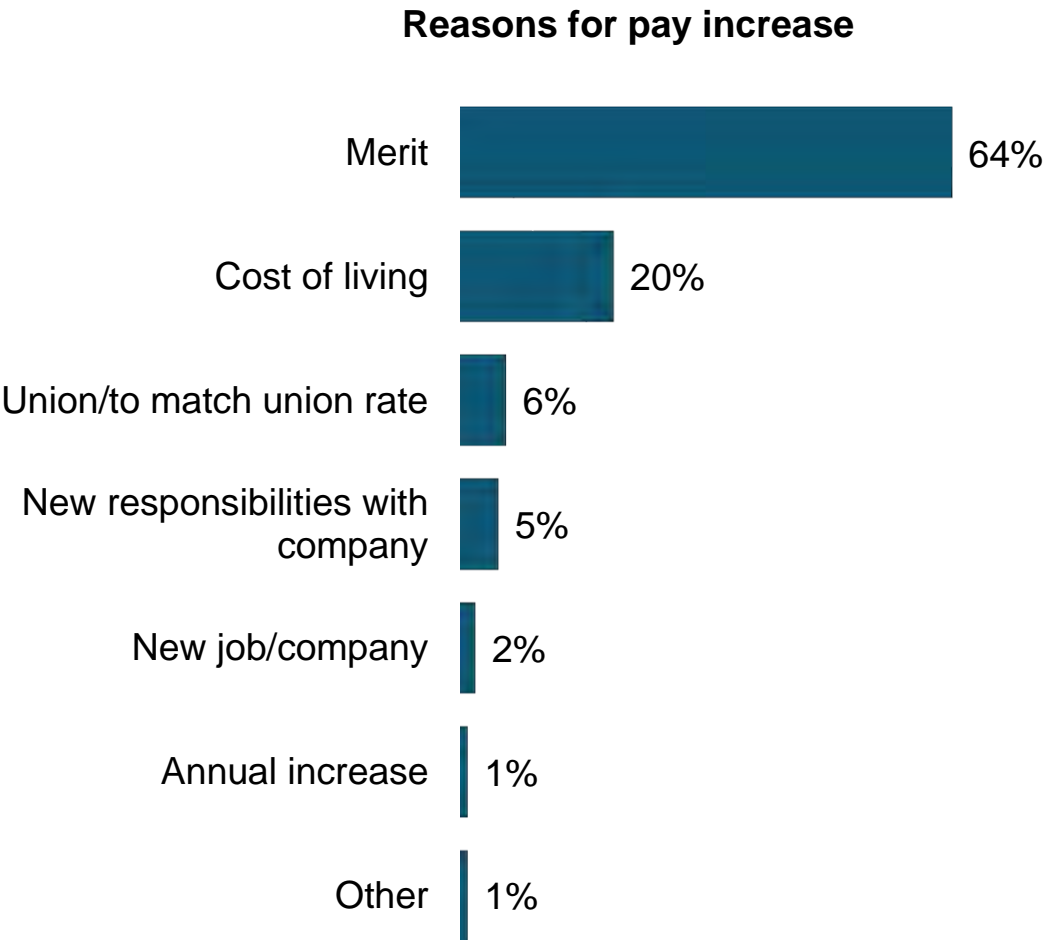


Increase in Pay

What was your overall net percentage difference in base pay from 2023 to 2024? (Base: Those reporting an increase in pay, n=858)



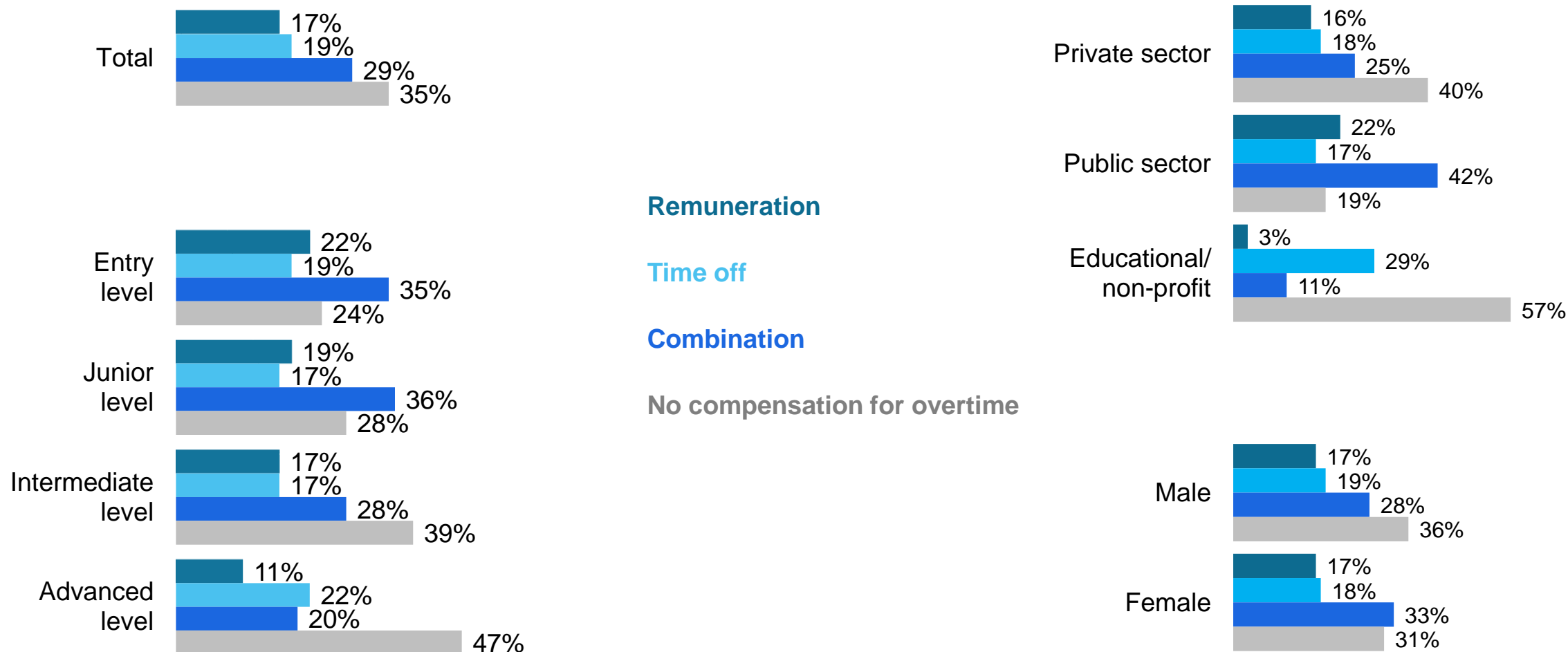
Was your increase in pay based on....(select all that apply):
(Base: Those reporting an increase in pay, n=858)



Type of Overtime Compensation: By Experience, Sector and Gender

Do you receive overtime compensation? (Base: Those responding, n=1,058)

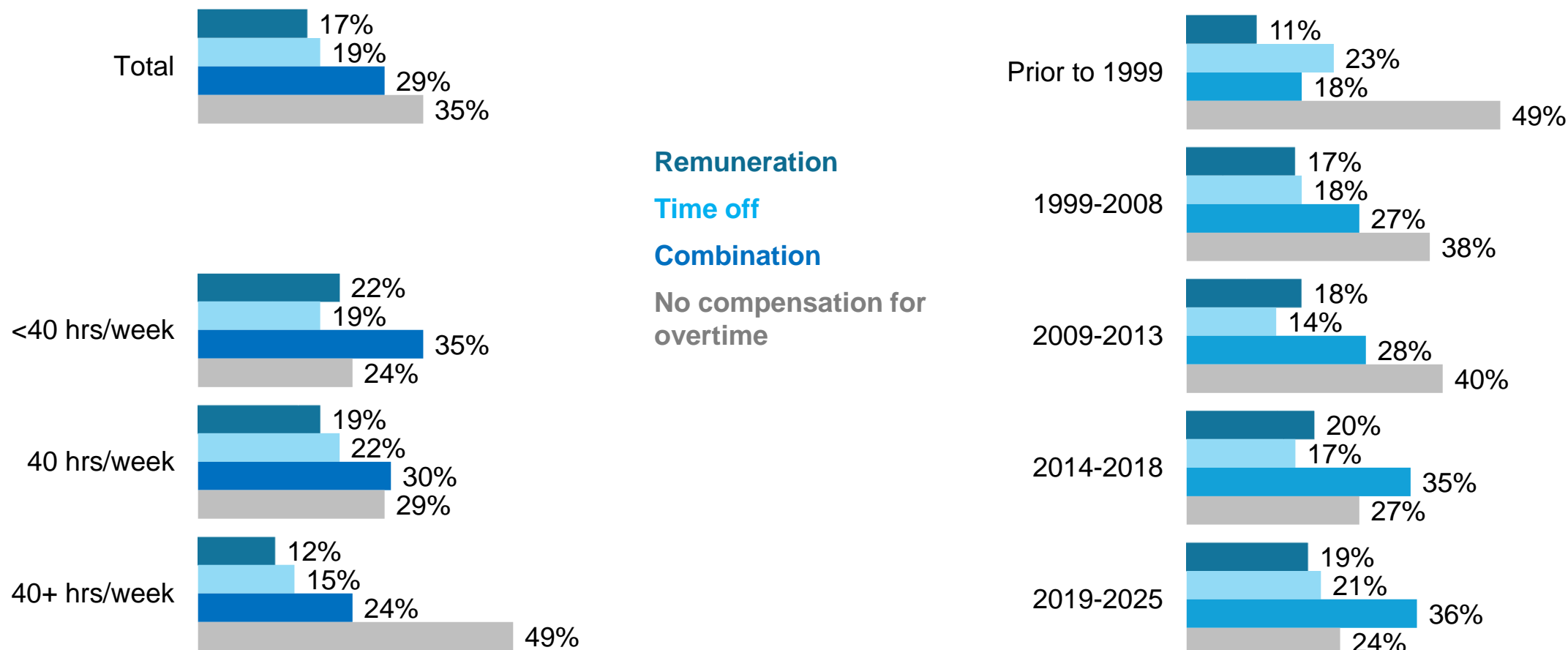
% receiving overtime compensation



Type of Overtime Compensation: By Hours Worked and Grad Year

Do you receive overtime compensation? (Base: Those responding, n=1,058)

% receiving overtime compensation

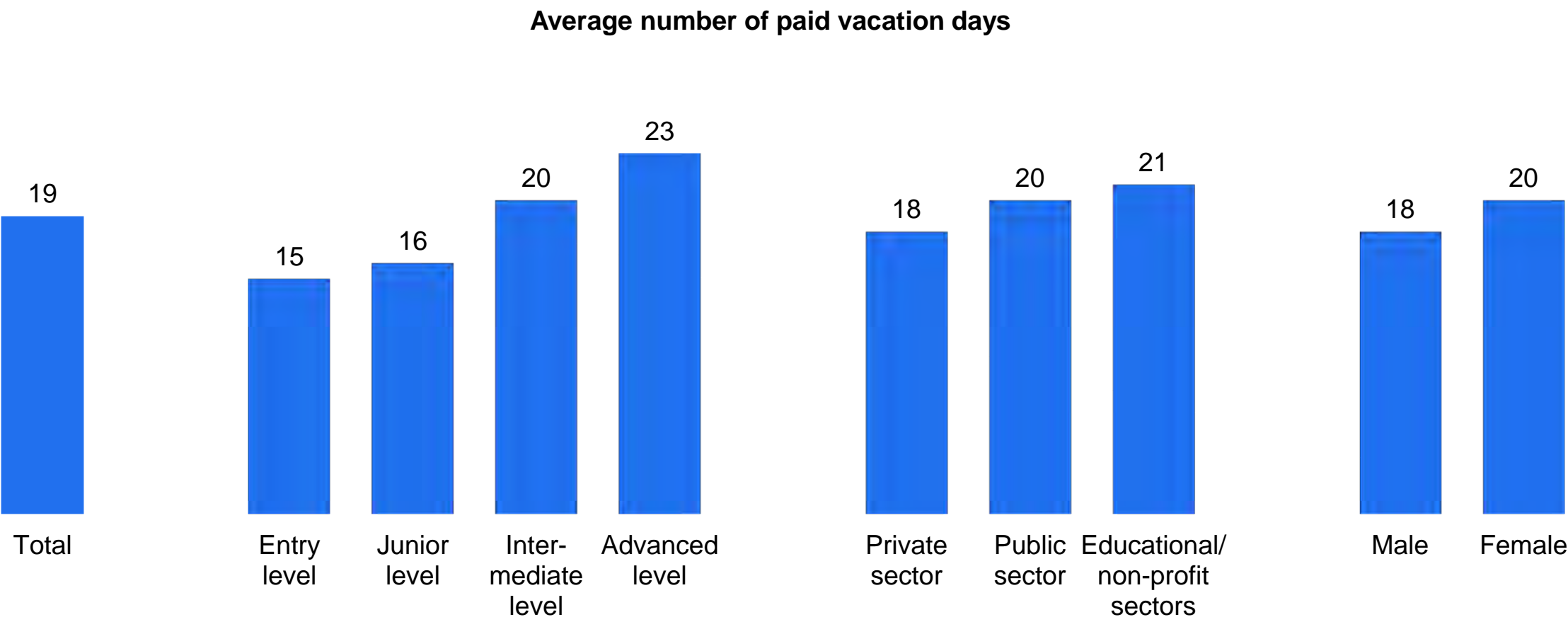


An Examination of Paid Benefits



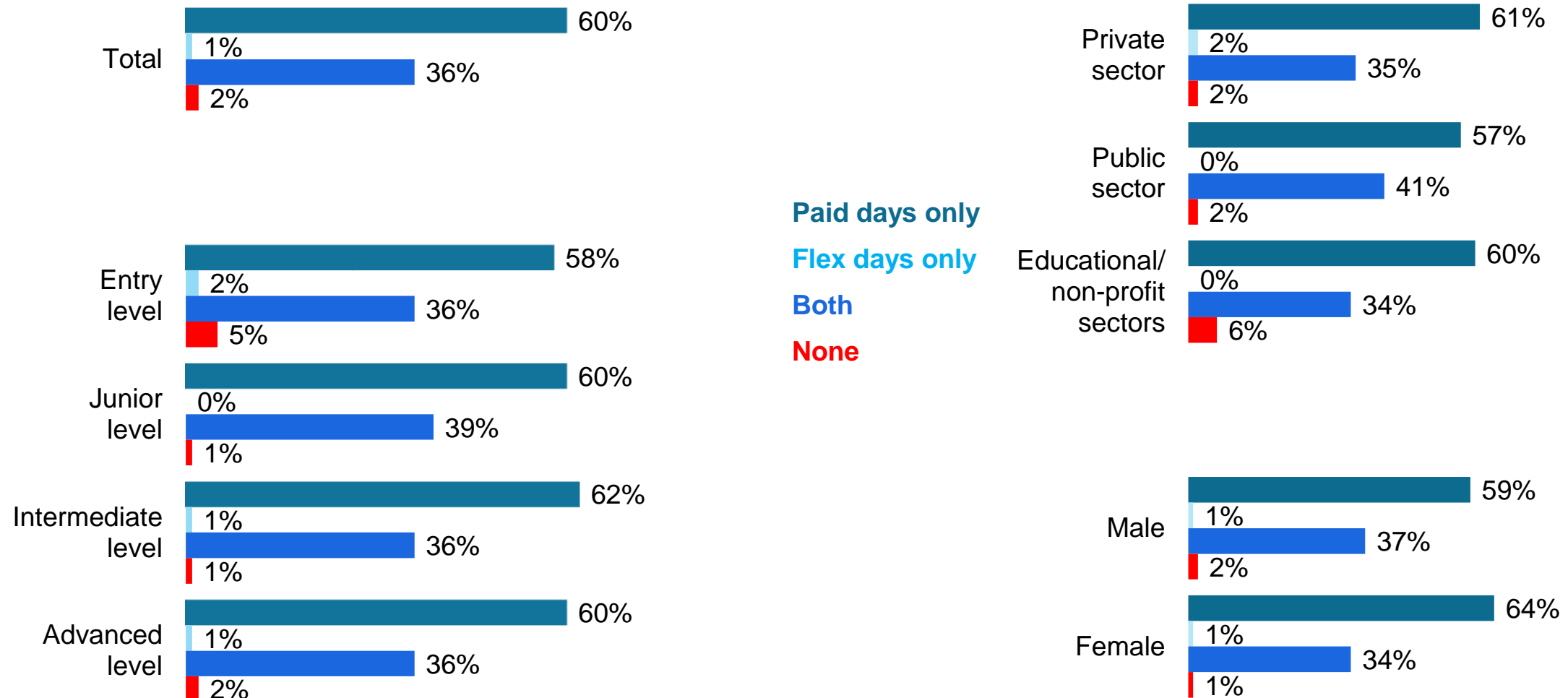
Paid Vacation Days: By Experience, Sector and Gender

Please indicate your vacation time taken during the 2024 calendar year as... (Base: Those responding, n=1,054)



Type of Vacation: By Experience, Sector and Gender

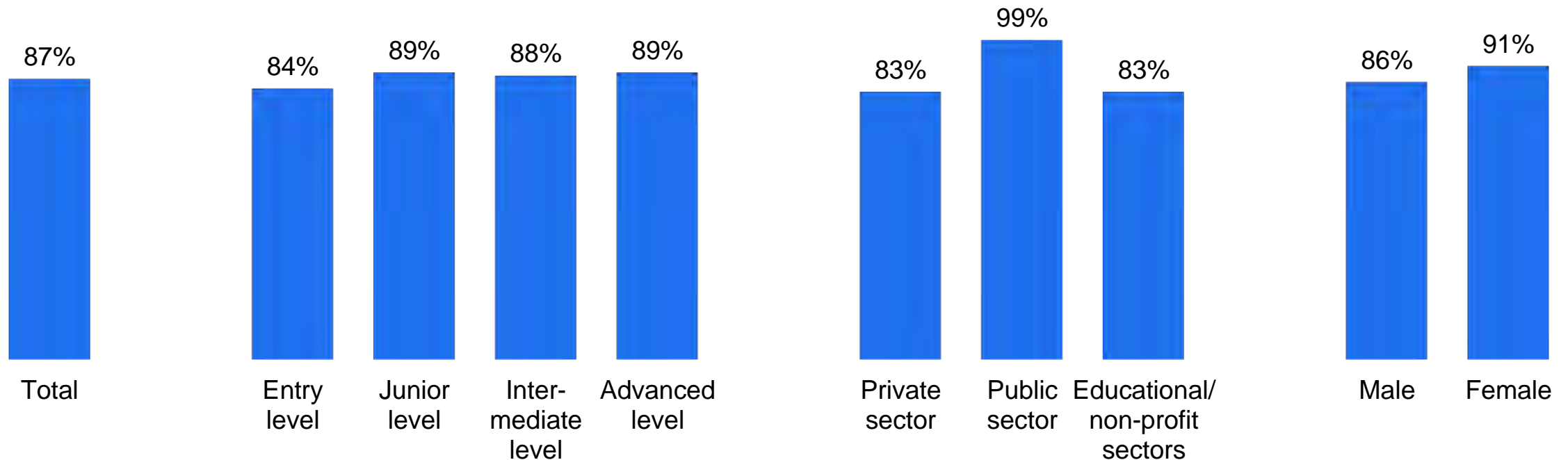
Please indicate the type of vacation time taken during the 2024 calendar year as... (Base: Those responding, n=1,054)



Paid Sick Time: By Experience, Organizational Sector and Gender

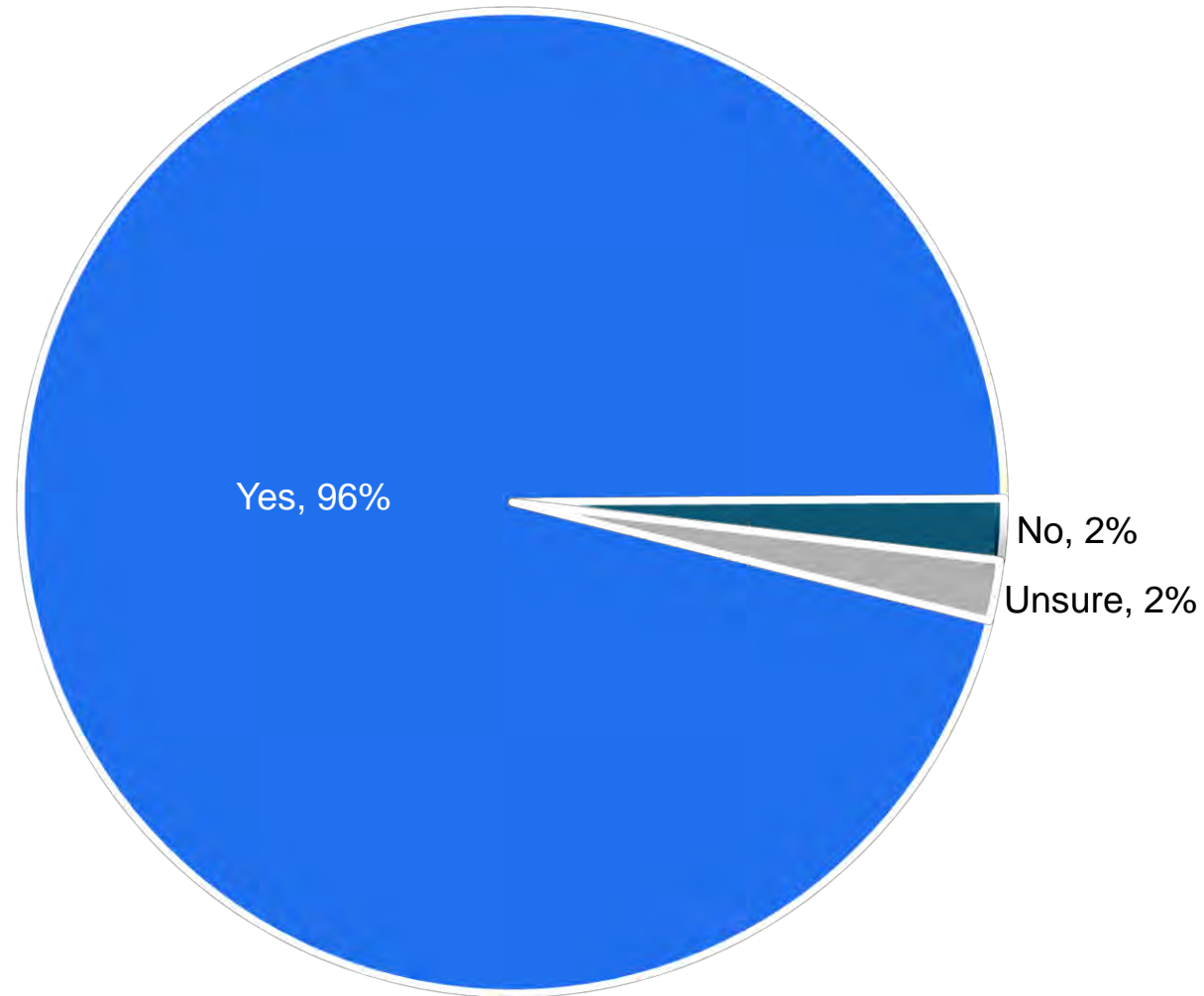
Does your employer provide paid sick time? (Base: Those responding, n=1,053)

% indicating they receive paid sick days



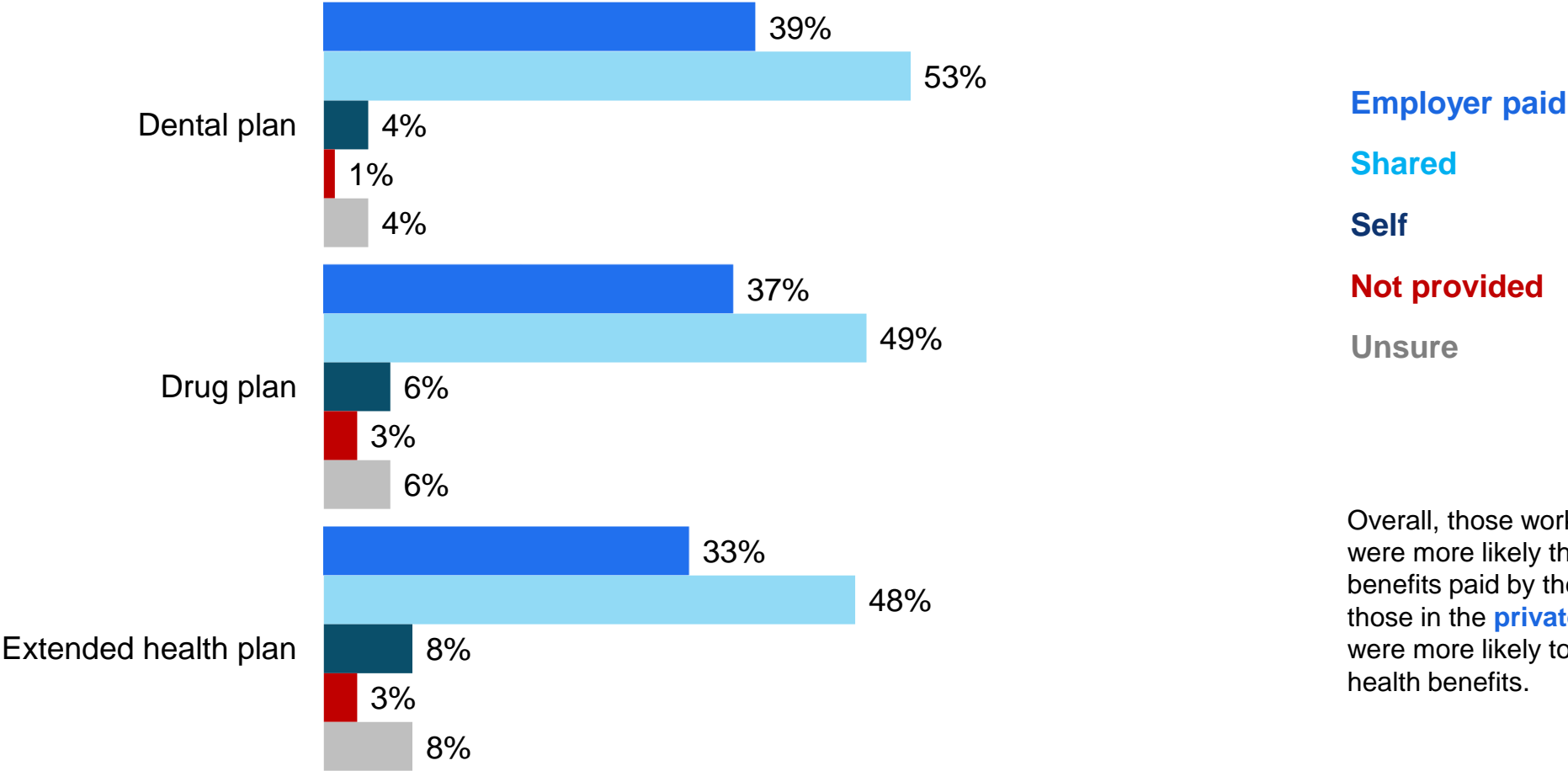
Eligibility for Employee Benefits

Were you eligible for employee benefits in 2024? (Base: Those responding, n=1,053)



Paid Health Benefits

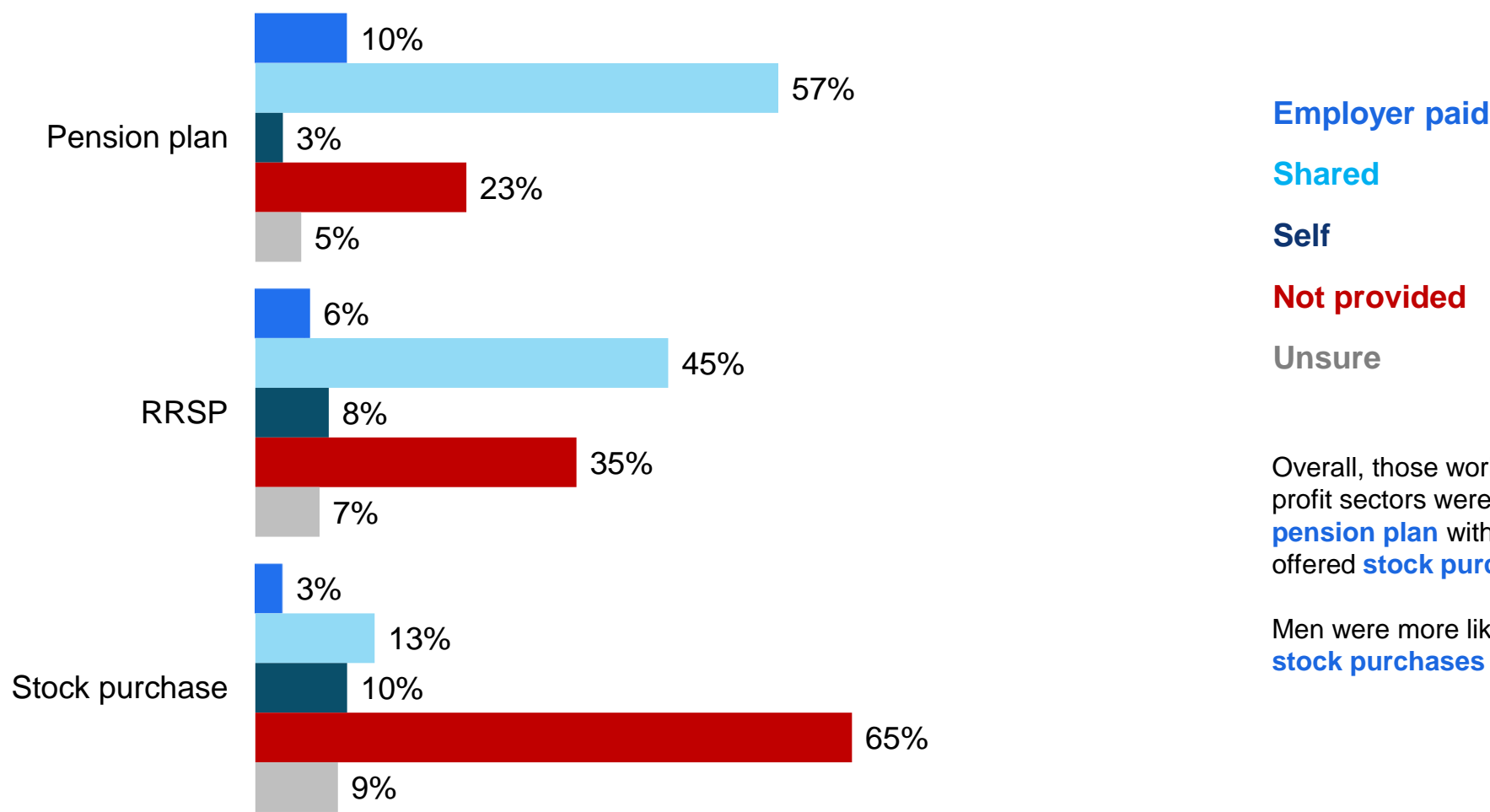
Even though you may not have been eligible for employee benefits in 2024, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those reporting their employer has a benefits plan, n=1,011)



Overall, those working in the **public sector** were more likely than others to have these benefits paid by their **employer**, whereas those in the **private sector and other sectors** were more likely to **share** the cost of these health benefits.

Paid Retirement Benefits

Even though you may not have been eligible for employee benefits in 2024, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those reporting their employer has a benefits plan, n=1,011)



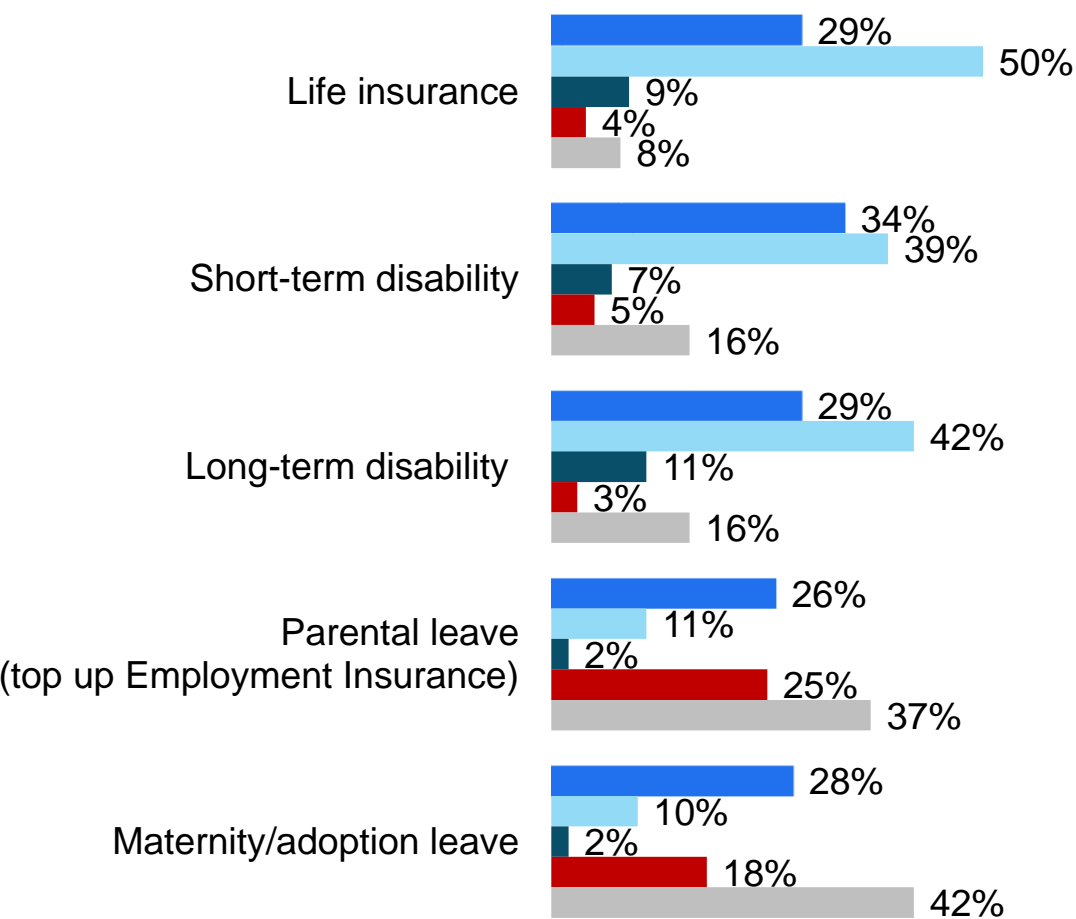
Employer paid
Shared
Self
Not provided
Unsure

Overall, those working in the public and educational/non-profit sectors were most likely to **share** the costs of their **pension plan** with their employer but least likely to be offered **stock purchases**.

Men were more likely than women to **not be offered stock purchases** as were advanced level engineers.

Paid Leave and Disability Benefits

Even though you may not have been eligible for employee benefits in 2024, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those reporting their employer has a benefits plan, n=1,011)



Employer paid

Shared

Self

Not provided

Unsure

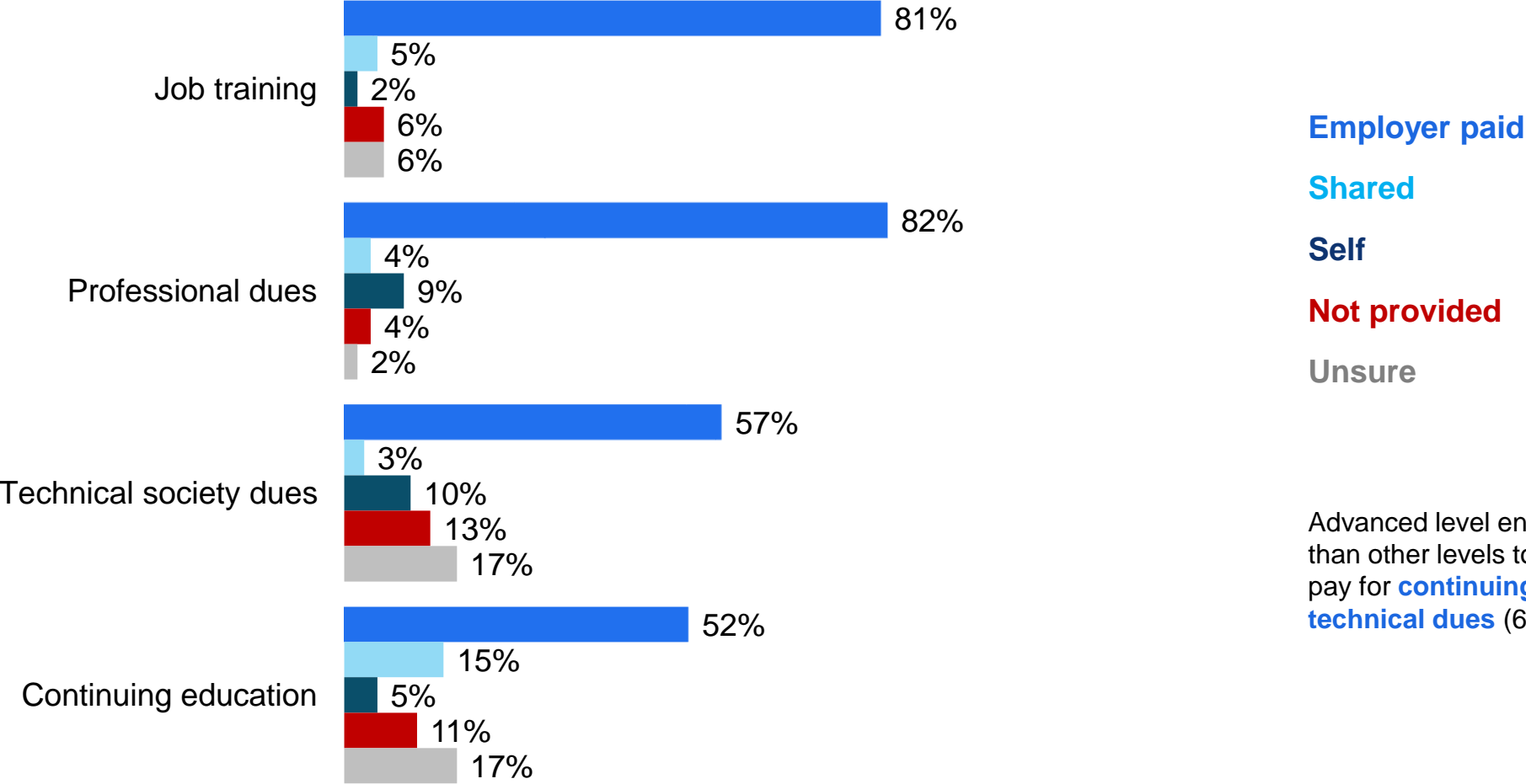
Advanced level engineers were more likely than their junior counterparts to have their employer pay for **short and long-term disability insurance**.

Engineers working in the public sector were more likely to have their employer pay for **long-term disability insurance**, compared to those working in the private or educational/non-profit sectors.

Women were far more likely than men to have their **parental leave EI top-up and adoption leave** provided by their employer.

Professional Development

Even though you may not have been eligible for employee benefits in 2024, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those reporting their employer has a benefits plan, n=1,011)



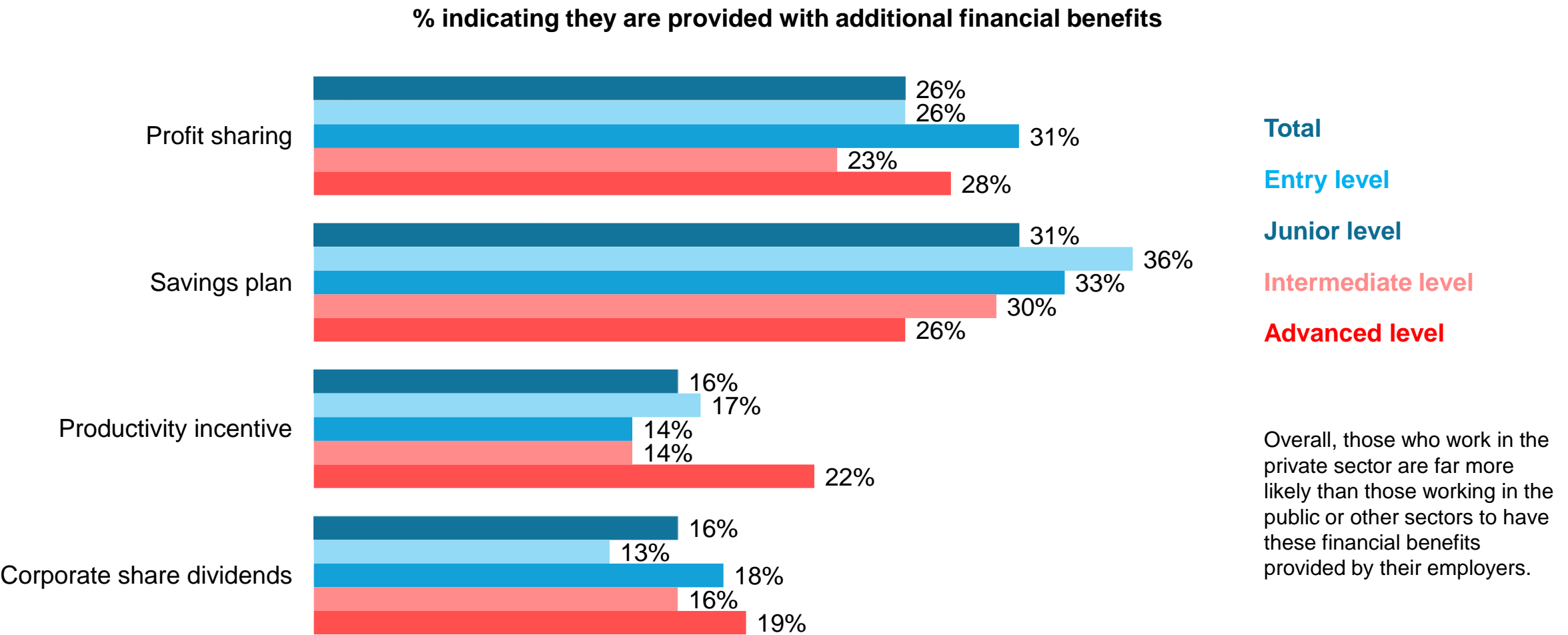
Advanced level engineers were more likely than other levels to have their employer pay for **continuing education** (63%) and **technical dues** (67%).

The background image shows two industrial workers, a man and a woman, wearing white hard hats and high-visibility yellow safety vests with reflective blue stripes. They are standing in a factory or industrial setting, looking at a laptop held by the woman. The man is pointing at the screen. The entire image has a blue color overlay. The text is white and centered on the left side of the image.

An Examination of Benefits Provided by Employers

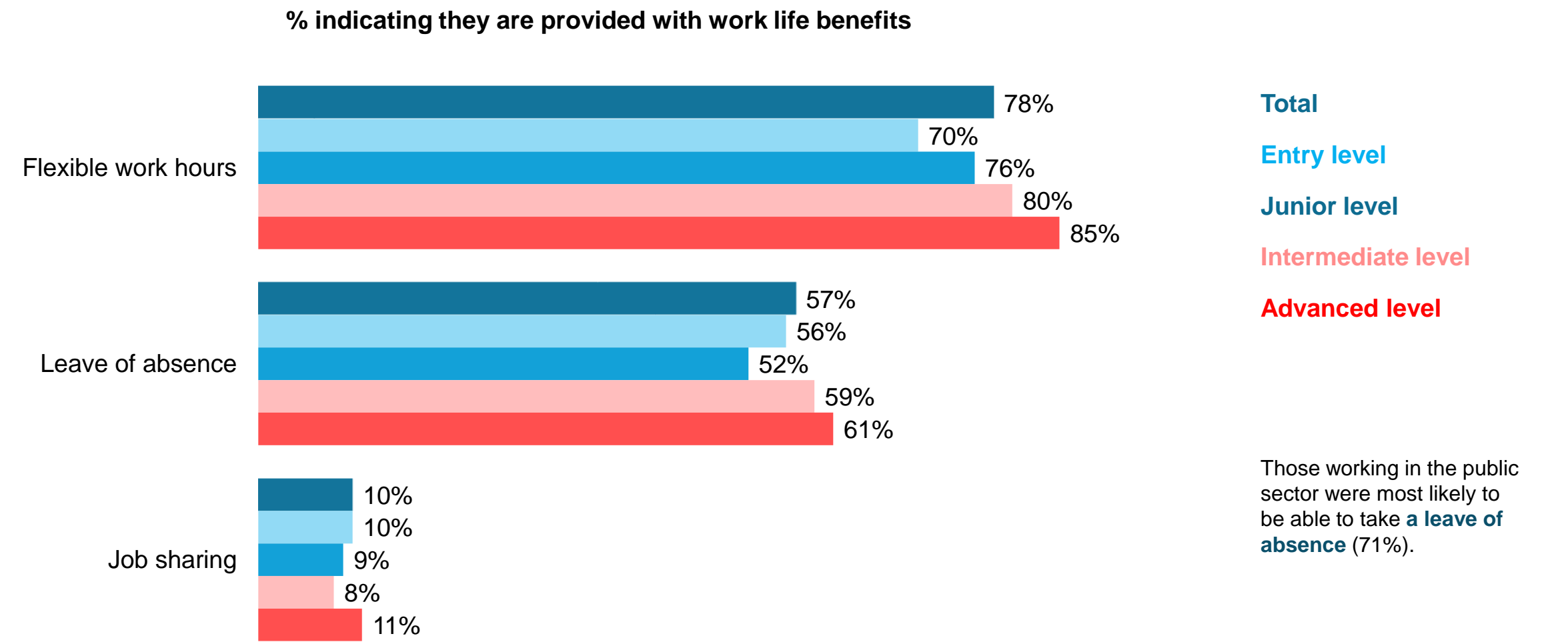
Financial Benefits

Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those reporting their employer has a benefits plan, n=1,007)



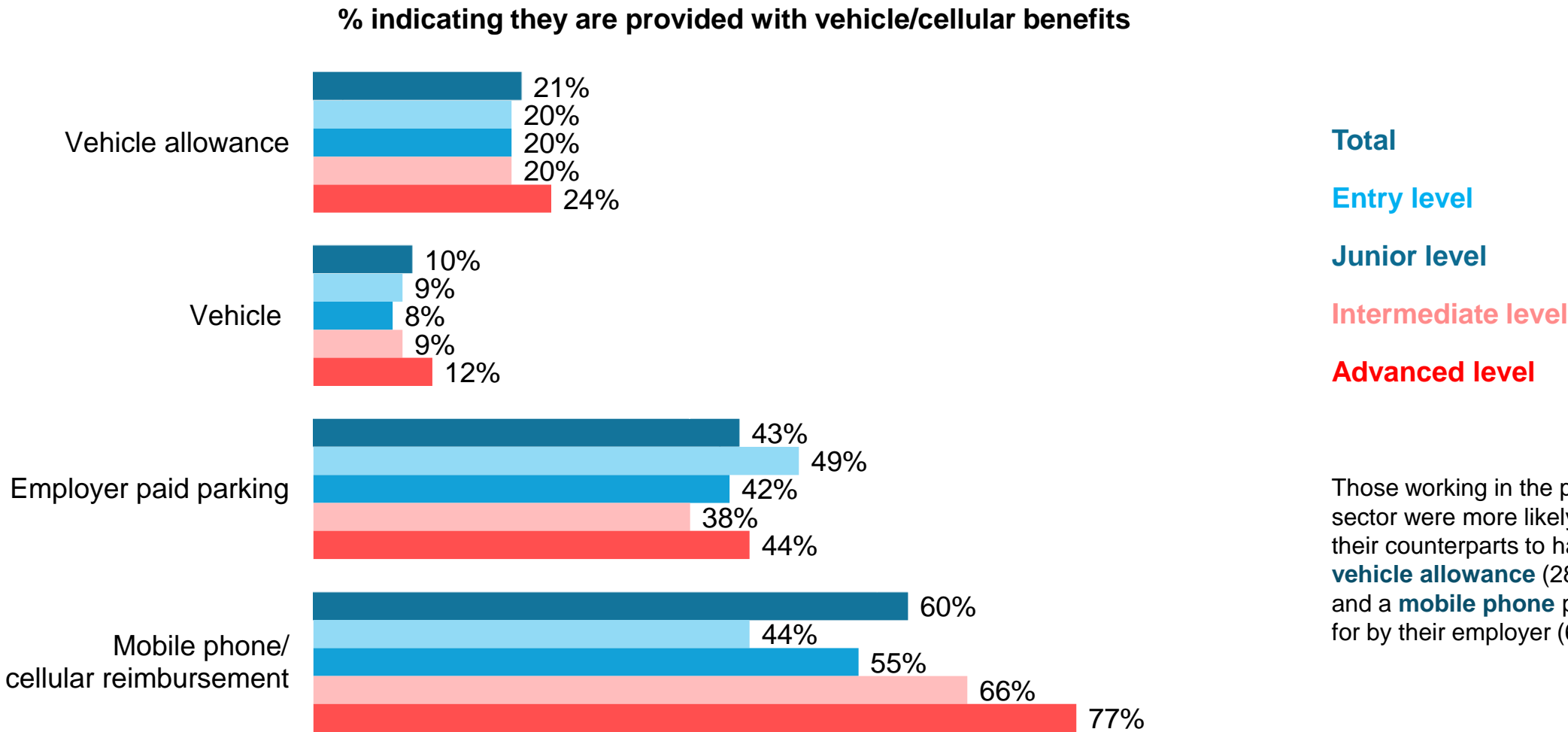
Work-Life Benefits

Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those reporting their employer has a benefits plan, n=1,007)



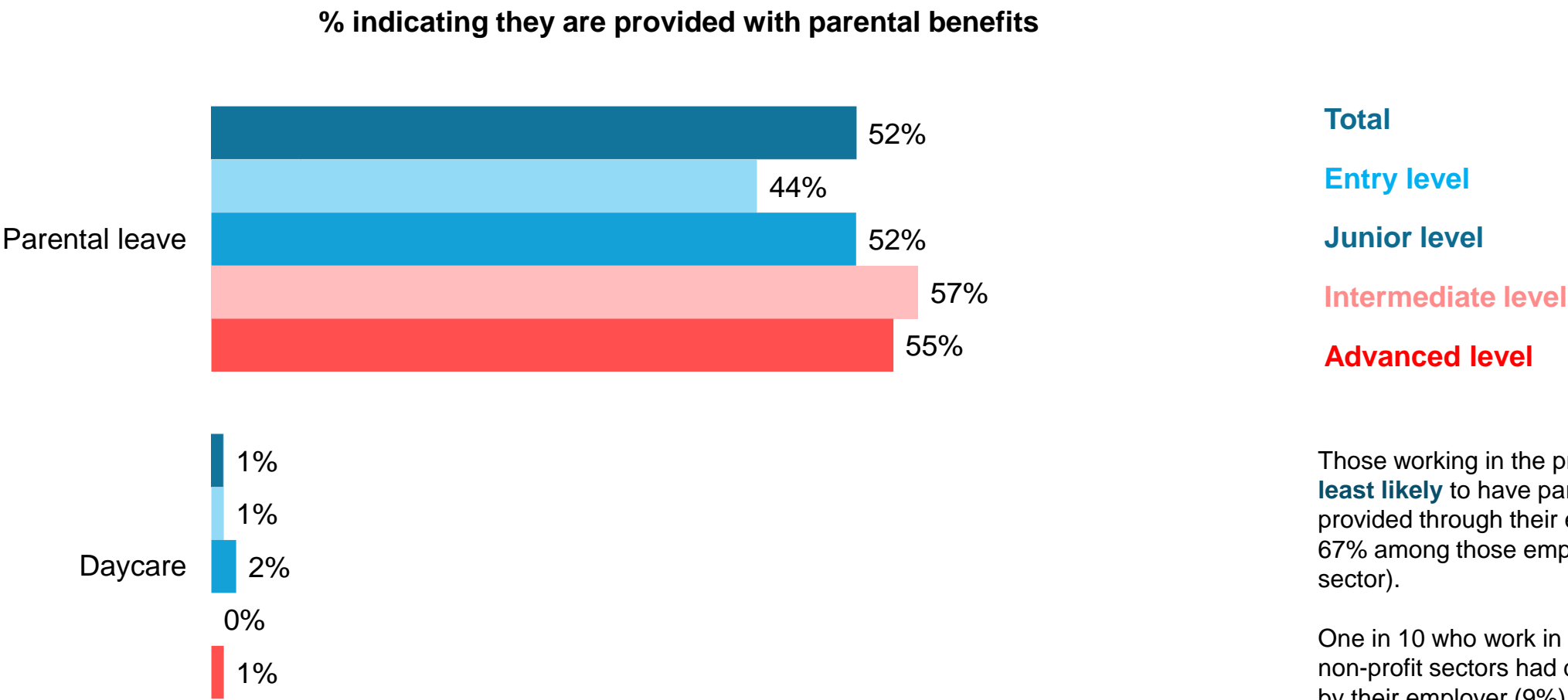
Vehicle/Cellular Reimbursement

Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those reporting their employer has a benefits plan, n=1,007)



Parental Benefits

Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those reporting their employer has a benefits plan, n=1,007)

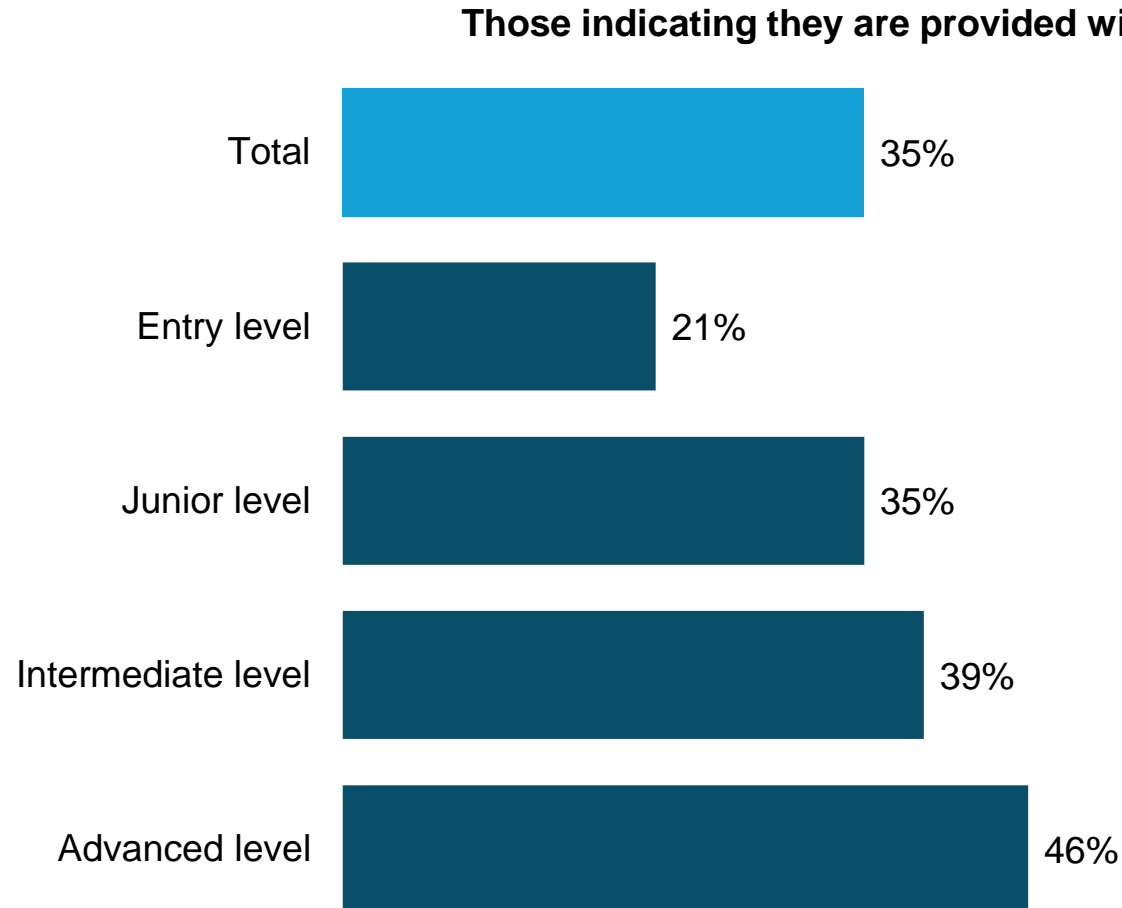


Those working in the private sector are **least likely** to have parental leave provided through their employer (47% vs. 67% among those employed in the public sector).

One in 10 who work in the educational/ non-profit sectors had daycare provided by their employer (9%).

Employment Benefits – Liability Insurance

Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those reporting their employer has a benefits plan, n=1,007)



One-third of those working in the public (37%) and private (35%) sectors are provided **liability insurance** compared to those working in other sectors (9%).

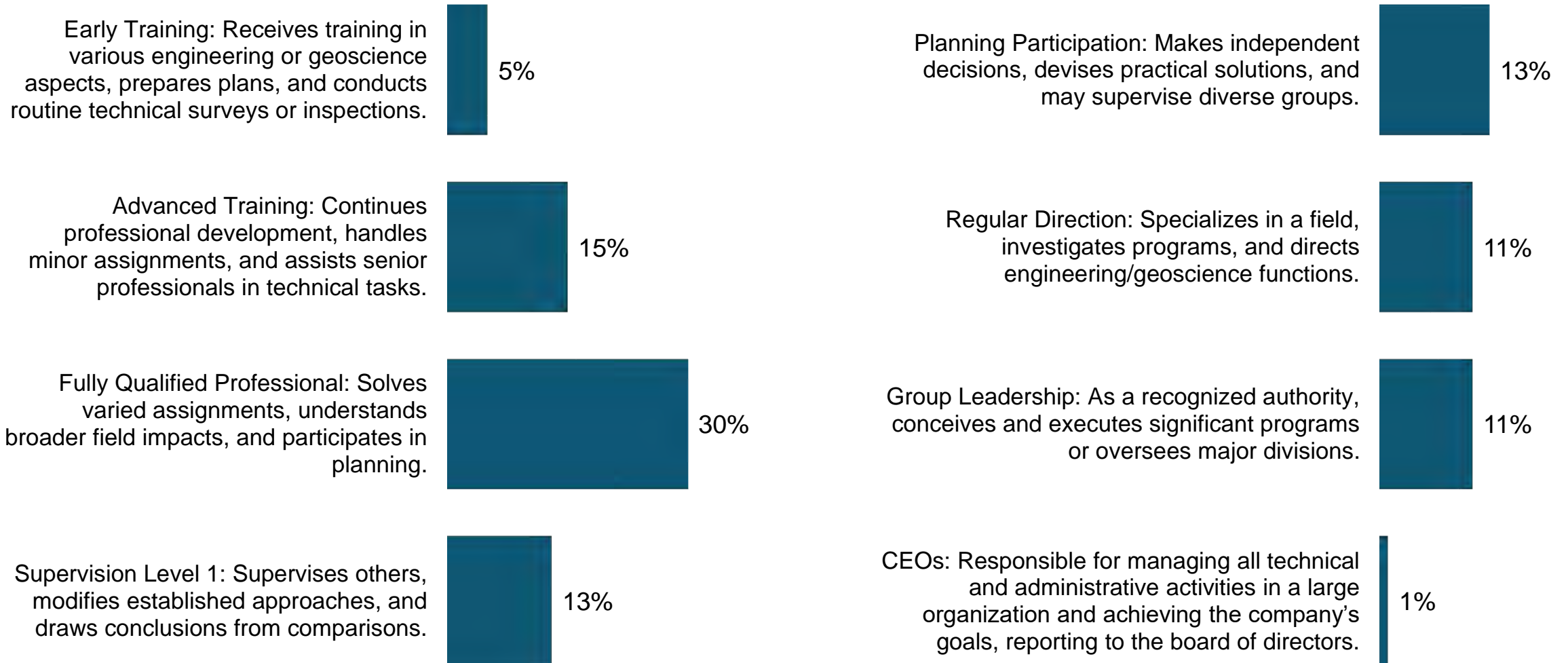
Advanced level engineers are twice as likely to have this insurance provided by their employer compared to entry level engineers (46% vs. 21%)

A man and a woman, both wearing white hard hats and high-visibility yellow and blue safety vests, are standing in an industrial setting. The man, on the left, is pointing at a laptop screen held by the woman on the right. They appear to be discussing work-related information. The background is a blurred industrial environment with large machinery and pipes. The entire image has a blue color overlay.

Roles and Responsibilities

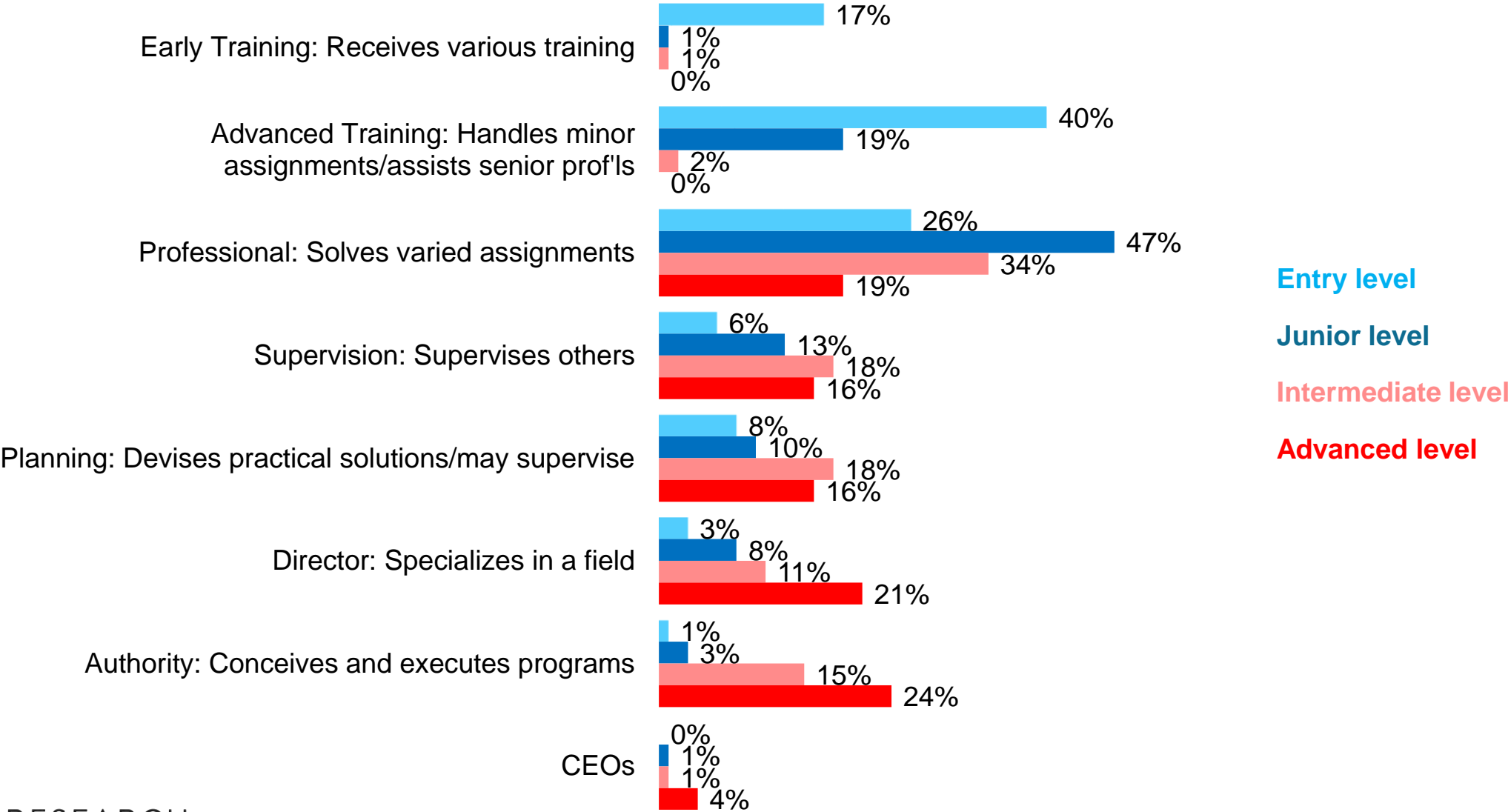
Overall Range of Duties

Which category below best describes your overall range of duties? Please select one only: (Base: Those responding, n=1,044)



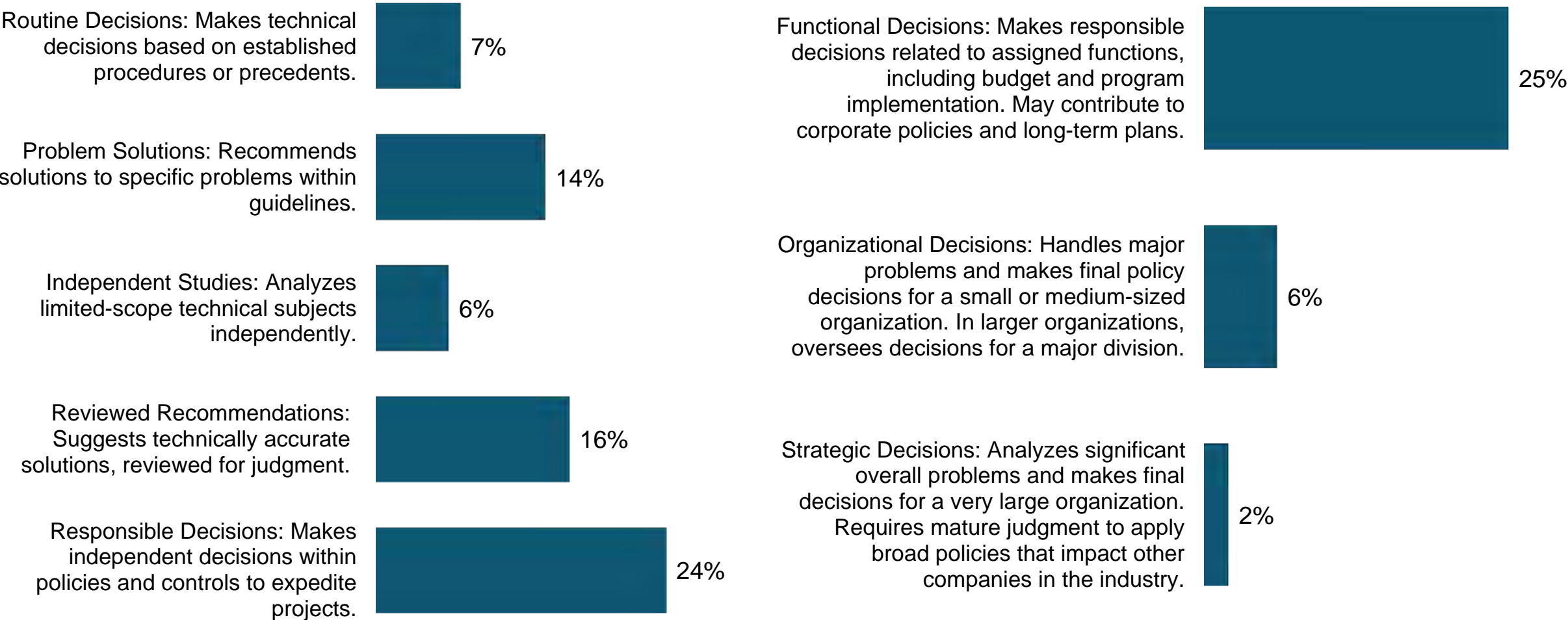
Overall Range of Duties: By Level of Experience

(Base: Those responding, n=1,044)



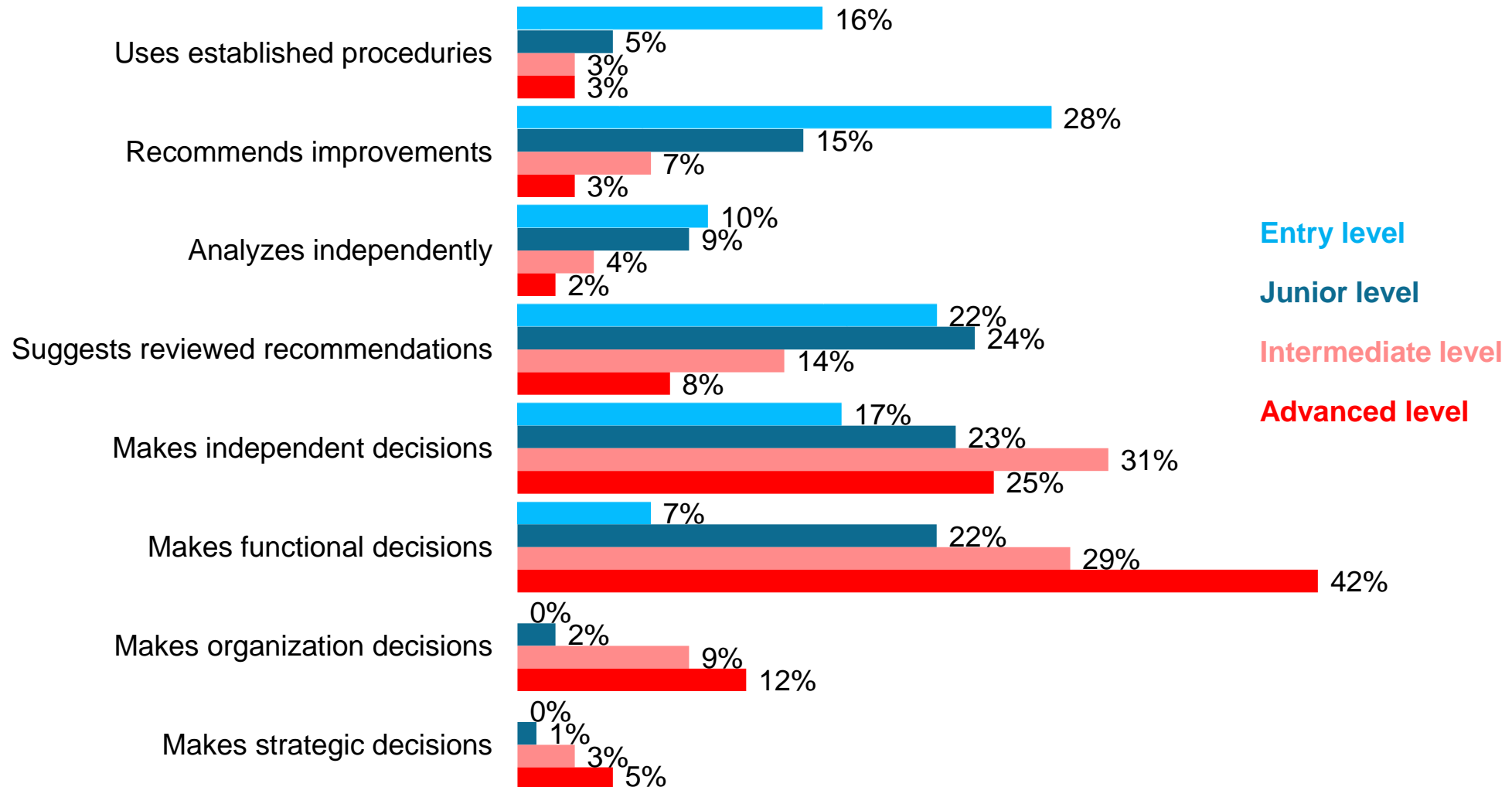
Level of Responsibility

Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work. Please select one only: (Base: Those responding, n=1,040)



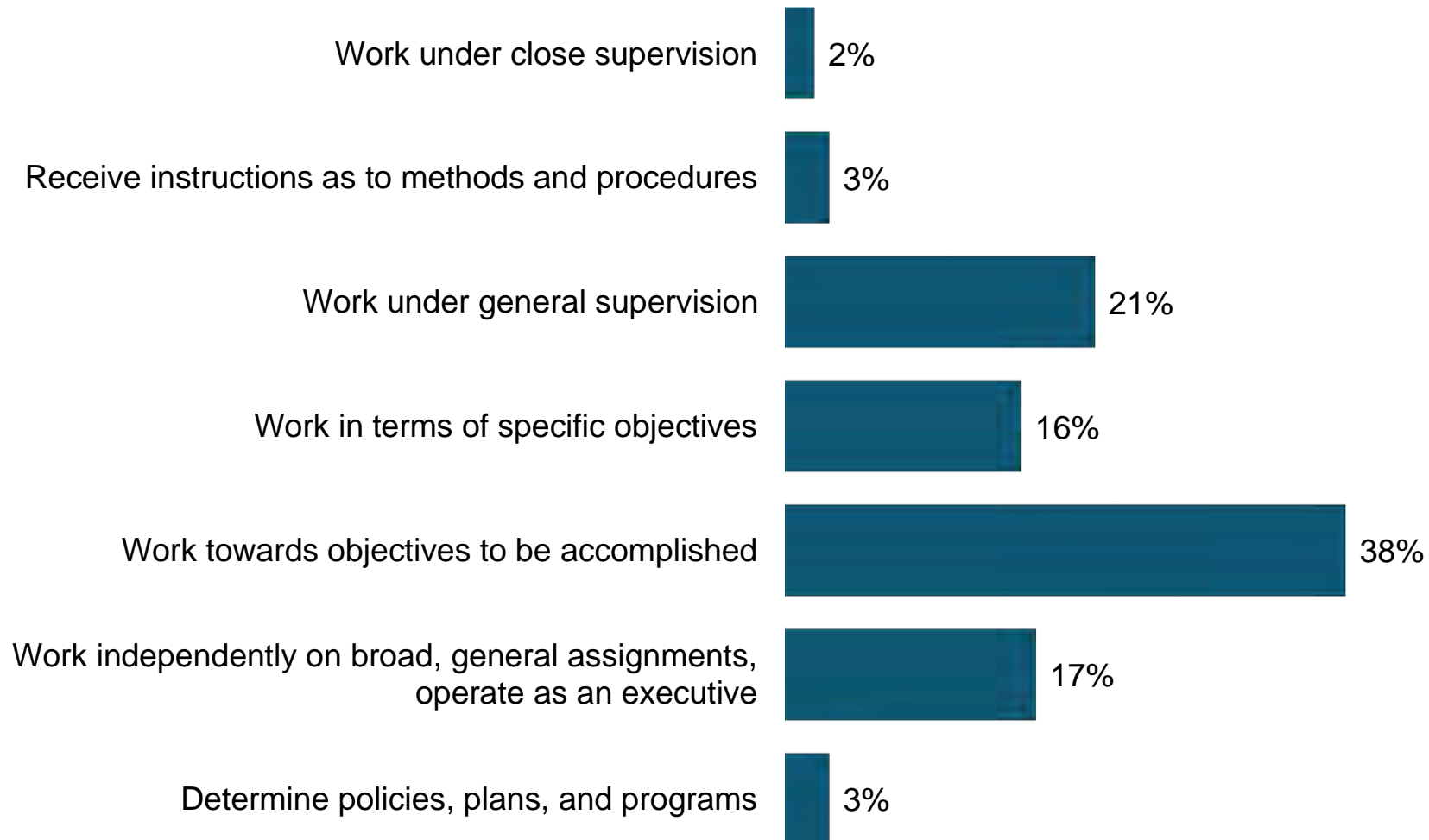
Level of Responsibility: By Experience Level

Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work. Please select one only: (Base: Those responding, n=1,040)



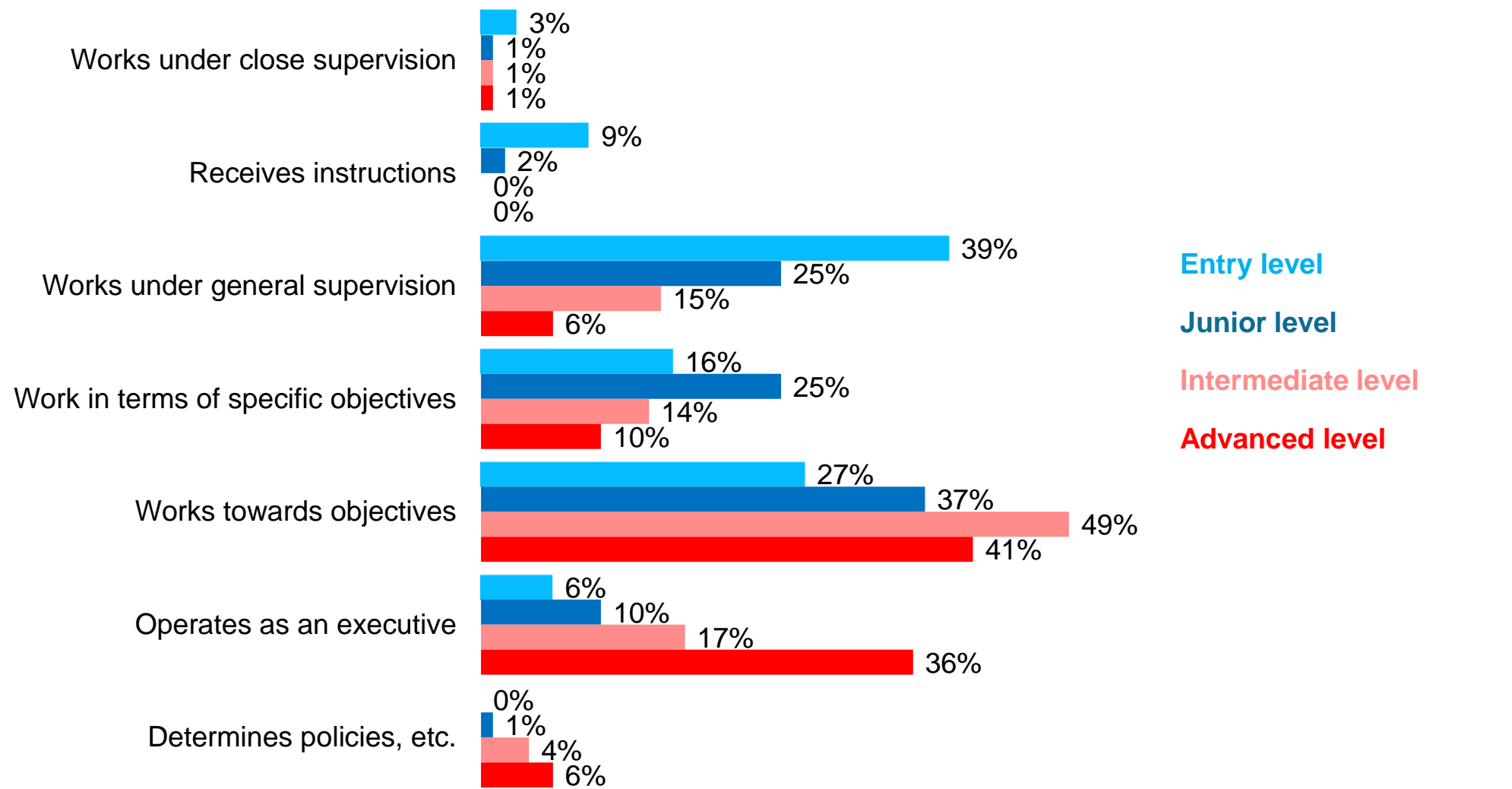
Level of Supervision Received

Please indicate which of the following best reflects the level of supervision you typically receive. Please select one only: (Base: Those responding, n=1,039)



Level of Supervision Received: By Level of Experience

Please indicate which of the following best reflects the level of supervision you typically receive. Please select one only: (Base: Those responding, n=1,039)



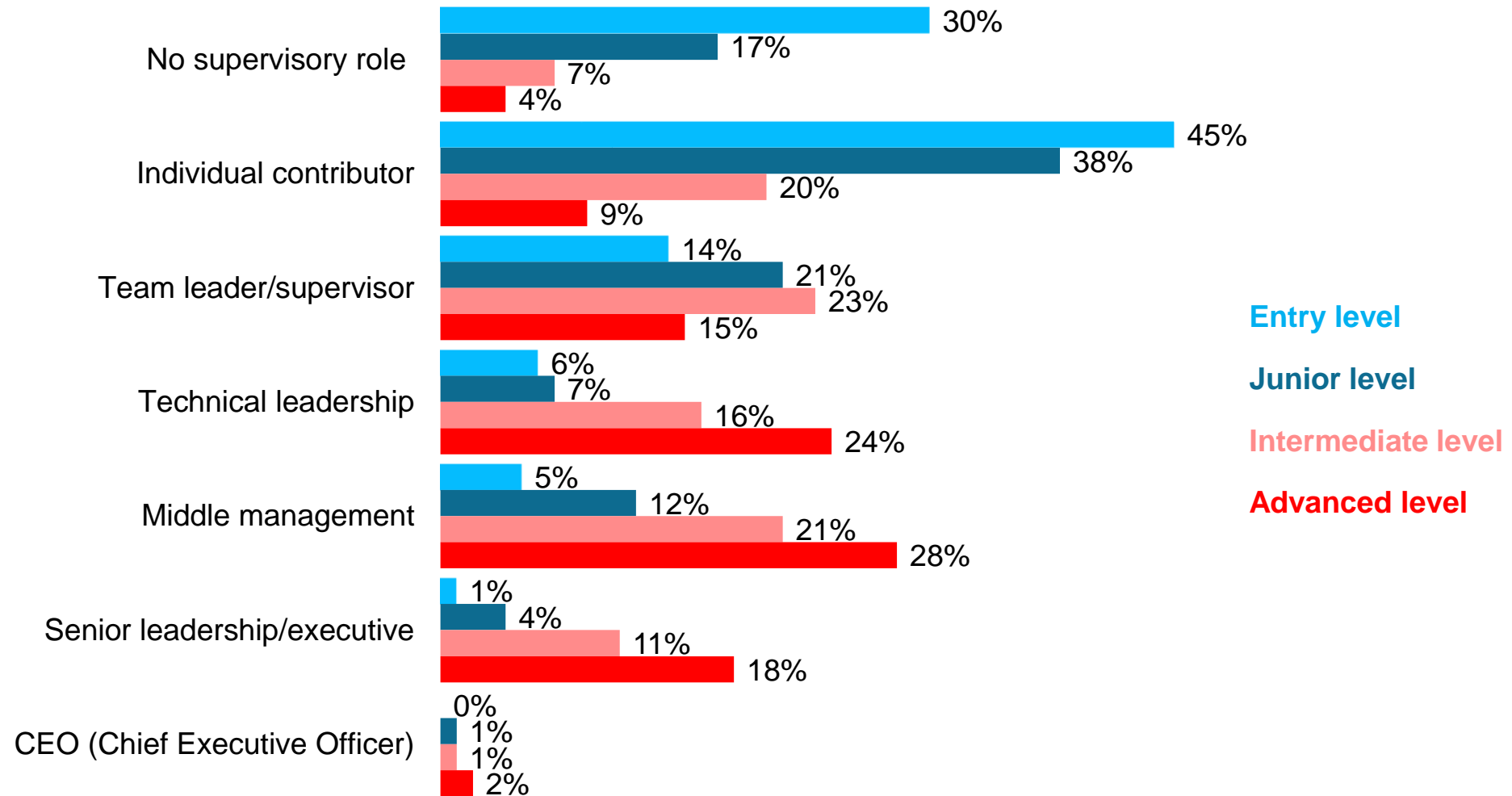
Supervisory/Leadership Level

Which, if any, of the following best describes your leadership authority and/or supervisory level? Please select one only: (Base: Those responding, n=1,039)



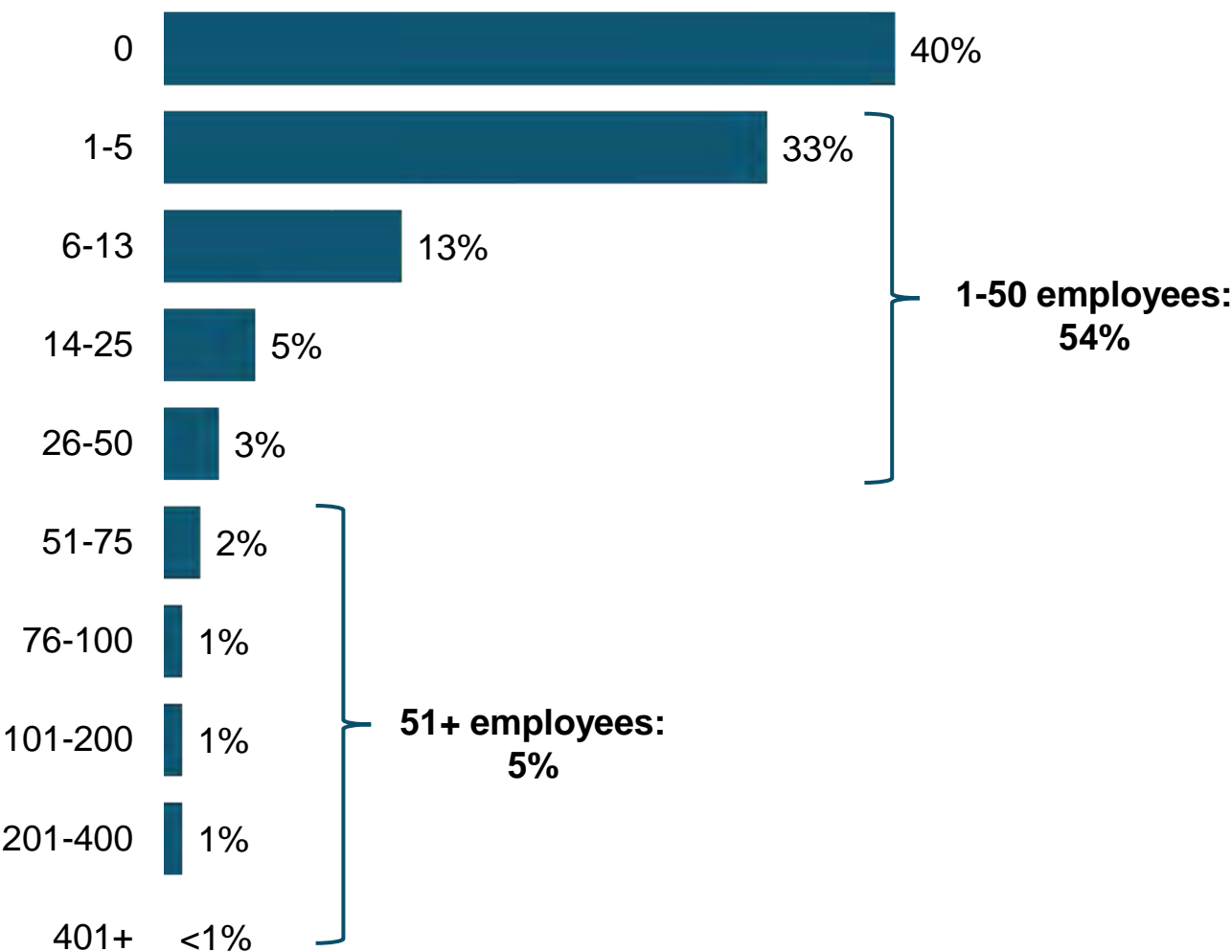
Supervisory/Leadership: By Level of Experience

Which, if any, of the following best describes your leadership authority and/or supervisory level? Please select one only: (Base: Those responding, n=1,039)



Number of Employees Supervised

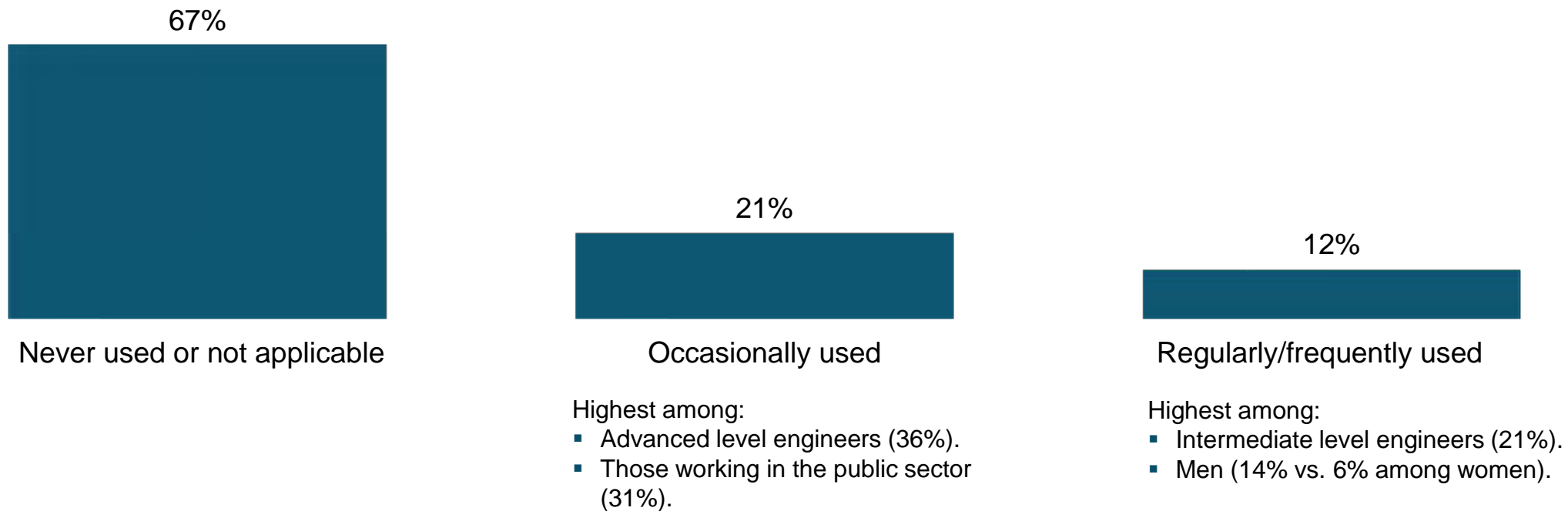
Which category best describes the number of employees, if any, you supervise? (Base: Those responding, n=1,038)



# of Employees	Entry level	Junior level	Inter-mediate level	Advanced level
None	70%	48%	25%	20%
Up to 50	29%	50%	69%	68%
51+	1%	3%	7%	11%

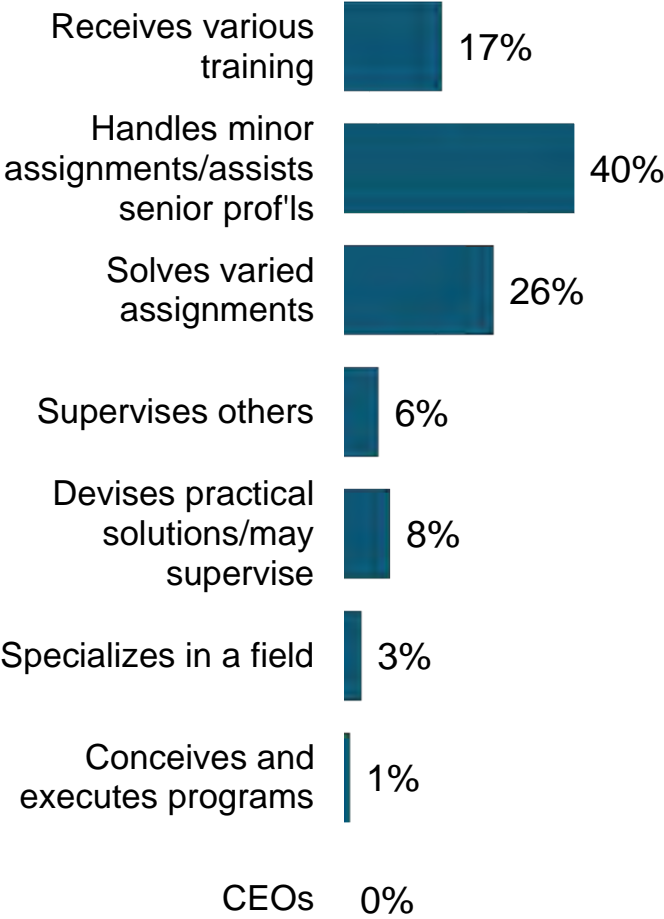
Use of Professional Seal

How frequently, if at all, do you use a professional seal? (Base: Those responding, n=1,038)



Summary of Entry Level Engineers: Roles and Responsibilities

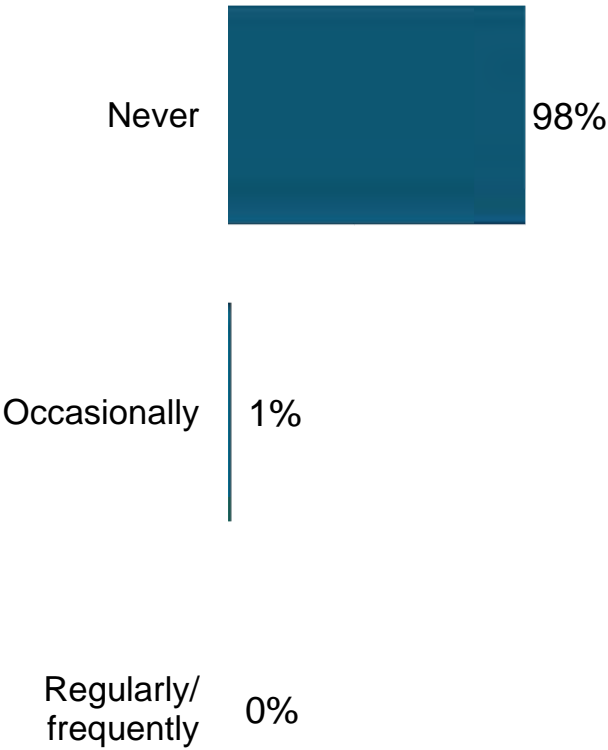
Range of Duties



Responsibilities



Use of Professional Seal



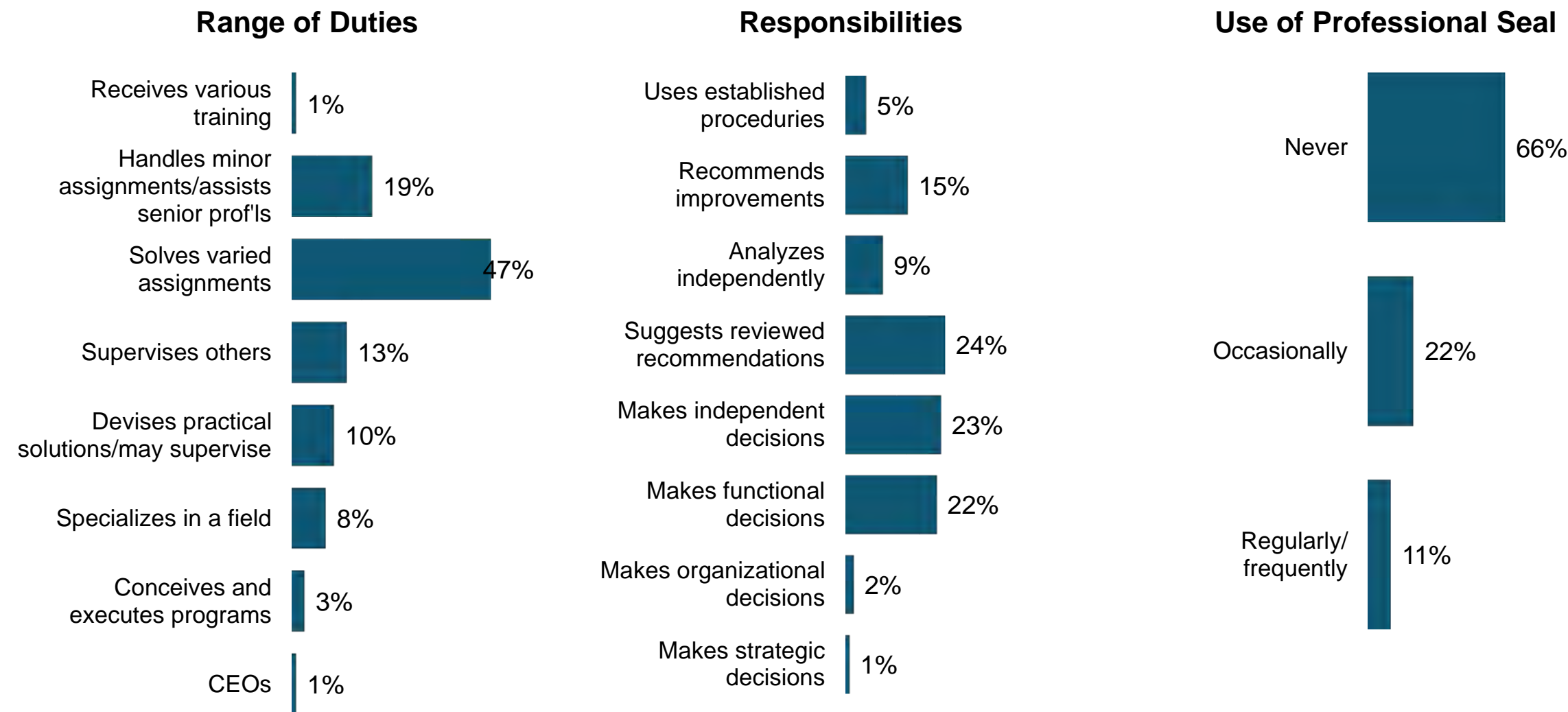
Base: Entry Level Engineers/Geoscientists (n=301)

Summary of Entry Level Engineers: Roles and Responsibilities (cont'd)



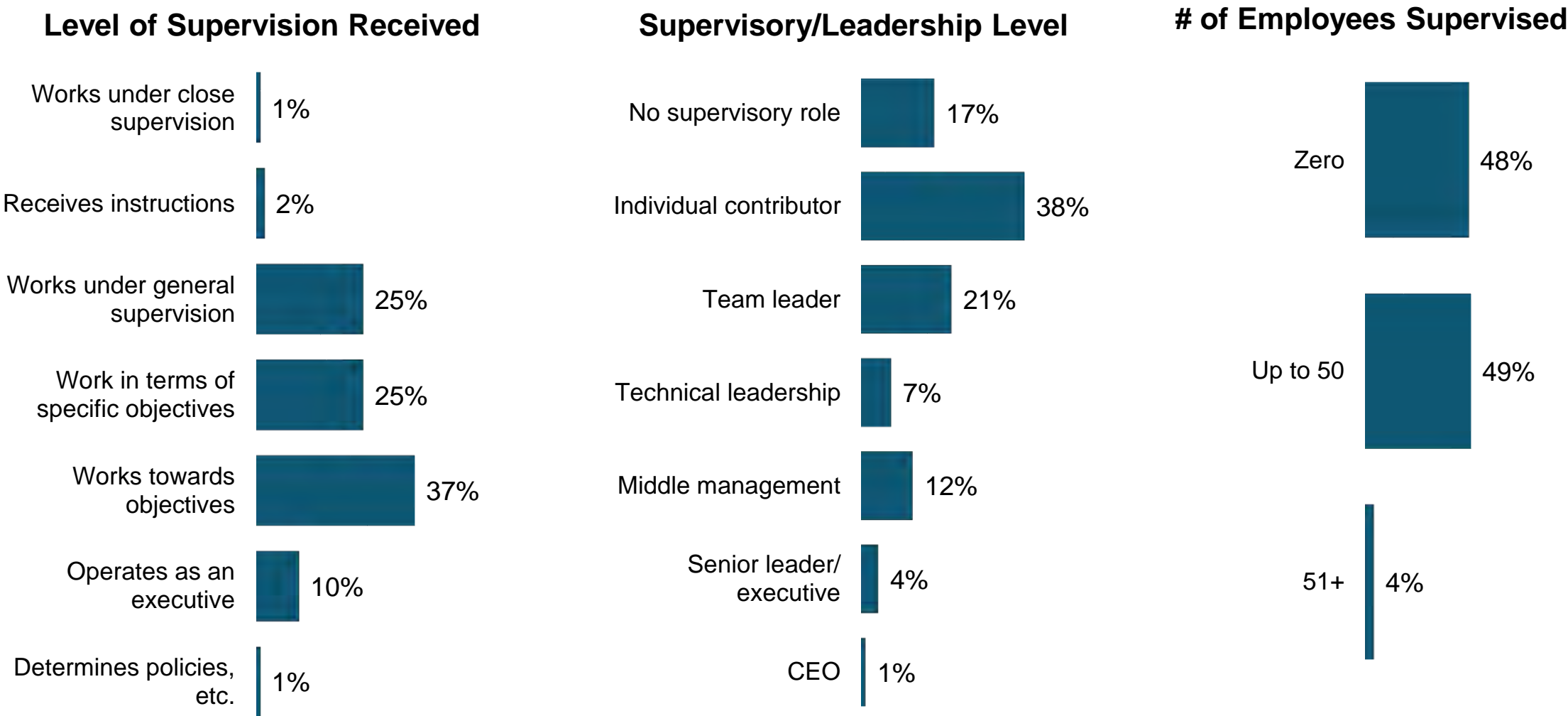
Base: Entry Level Engineers/Geoscientists (n=301)

Summary of Junior Level Engineers: Roles and Responsibilities



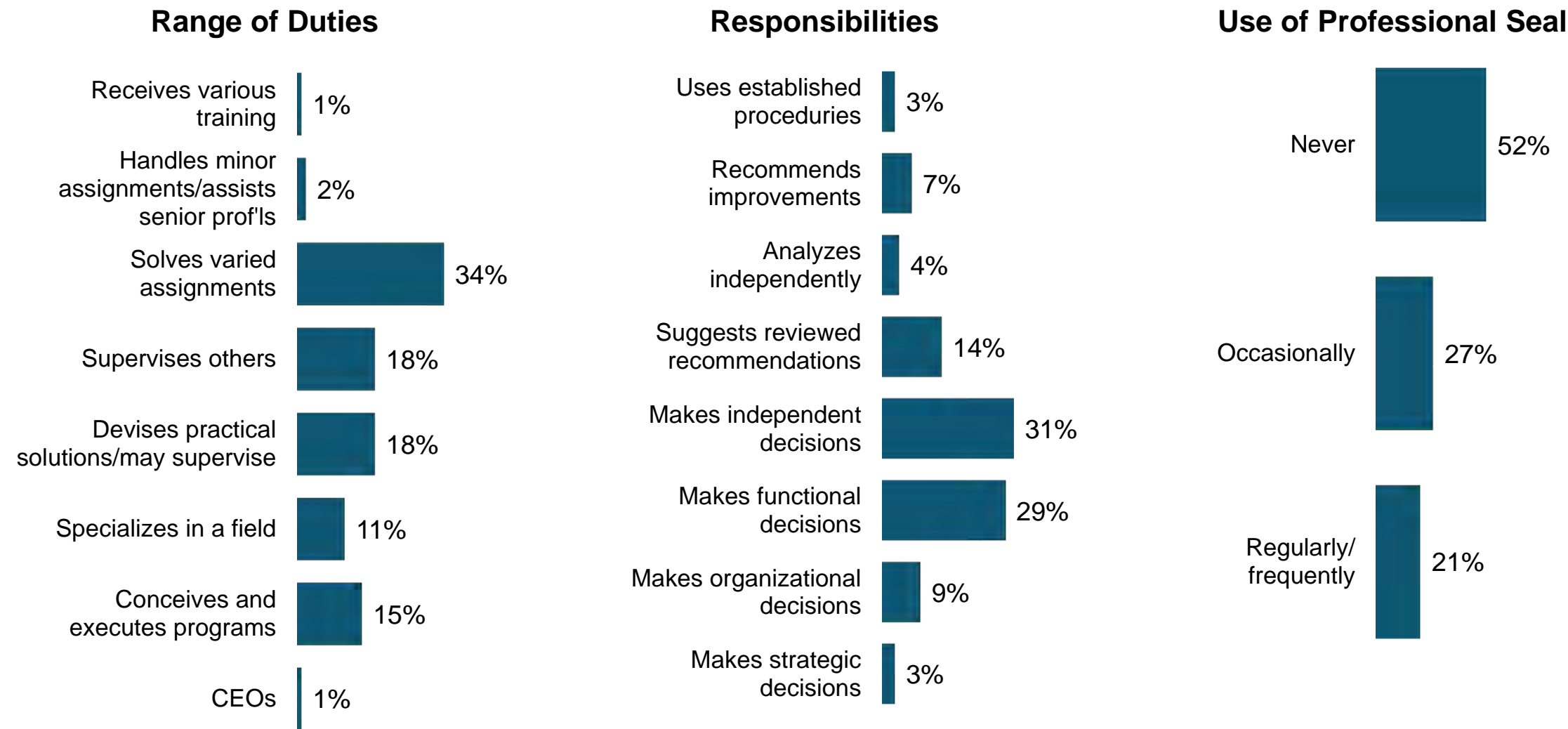
Base: Junior Level Engineers/Geoscientists (n=175)

Summary of Junior Level Engineers: Roles and Responsibilities (cont'd)



Base: Junior Level Engineers/Geoscientists (n=175)

Summary of Intermediate Level Engineers: Roles and Responsibilities



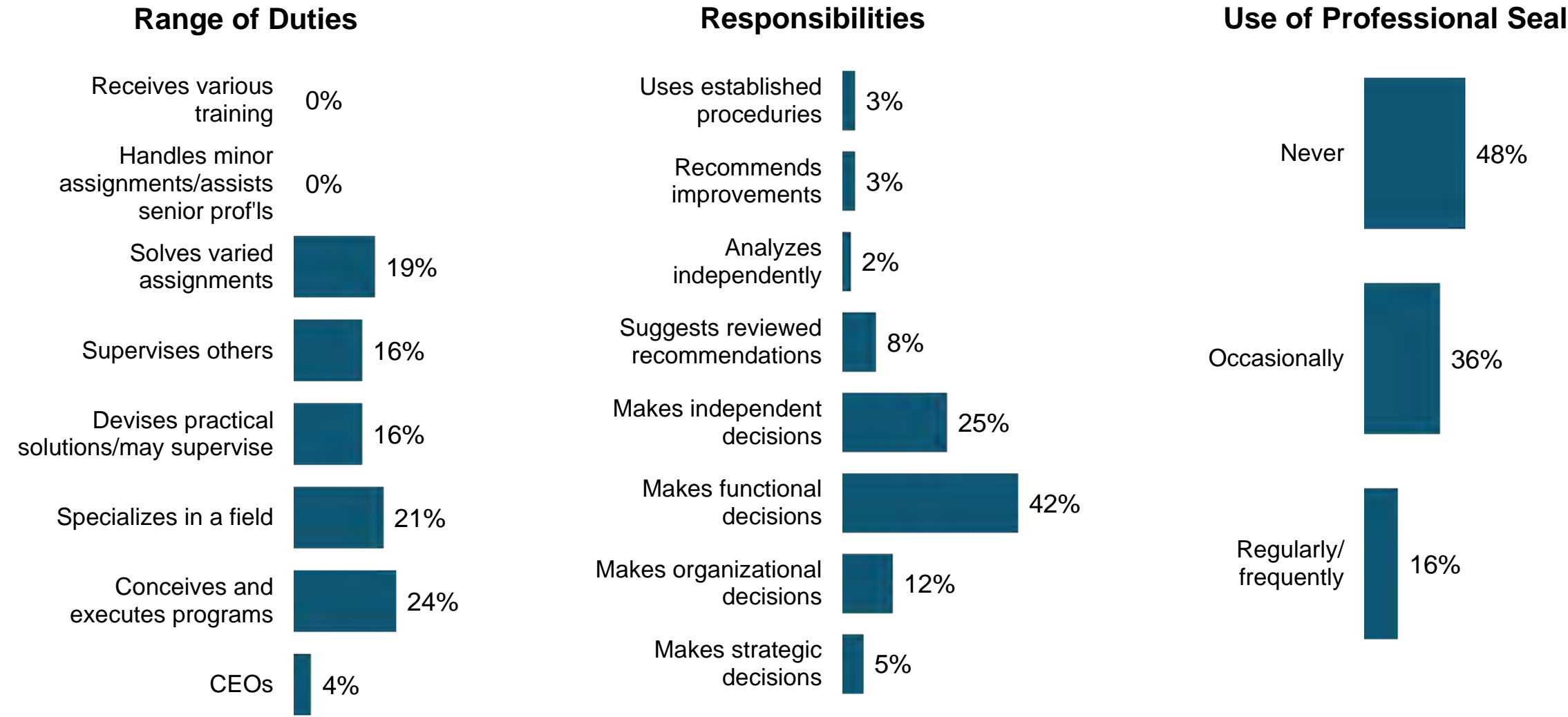
Base: Intermediate Level Engineers/Geoscientists (n=308)

Summary of Intermediate Level Engineers: Roles and Responsibilities (cont'd)



Base: Intermediate Level Engineers/Geoscientists (n=308)

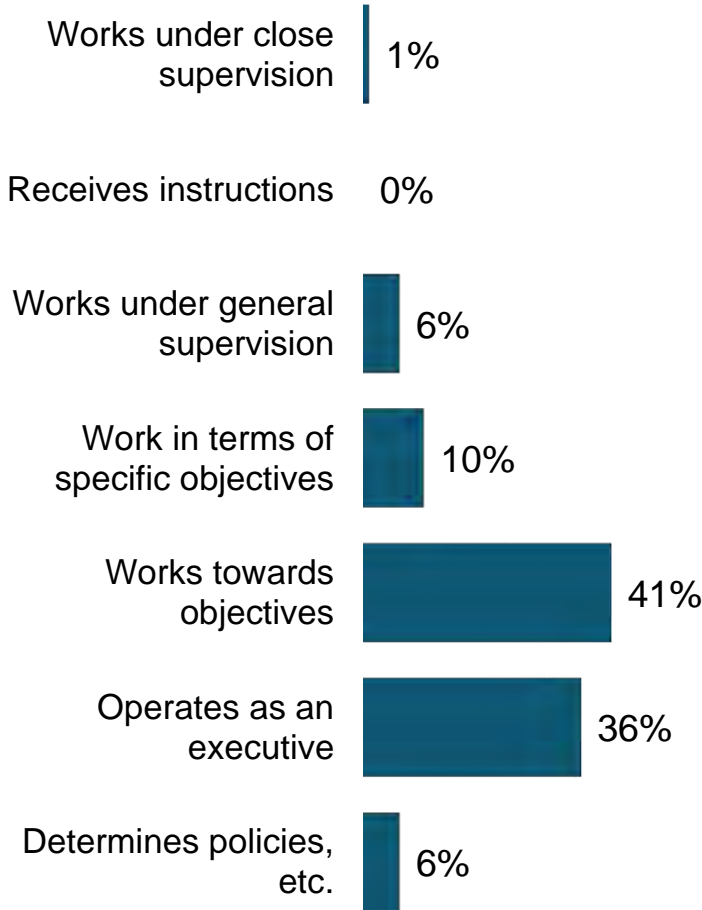
Summary of Advanced Level Engineers: Roles and Responsibilities



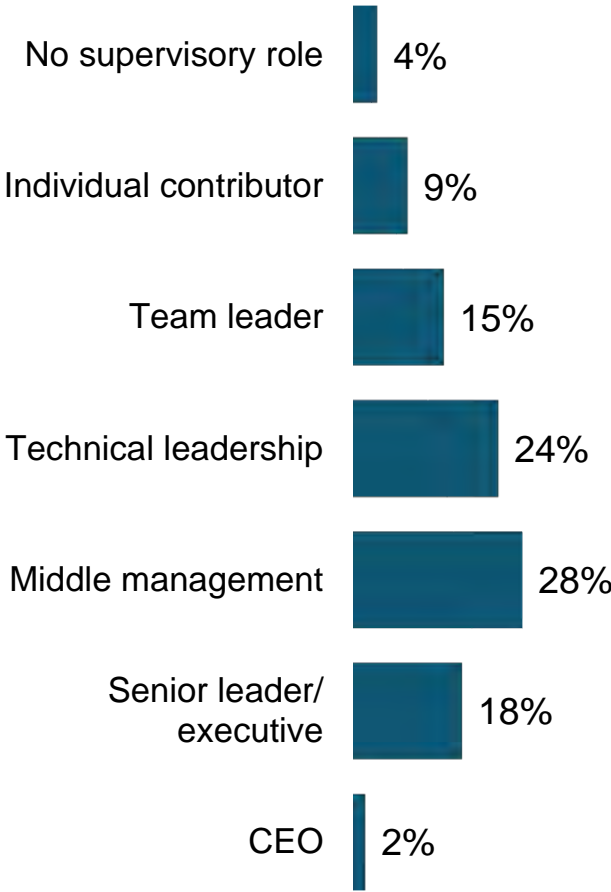
Base: Advanced Level Engineers/Geoscientists (n=250)

Summary of Advanced Level Engineers: Roles and Responsibilities (cont'd)

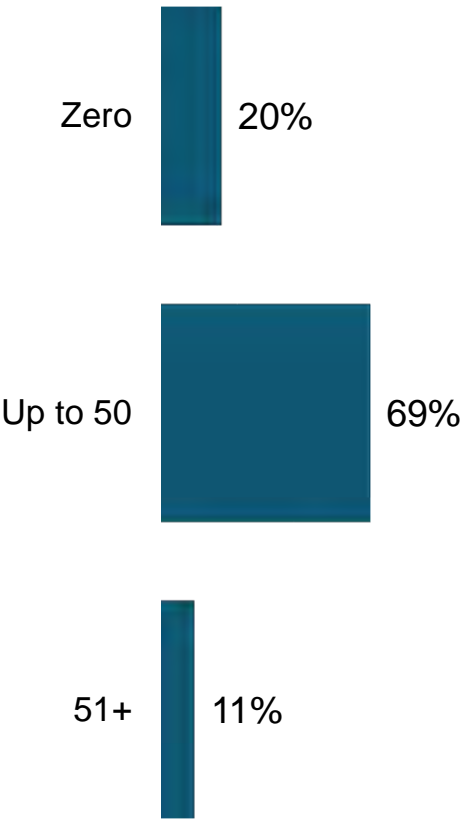
Level of Supervision Received



Supervisory/Leadership Level



of Employees Supervised



Base: Advanced Level Engineers/Geoscientists (n=250)

A photograph of two men in construction attire. The man on the left is older, wearing a yellow hard hat with a moose logo, a blue shirt, and a yellow safety vest. He is pointing his right index finger towards the right. The man on the right is younger, wearing a yellow hard hat, sunglasses, a blue shirt, and a yellow safety vest. He is holding a brown folder. They are standing in front of a construction site with houses in the background. The entire image has a blue tint.

Appendices:

**Salaries by Sector, Job Function, Graduation Years
and Supplemental Education
(Total, Engineers, Geoscientists and EITs/GITs)
Roles and Responsibilities by Level of Experience**

Average Base Salaries by Industry Sector: Total

Industry Sector Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	1089	100%	\$107,290	\$8,000	\$102,000	\$329,500
	Aerospace	46	4%	\$109,414	\$59,000	\$103,000	\$218,000
	Agricultural/Equipment	47	4%	\$91,031	\$60,000	\$85,000	\$155,000
	Agriculture/Food	23	2%	\$108,249	\$60,000	\$102,692	\$196,046
	Biomedical	6	1%	\$81,167	\$69,000	\$74,000	\$112,000
	Chemical	5	0%	\$133,800	\$90,000	\$149,000	\$175,000
	Computer/Software	18	2%	\$118,049	\$44,922	\$120,500	\$168,000
	Construction	99	9%	\$103,843	\$48,000	\$94,000	\$328,000
	Consulting	242	22%	\$105,447	\$12,000	\$101,000	\$329,500
	Education	16	1%	\$118,961	\$70,000	\$105,000	\$210,000
	Electronics	11	1%	\$121,618	\$60,000	\$121,803	\$206,000
	Environmental	32	3%	\$107,178	\$20,400	\$84,500	\$250,000
	Health Care	8	1%	\$105,832	\$75,000	\$104,812	\$132,000
	Heavy Electrical	2	0%	\$145,000	\$145,000	\$145,000	\$145,000
	Manufacturing	149	14%	\$98,657	\$35,000	\$90,000	\$250,000
	Mechanical Equipment	17	2%	\$102,235	\$52,000	\$95,000	\$280,000
	Metals - Fabricating	6	1%	\$109,633	\$72,800	\$99,000	\$200,000
	Metals - Primary	2	0%	\$145,303	\$109,590	\$145,303	\$181,016
	Mineral Exploration	6	1%	\$125,667	\$105,000	\$125,000	\$150,000
	Mining	13	1%	\$113,241	\$86,550	\$114,250	\$150,000
	Municipal	4	0%	\$125,628	\$100,832	\$116,340	\$169,000
	Petroleum	6	1%	\$125,333	\$96,500	\$115,650	\$166,500
	Pharmaceutical	8	1%	\$96,826	\$72,022	\$81,816	\$141,000
	Research & Development	16	1%	\$94,987	\$31,000	\$85,000	\$190,000
	Telecommunications	10	1%	\$115,417	\$36,250	\$91,740	\$300,000
	Transportation	76	7%	\$109,275	\$62,000	\$104,690	\$193,700
	Transportation Equipment	7	1%	\$104,604	\$71,626	\$96,000	\$175,000
	Utilities (Gas, Hydro, Water)	174	16%	\$117,913	\$40,000	\$120,000	\$325,000
	Infrastructure	1	0%	\$97,800	\$97,800	\$97,800	\$97,800
	Other	39	4%	\$106,696	\$8,000	\$104,000	\$225,000

Average Base Salary by Industry Sector: Engineers

Industry Sector Statistics (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	683	100%	\$122,061	\$51,000	\$115,000	\$329,500
	Aerospace	30	4%	\$125,898	\$65,000	\$115,000	\$218,000
	Agricultural/Equipment	24	4%	\$103,314	\$70,000	\$98,000	\$155,000
	Agriculture/Food	14	2%	\$126,166	\$76,000	\$124,647	\$196,046
	Biomedical	3	0%	\$86,667	\$73,000	\$75,000	\$112,000
	Chemical	4	1%	\$144,750	\$100,000	\$152,000	\$175,000
	Computer/Software	11	2%	\$133,284	\$109,000	\$127,000	\$160,000
	Construction	60	9%	\$121,720	\$51,000	\$110,000	\$328,000
	Consulting	151	22%	\$120,950	\$56,000	\$115,000	\$329,500
	Education	13	2%	\$124,153	\$70,000	\$107,900	\$210,000
	Electronics	6	1%	\$137,368	\$91,000	\$127,603	\$206,000
	Environmental	16	2%	\$134,618	\$70,000	\$121,500	\$250,000
	Health Care	6	1%	\$113,843	\$100,984	\$109,224	\$132,000
	Heavy Electrical	2	0%	\$145,000	\$145,000	\$145,000	\$145,000
	Manufacturing	76	11%	\$118,100	\$62,000	\$110,000	\$250,000
	Mechanical Equipment	9	1%	\$124,111	\$75,000	\$100,000	\$280,000
	Metals - Fabricating	3	0%	\$134,000	\$100,000	\$102,000	\$200,000
	Metals - Primary	1	0%	\$181,016	\$181,016	\$181,016	\$181,016
	Mining	3	0%	\$128,895	\$116,000	\$120,686	\$150,000
	Municipal	3	0%	\$133,893	\$105,800	\$126,880	\$169,000
	Petroleum	3	0%	\$142,600	\$111,300	\$150,000	\$166,500
	Pharmaceutical	4	1%	\$115,802	\$83,000	\$119,604	\$141,000
	Research & Development	6	1%	\$130,800	\$77,000	\$135,000	\$190,000
	Telecommunications	8	1%	\$131,534	\$85,000	\$110,000	\$300,000
	Transportation	58	8%	\$117,988	\$78,508	\$110,000	\$193,700
	Transportation Equipment	6	1%	\$109,360	\$71,626	\$104,000	\$175,000
	Utilities (Gas, Hydro, Water)	142	21%	\$124,050	\$68,981	\$124,800	\$263,098
	Infrastructure	1	0%	\$97,800	\$97,800	\$97,800	\$97,800
	Other	20	3%	\$126,774	\$88,000	\$114,142	\$225,000

Average Base Salaries by Industry Sector: Geoscientists

Industry Sector Statistics (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	22	100%	\$118,415	\$67,000	\$115,000	\$175,000
	Consulting	2	9%	\$132,500	\$90,000	\$132,500	\$175,000
	Environmental	3	14%	\$101,683	\$67,000	\$84,000	\$154,050
	Mineral Exploration	6	27%	\$125,667	\$105,000	\$125,000	\$150,000
	Mining	7	32%	\$110,692	\$97,500	\$110,678	\$129,050
	Petroleum	1	5%	\$120,000	\$120,000	\$120,000	\$120,000
	Research & Development	1	5%	\$100,100	\$100,100	\$100,100	\$100,100
	Utilities (Gas, Hydro, Water)	1	5%	\$122,406	\$122,406	\$122,406	\$122,406
	Other	1	5%	\$156,000	\$156,000	\$156,000	\$156,000

Average Base Salaries by Industry Sector: EITs / GITs

Industry Sector Statistics (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	355	100%	\$76,311	\$8,000	\$73,900	\$168,000
	Aerospace	15	4%	\$80,839	\$59,000	\$70,000	\$159,000
	Agricultural/Equipment	22	6%	\$74,901	\$60,000	\$78,000	\$95,000
	Agriculture/Food	9	3%	\$80,380	\$60,000	\$75,000	\$110,000
	Biomedical	3	1%	\$75,667	\$69,000	\$70,000	\$88,000
	Chemical	1	0%	\$90,000	\$90,000	\$90,000	\$90,000
	Computer/Software	7	2%	\$94,109	\$44,922	\$81,000	\$168,000
	Construction	37	10%	\$72,872	\$48,000	\$72,000	\$130,000
	Consulting	80	23%	\$72,830	\$12,000	\$71,500	\$145,000
	Education	2	1%	\$97,691	\$90,382	\$97,691	\$105,000
	Electronics	4	1%	\$97,994	\$60,000	\$93,489	\$145,000
	Environmental	11	3%	\$62,069	\$20,400	\$68,640	\$85,000
	Health Care	2	1%	\$81,802	\$75,000	\$81,802	\$88,603
	Manufacturing	68	19%	\$76,537	\$35,000	\$75,500	\$122,000
	Mechanical Equipment	8	2%	\$77,625	\$52,000	\$76,500	\$100,000
	Metals - Fabricating	3	1%	\$85,267	\$72,800	\$85,000	\$98,000
	Mining	3	1%	\$102,683	\$86,550	\$98,500	\$123,000
	Petroleum	2	1%	\$102,100	\$96,500	\$102,100	\$107,700
	Pharmaceutical	4	1%	\$77,851	\$72,022	\$79,374	\$80,632
	Research & Development	9	3%	\$74,523	\$31,000	\$73,000	\$120,703
	Telecommunications	2	1%	\$59,006	\$36,250	\$59,006	\$81,762
	Transportation	17	5%	\$78,533	\$62,000	\$75,900	\$134,000
	Utilities (Gas, Hydro, Water)	28	8%	\$75,172	\$40,000	\$73,675	\$99,000
	Other	18	5%	\$78,517	\$8,000	\$77,900	\$145,557

Average Base Salaries by Job Function: Total

Job Function Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Principal job function	Total	1087	100%	\$107,290	\$8,000	\$102,000	\$329,500
	Administrative Services	6	1%	\$130,633	\$60,000	\$122,500	\$196,800
	Computer Services	7	1%	\$91,024	\$69,403	\$86,000	\$130,000
	Design	324	30%	\$96,044	\$40,000	\$90,000	\$329,500
	Maintenance	27	2%	\$100,906	\$34,000	\$102,846	\$140,000
	Management	173	16%	\$140,686	\$62,000	\$135,000	\$280,000
	Marketing/Sales	13	1%	\$102,047	\$59,000	\$97,500	\$165,000
	Mineral Exploration	6	1%	\$109,708	\$90,000	\$104,123	\$150,000
	Mining	5	0%	\$118,781	\$108,855	\$117,000	\$129,050
	Planning	42	4%	\$114,350	\$62,000	\$109,000	\$325,000
	Production	22	2%	\$83,578	\$59,000	\$86,700	\$115,000
	Project Management	210	19%	\$107,448	\$35,000	\$105,103	\$206,000
	Quality Assurance	29	3%	\$90,996	\$8,000	\$94,000	\$154,554
	Research & Development	47	4%	\$91,046	\$25,000	\$83,000	\$231,000
	Software Development	19	2%	\$99,584	\$44,922	\$97,250	\$165,000
	Teaching	7	1%	\$114,945	\$83,844	\$107,900	\$185,000
	Technical Support	56	5%	\$100,579	\$12,000	\$100,000	\$190,000
	Other	94	9%	\$104,184	\$44,000	\$85,066	\$328,000

Average Base Salaries by Year of Graduation (Bachelors Degree): Total

Year of Graduation

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	1135	100%	\$107,290	\$8,000	\$102,000	\$329,500
	Prior to 1994	105	9%	\$139,250	\$67,000	\$133,233	\$325,000
	1994 to 1998	80	7%	\$143,245	\$71,500	\$134,000	\$328,000
	1999 to 2003	104	9%	\$127,507	\$52,000	\$123,605	\$280,000
	2004 to 2008	147	13%	\$120,587	\$34,000	\$120,000	\$300,000
	2009 to 2013	218	19%	\$108,832	\$31,000	\$109,428	\$329,500
	2014 to 2018	230	20%	\$95,386	\$12,000	\$95,142	\$207,000
	2019 to 2025	251	22%	\$75,382	\$8,000	\$73,916	\$168,000

Average Base Salaries by Year of Graduation (Bachelors Degree): Engineers

Year of Graduation (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	686	100%	\$122,061	\$51,000	\$115,000	\$329,500
	Prior to 1994	84	12%	\$138,485	\$78,000	\$134,466	\$263,098
	1994 to 1998	63	9%	\$150,286	\$88,722	\$140,500	\$328,000
	1999 to 2003	86	13%	\$133,831	\$70,000	\$126,750	\$280,000
	2004 to 2008	115	17%	\$126,063	\$56,000	\$125,000	\$300,000
	2009 to 2013	150	22%	\$118,669	\$65,000	\$115,000	\$329,500
	2014 to 2018	146	21%	\$103,608	\$51,000	\$102,250	\$207,000
	2019 to 2025	42	6%	\$88,670	\$62,000	\$86,000	\$140,000

Average Base Salaries by Year of Graduation (Bachelors Degree): Geoscientists

Year of Graduation (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	22	100%	\$118,415	\$67,000	\$115,000	\$175,000
	Prior to 1994	2	9%	\$142,525	\$129,050	\$142,525	\$156,000
	1994 to 1998	3	14%	\$141,350	\$120,000	\$150,000	\$154,050
	1999 to 2003	3	14%	\$127,748	\$99,245	\$109,000	\$175,000
	2004 to 2008	4	18%	\$113,150	\$100,100	\$108,750	\$135,000
	2009 to 2013	7	32%	\$106,544	\$67,000	\$112,928	\$140,000
	2014 to 2018	3	14%	\$100,833	\$90,000	\$97,500	\$115,000

Average Base Salaries by Year of Graduation (Bachelors Degree): EITs/GITs

Year of Graduation (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	361	100%	\$76,311	\$8,000	\$73,900	\$168,000
	Prior to 1994	3	1%	\$103,519	\$67,000	\$98,000	\$145,557
	1994 to 1998	11	3%	\$94,426	\$71,500	\$92,000	\$134,000
	1999 to 2003	11	3%	\$72,670	\$52,000	\$75,250	\$99,000
	2004 to 2008	22	6%	\$87,422	\$34,000	\$85,000	\$159,000
	2009 to 2013	52	14%	\$80,512	\$31,000	\$73,000	\$165,000
	2014 to 2018	70	19%	\$77,273	\$12,000	\$77,000	\$145,000
	2019 to 2025	192	53%	\$72,624	\$8,000	\$72,464	\$168,000

Average Base Salaries by Supplemental Education

Supplemental Education

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
First degree and Supplemental Education	Total	1099	100%	\$107,290	\$8,000	\$102,000	\$329,500
	Engineering or Geoscience Degree	716	65%	\$105,512	\$12,000	\$100,850	\$329,500
	Diploma or other	76	7%	\$113,369	\$61,500	\$110,000	\$263,098
	M. Eng. or M. Sc.	195	18%	\$108,114	\$8,000	\$98,750	\$328,000
	2nd Bachelor (Eng. or other)	45	4%	\$109,131	\$64,000	\$110,000	\$223,000
	Multiple Supplemental Categories	44	4%	\$112,912	\$31,000	\$110,515	\$231,000
	PhD	15	1%	\$116,207	\$75,000	\$110,000	\$210,000
	MBA	3	0%	\$145,449	\$135,897	\$145,449	\$155,000
	Unknown	5	0%	\$137,166	\$100,832	\$115,000	\$205,000

Year of bachelor degree (first degree in engineering or geoscience)
Was this degree from a Canadian university?
Which of the following best describes your level of experience as of December 31, 2024?

				TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			Total	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Year of bachelor degree	Base	N	(1135)	(227)	(225)	(352)	(283)	(332)	(180)	(324)	(258)	(744)	(309)	(36)	
	Prior to 1994	N	105			3	92	1	1	3	91	50	39	6	
		%	9%			1%	33%	0%	1%	1%	35%	7%	13%	17%	
	1994 to 1998	N	80			5	74	9		7	62	52	24	3	
		%	7%			1%	26%	3%		2%	24%	7%	8%	8%	
	1999 to 2003	N	104	1	1	14	86	9	2	12	79	65	34	3	
		%	9%	0%	0%	4%	30%	3%	1%	4%	31%	9%	11%	8%	
	2004 to 2008	N	147	4	2	107	27	18	3	96	24	86	48	7	
		%	13%	2%	1%	30%	10%	5%	2%	30%	9%	12%	16%	19%	
	2009 to 2013	N	218	9	34	167	3	42	18	150	1	143	66	3	
		%	19%	4%	15%	47%	1%	13%	10%	46%	0%	19%	21%	8%	
	2014 to 2018	N	230	28	139	55		59	110	56		161	49	11	
		%	20%	12%	62%	16%		18%	61%	17%		22%	16%	31%	
	2019 to 2025	N	251	185	49	1	1	194	46		1	187	49	3	
		%	22%	81%	22%	0%	0%	58%	26%		0%	25%	16%	8%	
Mean Graduation year	Mean		2010	2020	2016	2009	1996	2017	2016	2009	1996	2011	2008	2006	
	Median		2012	2021	2017	2010	1997	2020	2017	2010	1997	2013	2009	2007	
	Minimum		1967	2000	2002	1986	1967	1993	1989	1986	1967	1967	1983	1981	
	Maximum		2025	2024	2022	2020	2023	2024	2023	2016	2023	2024	2024	2022	
Canadian university	Base	N	(1094)	(227)	(225)	(349)	(281)	(332)	(180)	(324)	(258)	(740)	(308)	(36)	
	No	N	224	34	47	81	55	112	21	52	39	146	62	8	
		%	20%	15%	21%	23%	20%	34%	12%	16%	15%	20%	20%	22%	
	Yes	N	870	193	178	268	226	220	159	272	219	594	246	28	
	%	80%	85%	79%	77%	80%	66%	88%	84%	85%	80%	80%	78%		
Level of experience	Base	N	(1099)	(227)	(225)	(352)	(283)	(332)	(180)	(324)	(258)	(744)	(309)	(36)	
	Entry	N	332	210	57	42	14	332				246	69	10	
		%	30%	93%	25%	12%	5%	100%				33%	22%	28%	
	Junior	N	180	14	153	11	1		180			133	40	6	
		%	16%	6%	68%	3%	0%		100%			18%	13%	17%	
	Intermediate	N	324	3	15	289	16			324		211	106	6	
		%	29%	1%	7%	82%	6%			100%		28%	34%	17%	
	Advanced	N	258			7	250				258	150	93	14	
		%	23%			2%	88%				100%	20%	30%	39%	
	Unknown	N	5			3	2					4	1		
	%	0%			1%	1%					1%	0%			

Year of bachelor degree (first degree in engineering or geoscience)
Was this degree from a Canadian university?
Which of the following best describes your level of experience as of December 31, 2024?

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Year of bachelor degree	Base	N	(1135)	(894)	(241)	(185)	(251)	(218)	(230)	(251)	(330)	(344)	(384)
	Prior to 1994	N	105	94	11	105					31	20	43
		%	9%	11%	5%	57%					9%	6%	11%
	1994 to 1998	N	80	57	23	80					19	19	38
		%	7%	6%	10%	43%					6%	6%	10%
	1999 to 2003	N	104	82	22		104				26	29	45
		%	9%	9%	9%		41%				8%	8%	12%
	2004 to 2008	N	147	121	26		147				47	41	48
		%	13%	14%	11%		59%				14%	12%	13%
	2009 to 2013	N	218	183	35			218			77	66	60
		%	19%	20%	15%			100%			23%	19%	16%
	2014 to 2018	N	230	173	57				230		73	71	74
		%	20%	19%	24%				100%		22%	21%	19%
2019 to 2025	N	251	184	67					251	57	98	76	
	%	22%	21%	28%					100%	17%	28%	20%	
Mean Graduation year	Mean		2010	2009	2011	1991	2004	2011	2016	2022	2009	2012	2008
	Median		2012	2011	2014	1992	2004	2011	2016	2021	2011	2013	2010
	Minimum		1967	1967	1989	1967	1999	2009	2014	2019	1973	1967	1976
	Maximum		2025	2025	2024	1998	2008	2013	2018	2025	2024	2024	2024
Canadian university	Base	N	(1094)	(863)	(231)	(174)	(243)	(211)	(225)	(241)	(328)	(344)	(381)
	No	N	224	179	45	43	66	64	41	10	77	73	55
		%	20%	21%	19%	25%	27%	30%	18%	4%	23%	21%	14%
	Yes	N	870	684	186	131	177	147	184	231	251	271	326
		%	80%	79%	81%	75%	73%	70%	82%	96%	77%	79%	86%
Level of experience	Base	N	(1099)	(867)	(232)	(175)	(245)	(213)	(225)	(241)	(330)	(344)	(384)
	Entry	N	332	242	90	10	27	42	59	194	90	134	85
		%	30%	28%	39%	6%	11%	20%	26%	80%	27%	39%	22%
	Junior	N	180	136	44	1	5	18	110	46	58	47	72
		%	16%	16%	19%	1%	2%	8%	49%	19%	18%	14%	19%
	Intermediate	N	324	272	52	10	108	150	56		114	104	96
		%	29%	31%	22%	6%	44%	70%	25%		35%	30%	25%
	Advanced	N	258	213	45	153	103	1		1	66	59	128
		%	23%	25%	19%	87%	42%	0%		0%	20%	17%	33%
	Unknown	N	5	4	1	1	2	2			2		3
		%	0%	0%	0%	1%	1%	1%			1%		1%

Discipline of First Degree (in engineering or geoscience)

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Discipline of First Degree	Base	N	(1099)	(227)	(225)	(352)	(283)	(332)	(180)	(324)	(258)	(744)	(309)	(36)
	Civil	N	328	63	66	112	80	93	51	110	74	199	118	7
		%	30%	28%	29%	32%	28%	28%		34%	29%	27%	38%	19%
	Mechanical	N	293	63	72	91	65	93	57	86	57	223	59	10
		%	27%	28%	32%	26%	23%	28%	32%	27%	22%	30%	19%	28%
	Electrical	N	189	31	40	68	49	50	34	60	45	111	74	2
		%	17%	14%	18%	19%	17%	15%	19%	19%	17%	15%	24%	6%
	Biosystems	N	66	25	18	11	12	28	16	10	12	50	12	4
		%	6%	11%	8%	3%	4%	8%	9%	3%	5%	7%	4%	11%
	Computer	N	49	11	7	16	15	14	5	14	16	29	14	6
		%	4%	5%	3%	5%	5%	4%	3%	4%	6%	4%	5%	17%
	Industrial/ Manufacturing	N	46	7	5	10	24	14	4	9	19	39	6	1
		%	4%	3%	2%	3%	8%	4%	2%	3%	7%	5%	2%	3%
	Geoscience	N	27	1	5	11	10	1	5	10	11	21	6	
		%	2%	0%	2%	3%	4%	0%	3%	3%	4%	3%	2%	
	Aeronautical/Aerospace	N	23	6	5	7	5	9	3	5	6	20	3	
		%	2%	3%	2%	2%	2%	3%	2%	2%	2%	3%	1%	
	Chemical	N	18	5		4	7	9		4	5	13	3	1
		%	2%	2%		1%	2%	3%		1%	2%	2%	1%	3%
	Agricultural	N	12	6		2	4	5		3	4	8	2	1
		%	1%	3%		1%	1%	2%		1%	2%	1%	1%	3%
	Environmental	N	8	1	1	5	1	1	2	4	1	4	4	
		%	1%	0%	0%	1%	0%	0%	1%	1%	0%	1%	1%	
	Mining/ Metallurgical	N	5	1		3	1	2		1	2	4		
		%	0%	0%		1%	0%	1%		0%	1%	1%		
	Biomedical	N	4	2		2		3		1		1	1	2
		%	0%	1%		1%		1%		0%		0%	0%	6%
	Mechatronics	N	2	1			1	1		1		1	1	
		%	0%	0%			0%	0%		0%		0%	0%	
	Geological	N	2		1		1		1		1	2		
		%	0%		0%		0%		1%		0%	0%		
	Electronics	N	2		2			1	1			2		
		%	0%		1%			0%	1%			0%		
	Instrumentation	N	1			1		1				1		
		%	0%			0%		0%				0%		
	Geomatics	N	1			1				1			1	
		%	0%			0%				0%			0%	
	Electronics and Communications	N	1			1				1			1	
		%	0%			0%				0%			0%	
	Other	N	17	4	3	4	6	7	1	4	5	12	3	2
		%	2%	2%	1%	1%	2%	2%	1%	1%	2%	2%	1%	6%
	Unknown	N	5			3	2					4	1	
		%	0%			1%	1%					1%	0%	

Discipline of First Degree (in engineering or geoscience)

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Discipline of First Degree	Base	N	(1099)	(867)	(232)	(175)	(245)	(213)	(225)	(241)	(330)	(344)	(384)
	Civil	N	328	249	79	53	62	75	64	74	107	101	108
		%	30%	29%	34%	30%	25%	35%	28%	31%	32%	29%	28%
	Mechanical	N	293	253	40	40	62	52	65	74	68	99	114
		%	27%	29%	17%	23%	25%	24%	29%	31%	21%	29%	30%
	Electrical	N	189	164	25	33	42	41	41	32	86	50	45
		%	17%	19%	11%	19%	17%	19%	18%	13%	26%	15%	12%
	Biosystems	N	66	32	34	4	10	8	19	25	21	21	24
		%	6%	4%	15%	2%	4%	4%	8%	10%	6%	6%	6%
	Computer	N	49	45	4	5	21	5	6	12	16	17	16
		%	4%	5%	2%	3%	9%	2%	3%	5%	5%	5%	4%
	Industrial/ Manufacturing	N	46	37	9	13	16	4	6	7	8	15	23
		%	4%	4%	4%	7%	7%	2%	3%	3%	2%	4%	6%
	Geoscience	N	27	12	15	7	7	7	5	1	4	9	13
		%	2%	1%	6%	4%	3%	3%	2%	0%	1%	3%	3%
	Aeronautical/Aerospace	N	23	17	6	3	5	5	5	5	2	12	7
		%	2%	2%	3%	2%	2%	2%	2%	2%	1%	3%	2%
	Chemical	N	18	8	10	5	4	5	2	2	3	5	7
		%	2%	1%	4%	3%	2%	2%	1%	1%	1%	1%	2%
	Agricultural	N	12	12		3	3	1	2	3	1	4	5
		%	1%	1%		2%	1%	0%	1%	1%	0%	1%	1%
	Environmental	N	8	5	3	1	2	1	3	1	5	1	2
		%	1%	1%	1%	1%	1%	0%	1%	0%	2%	0%	1%
	Mining/ Metallurgical	N	5	5		1	2	2				1	3
		%	0%	1%		1%	1%	1%				0%	1%
	Biomedical	N	4	2	2		1		1	2	1	3	
		%	0%	0%	1%		0%		0%	1%	0%	1%	
	Mechatronics	N	2	2			1		1		1		1
		%	0%	0%			0%		0%		0%		0%
	Geological	N	2	1	1	1			1				2
		%	0%	0%	0%	1%			0%				1%
	Electronics	N	2	2			1		1			1	1
		%	0%	0%			0%		0%			0%	0%
	Instrumentation	N	1	1			1						1
		%	0%	0%			0%						0%
	Geomatics	N	1	1				1				1	
		%	0%	0%				0%				0%	
	Electronics and Communications	N	1		1	1						1	
		%	0%		0%	1%						0%	
	Other	N	17	15	2	4	3	4	3	3	5	3	9
	%	2%	2%	1%	2%	1%	2%	1%	1%	2%	1%	2%	
Unknown	N	5	4	1	1	2	2			2		3	
	%	0%	0%	0%	1%	1%	1%			1%		1%	

Other Education (including other bachelor degrees)

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Other education	Base	N	(1099)	(227)	(225)	(352)	(283)	(332)	(180)	(324)	(258)	(744)	(309)	(36)
	None	N	721	170	154	229	161	224	129	216	147	527	177	13
		%	66%	75%	68%	65%	57%	67%	72%	67%	57%	71%	57%	36%
	Masters	N	234	39	47	71	73	73	29	62	70	132	81	18
		%	21%	17%	21%	20%	26%	22%	16%	19%	27%	18%	26%	50%
	Second Bachelor degree	N	52	6	13	20	13	12	15	15	10	31	21	
		%	5%	3%	6%	6%	5%	4%	8%	5%	4%	4%	7%	
	Phd	N	44	10	7	12	14	14	3	13	14	14	14	14
		%	4%	4%	3%	3%	5%	4%	2%	4%	5%	2%	5%	39%
	MBA	N	3	1			2		1		2	1	2	
		%	0%	0%			1%		1%		1%	0%	1%	
	Other	N	91	11	13	34	33	26	7	31	27	56	32	2
		%	8%	5%	6%	10%	12%	8%	4%	10%	10%	8%	10%	6%

Other Education (including other bachelor degrees)

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Other education	Base	N	(1099)	(867)	(232)	(175)	(245)	(213)	(225)	(241)	(330)	(344)	(384)
	None	N	721	573	148	98	152	122	147	202	201	227	269
		%	66%	66%	64%	56%	62%	57%	65%	84%	61%	66%	70%
	Masters	N	234	179	55	48	57	62	49	18	84	70	71
		%	21%	21%	24%	27%	23%	29%	22%	7%	25%	20%	18%
	Second Bachelor degree	N	52	41	11	6	11	12	12	11	19	14	19
		%	5%	5%	5%	3%	4%	6%	5%	5%	6%	4%	5%
	Phd	N	44	30	14	9	16	10	7	2	19	9	13
		%	4%	3%	6%	5%	7%	5%	3%	1%	6%	3%	3%
	MBA	N	3	1	2		2		1			3	
		%	0%	0%	1%		1%		0%			1%	
	Other	N	91	78	13	22	23	21	14	11	25	32	27
%		8%	9%	6%	13%	9%	10%	6%	5%	8%	9%	7%	

Employment status as of December 31, 2024
Have you changed employers during the reporting period
Registration status as of December 31, 2024

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Employment status	Base	N	(1096)	(227)	(225)	(352)	(283)	(330)	(179)	(324)	(258)	(744)	(309)	(36)	
	Full time	N	1075	220	221	349	278	318	177	322	253	728	307	34	
		%	98%	97%	98%	99%	98%	96%	99%	99%	98%	98%	99%	94%	
	Part time	N	6	2	1	1	2	4			2	4	2		
		%	1%	1%	0%	0%	1%	1%			1%	1%	1%		
	Unemployed	N	3	2		1		2		1		3			
		%	0%	1%		0%		1%		0%		0%			
	Leave of absence	N	1	1				1				1			
		%	0%	0%				0%				0%			
	Student/ Graduate student	N	3	1	1			3				1		2	
		%	0%	0%	0%			1%				0%		6%	
	Maternity/ Paternity leave	N	5	1	2	1		2	2	1		4			
		%	0%	0%	1%	0%		1%	1%	0%		1%			
	Semi-retired	N	1				1					1	1		
		%	0%				0%				0%	0%			
Other	N	2				2					2	2			
	%	0%				1%				1%	0%				
Changed employers	Base	N	(1092)	(223)	(225)	(352)	(283)	(326)	(179)	(324)	(258)	(744)	(305)	(36)	
	No	N	985	202	202	318	255	291	161	291	237	672	277	29	
		%	90%	91%	90%	90%	90%	89%	90%	90%	92%	90%	91%	81%	
	Yes	N	107	21	23	34	28	35	18	33	21	72	28	7	
%		10%	9%	10%	10%	10%	11%	10%	10%	8%	10%	9%	19%		
Registration status	Base	N	(1099)	(227)	(225)	(352)	(283)	(332)	(180)	(324)	(258)	(744)	(309)	(36)	
	P.Eng.	N	686	19	140	280	244	8	144	297	237	427	228	28	
		%	62%	8%	62%	80%	86%	2%	80%	92%	92%	57%	74%	78%	
	P.Geo.	N	22		3	11	8		3	10	9	16	6		
		%	2%		1%	3%	3%		2%	3%	3%	2%	2%		
	P.Eng./P.Geo.	N	3		1		2		1		2	2	1		
		%	0%		0%		1%		1%		1%	0%	0%		
	P.Eng.(SM)	N	5				5				5	5			
		%	0%				2%				2%	1%			
	P.Eng.(On Leave)	N	2		1			1	1			1			
		%	0%		0%			0%	1%			0%			
	EIT	N	359	198	78	56	19	313	29	14	3	275	71	7	
		%	33%	87%	35%	16%	7%	94%	16%	4%	1%	37%	23%	19%	
	GIT	N	2	1	1			2				1		1	
		%	0%	0%	0%			1%				0%		3%	
	P.Eng./GIT	N	4			2	2			3	1	3	1		
		%	0%			1%	1%			1%	0%	0%	0%		
	P.Geo./EIT	N	10	9	1			8	2			9	1		
		%	1%	4%	0%			2%	1%			1%	0%		
	P.Eng.(SM)/P.Geo.(SM)	N	1				1				1	1			
%		0%				0%				0%	0%				
Eng.L	N	5			3	2					4	1			
	%	0%			1%	1%					1%	0%			

Employment status as of December 31, 2024
Have you changed employers during the reporting period
Registration status as of December 31, 2024

				GENDER		GRAD YEAR					HOURS PER WEEK			
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs	
Employment status	Base	N	(1096)	(864)	(232)	(175)	(244)	(213)	(223)	(241)	(330)	(344)	(384)	
	Full time	N	1075	855	220	170	243	212	216	234	319	341	379	
		%	98%	99%	95%	97%	100%	100%	97%	97%	97%	99%	99%	
	Part time	N	6	3	3	2	1		1	2	5			
		%	1%	0%	1%	1%	0%		0%	1%	2%			
	Unemployed	N	3	1	2				1	2		1	2	
		%	0%	0%	1%				0%	1%		0%	1%	
	Leave of absence	N	1		1				1		1			
		%	0%		0%				0%		0%			
	Student/ Graduate student	N	3	2	1			1	1	1	2	1		
		%	0%	0%	0%			0%	0%	0%	1%	0%		
	Maternity/ Paternity leave	N	5	1	4				3	2	2	1	1	
		%	0%	0%	2%				1%	1%	1%	0%	0%	
	Semi-retired	N	1	1		1					1			
		%	0%	0%		1%					0%			
Other	N	2	1	1	2								2	
	%	0%	0%	0%	1%								1%	
Changed employers	Base	N	(1092)	(864)	(228)	(175)	(243)	(213)	(223)	(238)	(330)	(344)	(384)	
	No	N	985	776	209	154	229	190	199	213	293	302	358	
		%	90%	90%	92%	88%	94%	89%	89%	89%	89%	88%	93%	
	Yes	N	107	88	19	21	14	23	24	25	37	42	26	
	%	10%	10%	8%	12%	6%	11%	11%	11%	11%	12%	7%		
Registration status	Base	N	(1099)	(867)	(232)	(175)	(245)	(213)	(225)	(241)	(330)	(344)	(384)	
	P.Eng.	N	686	568	118	147	201	150	146	42	217	190	262	
		%	62%	66%	51%	84%	82%	70%	65%	17%	66%	55%	68%	
	P.Geo.	N	22	7	15	5	7	7	3		6	6	9	
		%	2%	1%	6%	3%	3%	3%	1%		2%	2%	2%	
	P.Eng./P.Geo.	N	3	1	2		2		1		1		2	
		%	0%	0%	1%		1%		0%		0%		1%	
	P.Eng.(SM)	N	5	5		5					2		3	
		%	0%	1%		3%					1%		1%	
	P.Eng.(On Leave)	N	2		2				1	1			1	
		%	0%		1%				0%	0%			0%	
	EIT	N	359	269	90	14	33	51	70	191	100	138	99	
		%	33%	31%	39%	8%	13%	24%	31%	79%	30%	40%	26%	
	GIT	N	2	2				1		1	1	1		
		%	0%	0%				0%		0%	0%	0%		
	P.Eng./GIT	N	4	4		2	2				1	2	1	
		%	0%	0%		1%	1%				0%	1%	0%	
	P.Geo./EIT	N	10	6	4				4	6		7	3	
		%	1%	1%	2%				2%	2%		2%	1%	
	P.Eng.(SM)/P.Geo.(SM)	N	1	1		1								1
		%	0%	0%		1%								0%
	Eng.L	N	5	4	1	1	2	2			2			3
		%	0%	0%	0%	1%	1%	1%			1%			1%

Years practicing within Canada
Years practicing outside of Canada
Total years practicing

			TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			Total	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Years practiced in Canada	Base	N	(1090)	(227)	(225)	(352)	(283)	(326)	(179)	(323)	(257)	(744)	(307)	(36)
	1 - 4 years	N	293	224	34	31	4	253	26	13	1	214	65	11
		%	27%	99%	15%	9%	1%	78%	15%	4%	0%	29%	21%	31%
	5 - 9 years	N	227		191	29	7	49	146	30	2	171	50	6
		%	21%		85%	8%	2%	15%	82%	9%	1%	23%	16%	17%
	10 - 19 years	N	317			291	26	15	5	272	21	207	105	5
		%	29%			83%	9%	5%	3%	84%	8%	28%	34%	14%
	20+ years	N	244				244	2	1	8	232	144	87	13
		%	22%				86%	1%	1%	2%	90%	19%	28%	36%
	Unknown	N	9	3		1	2	7	1		1	8		1
		%	1%	1%		0%	1%	2%	1%		0%	1%		3%
(Mean)	Mean		12	3	6	12	26	4	7	13	26	12	14	14
	Median		10	2	7	13	25	3	7	13	25	9	13	10
	Minimum		0	1	1	1	2	0	1	1	4	1	0	2
	Maximum		53	4	9	19	53	31	35	25	53	53	42	41
Years practiced outside Canada	Base	N	(206)	(14)	(40)	(81)	(71)	(90)	(17)	(49)	(49)	(142)	(57)	(7)
	1 - 4 years	N	83	14	28	18	23	37	9	15	21	54	23	6
		%	40%	100%	70%	22%	32%	41%	53%	31%	43%	38%	40%	86%
	5 - 9 years	N	68		12	41	15	26	7	23	12	44	24	
		%	33%		30%	51%	21%	29%	41%	47%	24%	31%	42%	
	10 - 19 years	N	47			22	25	24	1	9	13	39	8	
		%	23%			27%	35%	27%	6%	18%	27%	27%	14%	
	20+ years	N	8				8	3		2	3	5	2	1
		%	4%				11%	3%		4%	6%	4%	4%	14%
	Mean		7	2	4	7	10	7	5	7	7	7	6	5
(Mean)	Median		5	1	4	8	8	7	4	5	5	6	5	2
	Minimum		1	1	1	1	1	1	2	1	1	1	1	1
	Maximum		27	4	8	16	27	27	15	24	22	27	22	22
Years practiced total	Base	N	(1090)	(227)	(225)	(352)	(283)	(326)	(179)	(323)	(257)	(744)	(307)	(36)
	1 - 4 years	N	227	227				210	14	3		163	52	9
		%	21%	100%				64%	8%	1%		22%	17%	25%
	5 - 9 years	N	225		225			57	153	15		167	50	8
		%	21%		100%			17%	85%	5%		22%	16%	22%
	10 - 19 years	N	352			352		42	11	289	7	240	107	5
		%	32%			100%		13%	6%	89%	3%	32%	35%	14%
	20+ years	N	283				283	14	1	16	250	171	98	14
		%	26%				100%	4%	1%	5%	97%	23%	32%	39%
	Unknown	N	3					3				3		
		%	0%					1%				0%		
	Mean		14	3	7	14	28	6	7	14	28	13	15	15
	Median		12	3	7	14	26	4	7	14	26	11	14	11
	Minimum		1	1	5	10	20	1	2	1	10	1	1	2
	Maximum		56	4	9	19	56	54	35	36	56	56	42	41

Years practicing within Canada
Years practicing outside of Canada
Total years practicing

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Years practiced in Canada	Base	N	(1090)	(863)	(227)	(174)	(242)	(213)	(222)	(239)	(330)	(344)	(384)
	1 - 4 years	N	293	213	80	4	16	44	45	184	84	113	80
		%	27%	25%	35%	2%	7%	21%	20%	77%	25%	33%	21%
	5 - 9 years	N	227	176	51	4	21	26	128	48	72	74	77
		%	21%	20%	22%	2%	9%	12%	58%	20%	22%	22%	20%
	10 - 19 years	N	317	268	49	18	111	139	48	1	111	99	100
		%	29%	31%	22%	10%	46%	65%	22%	0%	34%	29%	26%
	20+ years	N	244	199	45	148	92	3		1	59	53	127
		%	22%	23%	20%	85%	38%	1%		0%	18%	15%	33%
	Unknown	N	9	7	2		2	1	1	5	4	5	
%	1%	1%	1%			1%	0%	0%	2%	1%	1%		
(Mean)	Mean		12	13	10	28	17	10	7	3	12	11	15
	Median		10	10	8	28	18	12	8	3	10	8	13
	Minimum		0	1	0	2	0	1	0	0	1	1	1
	Maximum		53	53	32	53	35	24	13	22	52	53	41
Years practiced outside Canada	Base	N	(206)	(173)	(33)	(50)	(62)	(57)	(32)	(5)	(75)	(71)	(60)
	1 - 4 years	N	83	62	21	16	17	25	20	5	31	25	27
		%	40%	36%	64%	32%	27%	44%	63%	100%	41%	35%	45%
	5 - 9 years	N	68	61	7	12	25	20	11		24	28	16
		%	33%	35%	21%	24%	40%	35%	34%		32%	39%	27%
	10 - 19 years	N	47	42	5	17	17	12	1		17	14	16
		%	23%	24%	15%	34%	27%	21%	3%		23%	20%	27%
	20+ years	N	8	8		5	3				3	4	1
		%	4%	5%		10%	5%				4%	6%	2%
(Mean)	Mean		7	8	5	9	8	6	4	1	7	7	7
	Median		5	6	3	9	6	6	3	1	5	6	5
	Minimum		1	1	1	1	1	1	1	1	1	1	1
	Maximum		27	27	16	27	22	15	10	2	22	24	27
Years practiced total	Base	N	(1090)	(863)	(227)	(174)	(242)	(213)	(222)	(239)	(330)	(344)	(384)
	1 - 4 years	N	227	149	78		5	9	28	185	63	86	62
		%	21%	17%	34%		2%	4%	13%	77%	19%	25%	16%
	5 - 9 years	N	225	180	45		3	34	139	49	69	73	79
		%	21%	21%	20%		1%	16%	63%	21%	21%	21%	21%
	10 - 19 years	N	352	298	54	8	121	167	55	1	123	117	105
		%	32%	35%	24%	5%	50%	78%	25%	0%	37%	34%	27%
	20+ years	N	283	234	49	166	113	3		1	75	65	138
		%	26%	27%	22%	95%	47%	1%		0%	23%	19%	36%
	Unknown	N	3	2	1					3		3	
%	0%	0%	0%						1%		1%		
(Mean)	Mean		14	14	11	30	19	12	8	3	14	12	16
	Median		12	12	9	30	19	13	8	3	12	10	14
	Minimum		1	1	1	11	1	1	1	1	1	1	1
	Maximum		56	56	32	56	36	24	18	22	52	56	54

Primary employment sector

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Primary employment sector	Base	N	(1089)	(224)	(225)	(352)	(283)	(325)	(179)	(323)	(257)	(744)	(309)	(36)
	Private enterprise	N	763	173	170	243	173	260	135	212	152	744	19	
		%	70%	77%	76%	69%	61%	80%	75%	66%	59%	100%	6%	
	Crown corporation	N	164	23	25	63	53	29	20	66	49		164	
		%	15%	10%	11%	18%	19%	9%	11%	20%	19%		53%	
	Provincial government	N	65	12	12	21	19	18	8	19	20		65	
		%	6%	5%	5%	6%	7%	6%	4%	6%	8%		21%	
	Municipal government	N	46	5	8	16	17	4	8	17	16		46	
		%	4%	2%	4%	5%	6%	1%	4%	5%	6%		15%	
	Educational institutions	N	22	5	4	3	10	5	3	4	10			22
		%	2%	2%	2%	1%	4%	2%	2%	1%	4%			61%
	Federal government	N	15	2	2	4	7	4	2	3	6		15	
		%	1%	1%	1%	1%	2%	1%	1%	1%	2%		5%	
	Non-Profit organization	N	14	4	4	2	4	5	3	2	4			14
		%	1%	2%	2%	1%	1%	2%	2%	1%	2%			39%

Primary employment sector

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Primary employment sector	Base	N	(1089)	(860)	(229)	(174)	(243)	(212)	(221)	(239)	(330)	(344)	(384)
	Private enterprise	N	763	610	153	106	154	145	164	194	143	284	316
		%	70%	71%	67%	61%	63%	68%	74%	81%	43%	83%	82%
	Crown corporation	N	164	133	31	30	45	41	25	23	105	22	33
		%	15%	15%	14%	17%	19%	19%	11%	10%	32%	6%	9%
	Provincial government	N	65	47	18	14	19	11	10	11	33	16	12
		%	6%	5%	8%	8%	8%	5%	5%	5%	10%	5%	3%
	Municipal government	N	46	34	12	12	11	10	8	5	31	9	6
		%	4%	4%	5%	7%	5%	5%	4%	2%	9%	3%	2%
	Educational institutions	N	22	13	9	8	6	2	6		6	5	10
		%	2%	2%	4%	5%	2%	1%	3%		2%	1%	3%
	Federal government	N	15	13	2	3	4	2	3	3	8	2	3
		%	1%	2%	1%	2%	2%	1%	1%	1%	2%	1%	1%
	Non-Profit organization	N	14	10	4	1	4	1	5	3	4	6	4
		%	1%	1%	2%	1%	2%	0%	2%	1%	1%	2%	1%

Industry sector

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Industry sector	Base	N	(1089)	(224)	(225)	(352)	(283)	(325)	(179)	(323)	(257)	(744)	(309)	(36)
	Consulting	N	242	54	53	81	51	74	41	75	50	231	11	
		%	22%	24%	24%	23%	18%	23%	23%	23%	19%	31%	4%	
	Utilities (Gas, Hydro, Water)	N	174	28	25	71	50	24	27	76	47	14	159	1
		%	16%	13%	11%	20%	18%	7%	15%	24%	18%	2%	51%	3%
	Manufacturing	N	149	32	42	44	30	64	27	37	21	139	9	1
		%	14%	14%	19%	13%	11%	20%	15%	11%	8%	19%	3%	3%
	Construction	N	99	24	13	41	20	35	15	31	18	71	28	
		%	9%	11%	6%	12%	7%	11%	8%	10%	7%	10%	9%	
	Transportation	N	76	13	18	20	25	18	13	22	23	36	38	2
		%	7%	6%	8%	6%	9%	6%	7%	7%	9%	5%	12%	6%
	Agricultural/Equipment	N	47	11	13	14	9	16	11	11	8	41	5	1
		%	4%	5%	6%	4%	3%	5%	6%	3%	3%	6%	2%	3%
	Aerospace	N	46	10	6	12	18	14	5	12	15	43	3	
		%	4%	4%	3%	3%	6%	4%	3%	4%	6%	6%	1%	
	Environmental	N	32	10	8	3	11	12	5	4	10	21	7	4
		%	3%	4%	4%	1%	4%	4%	3%	1%	4%	3%	2%	11%
	Agriculture/Food	N	23	9	4	5	5	8	6	4	5	23		
		%	2%	4%	2%	1%	2%	2%	3%	1%	2%	3%		
	Computer/Software	N	18	4	2	7	5	4	2	6	6	9	5	4
		%	2%	2%	1%	2%	2%	1%	1%	2%	2%	1%	2%	11%
	Mechanical Equipment	N	17	2	5	6	4	7	3	4	3	16	1	
		%	2%	1%	2%	2%	1%	2%	2%	1%	1%	2%	0%	
	Research & Development	N	16	5	4	4	3	8	2	2	4	7	6	3
		%	1%	2%	2%	1%	1%	2%	1%	1%	2%	1%	2%	8%
	Education	N	16	3	3	2	8	2	3	3	8	1	1	14
		%	1%	1%	1%	1%	3%	1%	2%	1%	3%	0%	0%	39%
	Mining	N	13	1	2	8	2	2	2	7	2	12	1	
		%	1%	0%	1%	2%	1%	1%	1%	2%	1%	2%	0%	
	Electronics	N	11		3	1	7	2	1	1	7	10	1	
		%	1%		1%	0%	2%	1%	1%	0%	3%	1%	0%	
	Telecommunications	N	10	2	1	4	3	3		4	3	8	2	
		%	1%	1%	0%	1%	1%	1%		1%	1%	1%	1%	
	Pharmaceutical	N	8	3		2	3	5		2	1	8		
		%	1%	1%		1%	1%	2%		1%	0%	1%		
	Health Care	N	8	2	4	2		2	4	2		1	5	2
		%	1%	1%	2%	1%		1%	2%	1%		0%	2%	6%
	Transportation Equipment	N	7		3	1	3		3	2	2	7		
		%	1%		1%	0%	1%		2%	1%	1%	1%		
	Petroleum	N	6	1	2	1	2	2	1	1	2	5	1	
		%	1%	0%	1%	0%	1%	1%	1%	0%	1%	1%	0%	
	Mineral Exploration	N	6		1	3	2		1	3	2	5	1	
		%	1%		0%	1%	1%		1%	1%	1%	1%	0%	
	Metals - Fabricating	N	6	2	1	2	1	2	1	2	1	6		
		%	1%	1%	0%	1%	0%	1%	1%	1%	0%	1%		
	Biomedical	N	6	3	1	2		4	1	1		1	1	4
		%	1%	1%	0%	1%		1%	1%	0%		0%	0%	11%
	Chemical	N	5	1		3	1	1		3	1	5		
		%	0%	0%		1%	0%	0%		1%	0%	1%		

Industry sector

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
	Municipal	N	4			2	2			1	2	1	3	
		%	0%			1%	1%			0%	1%	0%	1%	
	Metals - Primary	N	2		1		1		1		1	2		
		%	0%		0%		0%		1%		0%	0%		
	Heavy Electrical	N	2				2				2	2		
		%	0%				1%				1%	0%		
	Infrastructure	N	1			1				1			1	
		%	0%			0%				0%			0%	
	Other	N	39	4	10	10	15	16	4	6	13	19	20	
		%	4%	2%	4%	3%	5%	5%	2%	2%	5%	3%	6%	

Industry sector

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Industry sector	Base	N	(1089)	(860)	(229)	(174)	(243)	(212)	(221)	(239)	(330)	(344)	(384)
	Consulting	N	242	184	58	32	46	46	55	63	62	88	89
		%	22%	21%	25%	18%	19%	22%	25%	26%	19%	26%	23%
	Utilities (Gas, Hydro, Water)	N	174	136	38	31	45	43	31	24	114	23	31
		%	16%	16%	17%	18%	19%	20%	14%	10%	35%	7%	8%
	Manufacturing	N	149	121	28	20	29	27	36	37	21	58	63
		%	14%	14%	12%	11%	12%	13%	16%	15%	6%	17%	16%
	Construction	N	99	85	14	12	22	27	12	26	26	30	38
		%	9%	10%	6%	7%	9%	13%	5%	11%	8%	9%	10%
	Transportation	N	76	57	19	16	17	14	16	13	31	21	24
		%	7%	7%	8%	9%	7%	7%	7%	5%	9%	6%	6%
	Agricultural/Equipment	N	47	44	3	4	9	9	10	15	4	22	18
		%	4%	5%	1%	2%	4%	4%	5%	6%	1%	6%	5%
	Aerospace	N	46	37	9	9	12	9	5	11	3	22	20
		%	4%	4%	4%	5%	5%	4%	2%	5%	1%	6%	5%
	Environmental	N	32	20	12	7	6	2	8	9	10	11	11
		%	3%	2%	5%	4%	2%	1%	4%	4%	3%	3%	3%
	Agriculture/Food	N	23	18	5	1	7	2	5	8	2	8	13
		%	2%	2%	2%	1%	3%	1%	2%	3%	1%	2%	3%
	Computer/Software	N	18	17	1	2	8	3	1	4	6	4	7
		%	2%	2%	0%	1%	3%	1%	0%	2%	2%	1%	2%
	Mechanical Equipment	N	17	16	1	2	3	6	3	3	3	5	9
		%	2%	2%	0%	1%	1%	3%	1%	1%	1%	1%	2%
	Research & Development	N	16	14	2	2	4	2	4	4	11	3	1
		%	1%	2%	1%	1%	2%	1%	2%	2%	3%	1%	0%
	Education	N	16	10	6	8	1	2	5		3	4	8
		%	1%	1%	3%	5%	0%	1%	2%		1%	1%	2%
	Mining	N	13	7	6	1	3	4	4	1		3	9
		%	1%	1%	3%	1%	1%	2%	2%	0%		1%	2%
	Electronics	N	11	11		5	3	1	1	1	1	7	3
		%	1%	1%		3%	1%	0%	0%	0%	0%	2%	1%
	Telecommunications	N	10	10		1	6	1		2	5	4	
		%	1%	1%		1%	2%	0%		1%	2%	1%	
	Pharmaceutical	N	8	4	4	2		3		3	4	3	1
		%	1%	0%	2%	1%		1%		1%	1%	1%	0%
	Health Care	N	8	5	3		1	1	3	3	3	1	4
		%	1%	1%	1%		0%	0%	1%	1%	1%	0%	1%
	Transportation Equipment	N	7	7		2	1	1	3			2	5
		%	1%	1%		1%	0%	0%	1%			1%	1%
	Petroleum	N	6	3	3	2			3	1		1	5
		%	1%	0%	1%	1%			1%	0%		0%	1%
	Mineral Exploration	N	6	3	3	1	3	1	1		2	1	3
		%	1%	0%	1%	1%	1%	0%	0%		1%	0%	1%
	Metals - Fabricating	N	6	6		1			3	2		2	4
		%	1%	1%		1%			1%	1%		1%	1%
	Biomedical	N	6	3	3		1		3	2	1	4	1
		%	1%	0%	1%		0%		1%	1%	0%	1%	0%

Industry sector

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
	Chemical	N	5	4	1		2	2		1		3	2
		%	0%	0%	0%		1%	1%		0%		1%	1%
	Municipal	N	4	4		1	2	1			1	2	1
		%	0%	0%		1%	1%	0%			0%	1%	0%
	Metals - Primary	N	2	1	1		1		1				2
		%	0%	0%	0%		0%		0%				1%
	Heavy Electrical	N	2	2		2						1	1
		%	0%	0%		1%						0%	0%
	Infrastructure	N	1		1		1					1	
		%	0%		0%		0%					0%	
	Other	N	39	31	8	10	10	5	8	6	17	10	11
		%	4%	4%	3%	6%	4%	2%	4%	3%	5%	3%	3%

Principal job function

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
		1 - 4 years		5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other		
Principal job function	Base	N	(1087)	(224)	(225)	(351)	(283)	(324)	(179)	(322)	(257)	(744)	(307)	(36)	
	Design	N	324	84	87	94	57	118	70	84	51	269	54	1	
		%	30%	38%	39%	27%	20%	36%	39%	26%	20%	36%	18%	3%	
	Project Management	N	210	35	44	79	51	53	35	70	50	132	74	4	
		%	19%	16%	20%	23%	18%	16%	20%	22%	19%	18%	24%	11%	
	Management	N	173	3	22	58	90	10	18	62	82	117	52	4	
		%	16%	1%	10%	17%	32%	3%	10%	19%	32%	16%	17%	11%	
	Technical Support	N	56	12	12	17	14	18	9	16	13	30	24	2	
		%	5%	5%	5%	5%	5%	6%	5%	5%	5%	4%	8%	6%	
	Research & Development	N	47	15	12	10	10	20	9	8	10	31	6	10	
		%	4%	7%	5%	3%	4%	6%	5%	2%	4%	4%	2%	28%	
	Planning	N	42	9	7	16	10	8	7	18	9	11	31		
		%	4%	4%	3%	5%	4%	2%	4%	6%	4%	1%	10%		
	Quality Assurance	N	29	8	4	12	5	13	3	9	3	20	8	1	
		%	3%	4%	2%	3%	2%	4%	2%	3%	1%	3%	3%	3%	
	Maintenance	N	27	6	7	10	4	8	8	9	2	9	17	1	
		%	2%	3%	3%	3%	1%	2%	4%	3%	1%	1%	6%	3%	
	Production	N	22	11	5	3	3	12	4	3	3	19	3		
		%	2%	5%	2%	1%	1%	4%	2%	1%	1%	3%	1%		
	Software Development	N	19	7	3	7	2	9	2	6	2	14	5		
		%	2%	3%	1%	2%	1%	3%	1%	2%	1%	2%	2%		
	Marketing/Sales	N	13	2		7	4	6		5	2	12	1		
		%	1%	1%		2%	1%	2%		2%	1%	2%	0%		
	Teaching	N	7	3		2	2	2	1	1	3			7	
		%	1%	1%		1%	1%	1%	1%	0%	1%			19%	
	Computer Services	N	7	2	2	1	2	4	1	2		3	4		
		%	1%	1%	1%	0%	1%	1%	1%	1%		0%	1%		
	Mineral Exploration	N	6			3	3			3	3	6			
		%	1%			1%	1%			1%	1%	1%			
	Administrative Services	N	6	1			5	1			5	2	3	1	
		%	1%	0%			2%	0%			2%	0%	1%	3%	
	Mining	N	5		1	3	1	1	1	2	1	5			
		%	0%		0%	1%	0%	0%	1%	1%	0%	1%			
	Other	N	94	26	19	29	20	41	11	24	18	64	25	5	
		%	9%	12%	8%	8%	7%	13%	6%	7%	7%	9%	8%	14%	

Principal job function

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Principal job function	Base	N	(1087)	(859)	(228)	(174)	(242)	(211)	(221)	(239)	(330)	(344)	(384)
	Design	N	324	260	64	36	59	55	74	100	99	123	93
		%	30%	30%	28%	21%	24%	26%	33%	42%	30%	36%	24%
	Project Management	N	210	157	53	31	54	41	40	44	70	58	79
		%	19%	18%	23%	18%	22%	19%	18%	18%	21%	17%	21%
	Management	N	173	149	24	48	55	37	25	8	26	40	103
		%	16%	17%	11%	28%	23%	18%	11%	3%	8%	12%	27%
	Technical Support	N	56	43	13	11	9	12	15	9	24	15	15
		%	5%	5%	6%	6%	4%	6%	7%	4%	7%	4%	4%
	Research & Development	N	47	37	10	7	9	5	14	12	15	20	11
		%	4%	4%	4%	4%	4%	2%	6%	5%	5%	6%	3%
	Planning	N	42	30	12	3	13	9	9	8	28	8	6
		%	4%	3%	5%	2%	5%	4%	4%	3%	8%	2%	2%
	Quality Assurance	N	29	21	8	4	6	9	4	6	9	10	8
		%	3%	2%	4%	2%	2%	4%	2%	3%	3%	3%	2%
	Maintenance	N	27	23	4	3	3	6	9	6	11	7	7
		%	2%	3%	2%	2%	1%	3%	4%	3%	3%	2%	2%
	Production	N	22	15	7		4	5	3	10	1	15	5
		%	2%	2%	3%		2%	2%	1%	4%	0%	4%	1%
	Software Development	N	19	18	1	1	3	5	2	8	5	9	4
		%	2%	2%	0%	1%	1%	2%	1%	3%	2%	3%	1%
	Marketing/Sales	N	13	13		3	2	4	2	2	3	4	5
		%	1%	2%		2%	1%	2%	1%	1%	1%	1%	1%
	Teaching	N	7	4	3	2	2	1	2		1	3	3
		%	1%	0%	1%	1%	1%	0%	1%		0%	1%	1%
	Computer Services	N	7	7			3	1	1	2	6		1
		%	1%	1%			1%	0%	0%	1%	2%		0%
	Mineral Exploration	N	6	4	2	1	3	1	1		1	1	4
		%	1%	0%	1%	1%	1%	0%	0%		0%	0%	1%
	Administrative Services	N	6	6		4	1		1		2	1	3
		%	1%	1%		2%	0%		0%		1%	0%	1%
	Mining	N	5	2	3	1		3	1			1	4
		%	0%	0%	1%	1%		1%	0%			0%	1%
	Other	N	94	70	24	19	16	17	18	24	29	29	33
		%	9%	8%	11%	11%	7%	8%	8%	10%	9%	8%	9%

**Size of employer organization in Manitoba
Member of a union
Principal work location**

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Size of employer	Base	N	(1087)	(224)	(225)	(351)	(283)	(324)	(179)	(322)	(257)	(744)	(307)	(36)	
	2 to 20	N	105	23	20	39	23	33	14	35	23	96	4	5	
		%	10%	10%	9%	11%	8%	10%	8%	11%	9%	13%	1%	14%	
	21 to 100	N	243	57	52	82	51	82	46	68	46	195	41	7	
		%	22%	25%	23%	23%	18%	25%	26%	21%	18%	26%	13%	19%	
	101 to 500	N	319	69	80	85	83	103	62	77	74	287	26	6	
		%	29%	31%	36%	24%	29%	32%	35%	24%	29%	39%	8%	17%	
	Over 500	N	420	75	73	145	126	106	57	142	114	166	236	18	
%		39%	33%	32%	41%	45%	33%	32%	44%	44%	22%	77%	50%		
Union status	Base	N	(1087)	(224)	(225)	(351)	(283)	(324)	(179)	(322)	(257)	(744)	(307)	(36)	
	Yes	N	129	22	21	39	47	31	14	38	46	8	105	16	
		%	12%	10%	9%	11%	17%	10%	8%	12%	18%	1%	34%	44%	
	No	N	941	196	201	305	236	282	163	280	211	723	198	20	
		%	87%	88%	89%	87%	83%	87%	91%	87%	82%	97%	64%	56%	
	Unsure	N	17	6	3	7		11	2	4		13	4		
%		2%	3%	1%	2%		3%	1%	1%		2%	1%			
Principal work location	Base	N	(1087)	(224)	(225)	(351)	(283)	(324)	(179)	(322)	(257)	(744)	(307)	(36)	
	Winnipeg	N	897	191	181	299	222	269	149	273	202	598	265	34	
		%	83%	85%	80%	85%	78%	83%	83%	85%	79%	80%	86%	94%	
	Southern Manitoba	N	116	22	30	26	38	35	22	25	34	86	28	2	
		%	11%	10%	13%	7%	13%	11%	12%	8%	13%	12%	9%	6%	
	Northern Manitoba	N	23	2	3	9	9	5	2	8	8	20	3		
		%	2%	1%	1%	3%	3%	2%	1%	2%	3%	3%	1%		
	Outside Manitoba	N	13	2	2	4	5	3	1	5	4	12	1		
		%	1%	1%	1%	1%	2%	1%	1%	2%	2%	2%	0%		
	Western Manitoba	N	38	7	9	13	9	12	5	11	9	28	10		
%		3%	3%	4%	4%	3%	4%	3%	3%	4%	4%	3%			

**Size of employer organization in Manitoba
Member of a union
Principal work location**

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Size of employer	Base	N	(1087)	(859)	(228)	(174)	(242)	(211)	(221)	(239)	(330)	(344)	(384)
	2 to 20	N	105	88	17	20	17	23	19	26	22	49	32
		%	10%	10%	7%	11%	7%	11%	9%	11%	7%	14%	8%
	21 to 100	N	243	198	45	28	56	42	54	63	59	97	78
		%	22%	23%	20%	16%	23%	20%	24%	26%	18%	28%	20%
	101 to 500	N	319	250	69	52	56	60	70	81	66	99	149
		%	29%	29%	30%	30%	23%	28%	32%	34%	20%	29%	39%
	Over 500	N	420	323	97	74	113	86	78	69	183	99	125
%		39%	38%	43%	43%	47%	41%	35%	29%	55%	29%	33%	
Union status	Base	N	(1087)	(859)	(228)	(174)	(242)	(211)	(221)	(239)	(330)	(344)	(384)
	Yes	N	129	99	30	32	38	23	19	17	80	23	22
		%	12%	12%	13%	18%	16%	11%	9%	7%	24%	7%	6%
	No	N	941	746	195	142	203	181	196	219	244	317	355
		%	87%	87%	86%	82%	84%	86%	89%	92%	74%	92%	92%
	Unsure	N	17	14	3		1	7	6	3	6	4	7
%		2%	2%	1%		0%	3%	3%	1%	2%	1%	2%	
Principal work location	Base	N	(1087)	(859)	(228)	(174)	(242)	(211)	(221)	(239)	(330)	(344)	(384)
	Winnipeg	N	897	709	188	132	205	181	180	199	298	285	291
		%	83%	83%	82%	76%	85%	86%	81%	83%	90%	83%	76%
	Southern Manitoba	N	116	96	20	28	18	19	23	28	19	41	51
		%	11%	11%	9%	16%	7%	9%	10%	12%	6%	12%	13%
	Northern Manitoba	N	23	15	8	6	7	4	2	4	1	6	16
		%	2%	2%	4%	3%	3%	2%	1%	2%	0%	2%	4%
	Outside Manitoba	N	13	9	4	3	4	2	3	1	2	3	7
		%	1%	1%	2%	2%	2%	1%	1%	0%	1%	1%	2%
Western Manitoba	N	38	30	8	5	8	5	13	7	10	9	19	
	%	3%	3%	4%	3%	3%	2%	6%	3%	3%	3%	5%	

Worked remotely or hybrid
Percent remote
Percent office/not remote

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Work remote/hybrid	Base	N	(1087)	(224)	(225)	(351)	(283)	(324)	(179)	(322)	(257)	(744)	(307)	(36)
	Yes, remote	N	26	2	6	9	9	6	4	11	5	24	1	1
		%	2%	1%	3%	3%	3%	2%	2%	3%	2%	3%	0%	3%
	Yes, hybrid	N	695	133	145	230	186	186	119	216	171	417	257	21
		%	64%	59%	64%	66%	66%	57%	66%	67%	67%	56%	84%	58%
	No, no remote location	N	366	89	74	112	88	132	56	95	81	303	49	14
		%	34%	40%	33%	32%	31%	41%	31%	30%	32%	41%	16%	39%
Remote/office percentage	Base	N	(721)	(135)	(151)	(239)	(195)	(192)	(123)	(227)	(176)	(441)	(258)	(22)
	All remote (100% remote)	N	26	2	6	9	9	6	4	11	5	24	1	1
		%	4%	1%	4%	4%	5%	3%	3%	5%	3%	5%	0%	5%
	Mostly remote (>50% remote)	N	123	19	25	39	40	28	23	36	36	91	28	4
		%	17%	14%	17%	16%	21%	15%	19%	16%	20%	21%	11%	18%
	Even split (50% each)	N	29	7	6	7	9	9	5	7	8	25	4	
		%	4%	5%	4%	3%	5%	5%	4%	3%	5%	6%	2%	
	Mostly office (<50% remote)	N	543	107	114	184	137	149	91	173	127	301	225	17
		%	75%	79%	75%	77%	70%	78%	74%	76%	72%	68%	87%	77%
Mean remote (%)	Mean		35	31	34	34	38	32	36	35	37	34	35	36
	Median		30	24	30	30	34	24	34	32	34	20	35	27
	Minimum		2	2	2	2	2	2	2	2	2	2	2	4
	Maximum		100	100	100	100	100	100	100	100	100	100	100	100
Mean office (%)	Mean		68	70	68	69	65	71	66	69	65	69	65	67
	Median		70	76	70	70	68	79	68	70	68	80	66	76
	Minimum		2	4	6	2	2	4	4	2	2	2	4	10
	Maximum		98	98	98	98	98	98	98	98	98	98	98	96

Worked remotely or hybrid
Percent remote
Percent office/not remote

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Work remote/hybrid	Base	N	(1087)	(859)	(228)	(174)	(242)	(211)	(221)	(239)	(330)	(344)	(384)
	Yes, remote	N	26	21	5	6	9	5	3	3	9	10	7
		%	2%	2%	2%	3%	4%	2%	1%	1%	3%	3%	2%
	Yes, hybrid	N	695	546	149	110	157	139	146	143	257	196	224
		%	64%	64%	65%	63%	65%	66%	66%	60%	78%	57%	58%
	No, no remote location	N	366	292	74	58	76	67	72	93	64	138	153
%		34%	34%	32%	33%	31%	32%	33%	39%	19%	40%	40%	
Remote/office percentage	Base	N	(721)	(567)	(154)	(116)	(166)	(144)	(149)	(146)	(266)	(206)	(231)
	All remote (100% remote)	N	26	21	5	6	9	5	3	3	9	10	7
		%	4%	4%	3%	5%	5%	3%	2%	2%	3%	5%	3%
	Mostly remote (>50% remote)	N	123	93	30	23	29	24	25	22	50	36	35
		%	17%	16%	19%	20%	17%	17%	17%	15%	19%	17%	15%
	Even split (50% each)	N	29	22	7	8	4	6	6	5	6	10	11
		%	4%	4%	5%	7%	2%	4%	4%	3%	2%	5%	5%
	Mostly office (<50% remote)	N	543	431	112	79	124	109	115	116	201	150	178
%		75%	76%	73%	68%	75%	76%	77%	79%	76%	73%	77%	
Mean remote (%)	Mean		35	34	37	38	38	33	34	31	39	34	31
	Median		30	30	33	34	34	30	30	24	37	26	20
	Minimum		2	2	2	2	2	2	2	2	2	2	2
	Maximum		100	100	100	100	100	100	100	100	100	100	100
Mean office (%)	Mean		68	69	65	65	65	70	68	71	64	69	71
	Median		70	70	68	68	66	70	70	80	66	77	80
	Minimum		2	2	2	6	2	4	2	6	4	2	2
	Maximum		98	98	98	98	98	98	98	98	98	98	98

**Percent remote
Percent office/not remote**

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Remote/office percentage	Base	N	(1087)	(224)	(225)	(351)	(283)	(324)	(179)	(322)	(257)	(744)	(307)	(36)	
	All remote (100% remote)	N	26	2	6	9	9	6	4	11	5	24	1	1	
		%	2%	1%	3%	3%	3%	2%	2%	3%	2%	3%	0%	3%	
	Mostly remote (>50% remote)	N	123	19	25	39	40	28	23	36	36	91	28	4	
		%	11%	8%	11%	11%	14%	9%	13%	11%	14%	12%	9%	11%	
	Even split (50% each)	N	29	7	6	7	9	9	5	7	8	25	4		
		%	3%	3%	3%	2%	3%	3%	3%	2%	3%	3%	1%		
	Mostly office (<50% remote)	N	543	107	114	184	137	149	91	173	127	301	225	17	
		%	50%	48%	51%	52%	48%	46%	51%	54%	49%	40%	73%	47%	
	All office (0% remote)	N	366	89	74	112	88	132	56	95	81	303	49	14	
%		34%	40%	33%	32%	31%	41%	31%	30%	32%	41%	16%	39%		
Mean remote (%)	Mean		35	31	34	34	38	32	36	35	37	34	35	36	
	Median		30	24	30	30	34	24	34	32	34	20	35	27	
	Minimum		2	2	2	2	2	2	2	2	2	2	2	4	
	Maximum		100	100	100	100	100	100	100	100	100	100	100	100	
Mean office (%)	Mean		68	71	68	69	65	72	66	69	65	69	67	67	
	Median		70	80	70	70	68	80	68	70	68	80	66	76	
	Minimum		2	4	6	2	2	4	4	2	2	2	4	10	
	Maximum		100	100	100	100	100	100	100	98	100	100	100	96	

Percent remote
Percent office/not remote

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Remote/office percentage	Base	N	(1087)	(859)	(228)	(174)	(242)	(211)	(221)	(239)	(330)	(344)	(384)
	All remote (100% remote)	N	26	21	5	6	9	5	3	3	9	10	7
		%	2%	2%	2%	3%	4%	2%	1%	1%	3%	3%	2%
	Mostly remote (>50% remote)	N	123	93	30	23	29	24	25	22	50	36	35
		%	11%	11%	13%	13%	12%	11%	11%	9%	15%	10%	9%
	Even split (50% each)	N	29	22	7	8	4	6	6	5	6	10	11
		%	3%	3%	3%	5%	2%	3%	3%	2%	2%	3%	3%
	Mostly office (<50% remote)	N	543	431	112	79	124	109	115	116	201	150	178
		%	50%	50%	49%	45%	51%	52%	52%	49%	61%	44%	46%
	All office (0% remote)	N	366	292	74	58	76	67	72	93	64	138	153
	%	34%	34%	32%	33%	31%	32%	33%	39%	19%	40%	40%	
Mean remote (%)	Mean		35	34	37	38	38	33	34	31	39	34	31
	Median		30	30	33	34	34	30	30	24	37	26	20
	Minimum		2	2	2	2	2	2	2	2	2	2	2
	Maximum		100	100	100	100	100	100	100	100	100	100	100
Mean office (%)	Mean		68	69	66	66	66	70	68	72	64	69	71
	Median		70	70	70	69	66	70	70	80	66	77	80
	Minimum		2	2	2	6	2	4	2	6	4	2	2
	Maximum		100	100	100	100	100	100	98	100	98	98	98

**Age
Gender
Other identity**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Age	Base	N	(1135)	(227)	(225)	(352)	(283)	(332)	(180)	(324)	(258)	(744)	(309)	(36)
	Under 30 years	N	215	169	32	1		177	30			155	45	4
		%	19%	74%	14%	0%		53%	17%			21%	15%	11%
	30 to 35 years	N	289	44	159	74	1	85	125	71		211	56	10
		%	25%	19%	71%	21%	0%	26%	69%	22%		28%	18%	28%
	36 to 39 years	N	166	8	26	126		33	16		1	112	46	2
		%	15%	4%	12%	36%		10%	9%	34%	0%	15%	15%	6%
	40 to 49 years	N	271	6	8	138	112	27	9	129	99	161	95	9
		%	24%	3%	4%	39%	40%	8%	5%	40%	38%	22%	31%	25%
	50 years and older	N	190			12	167	10		13	156	101	67	11
		%	17%			3%	59%	3%		4%	60%	14%	22%	31%
	Unknown	N	4			1	3			2	2	4		
		%	0%			0%	1%			1%	1%	1%		
Mean age (years)	Mean		39	28	33	39	52	31	32	39	53	38	41	42
	Median		37	27	32	39	51	29	32	39	52	36	40	42
	Minimum		23	23	25	28	35	23	25	32	38	23	23	26
	Maximum		79	45	49	59	79	55	46	59	79	79	67	65
Gender	Base	N	(1079)	(221)	(223)	(349)	(282)	(320)	(178)	(320)	(256)	(744)	(299)	(36)
	Female	N	209	67	45	49	47	75	43	47	43	135	62	12
		%	19%	30%	20%	14%	17%	23%	24%	15%	17%	18%	21%	33%
	Male	N	774	136	162	271	202	223	122	244	181	538	215	21
		%	72%	62%	73%	78%	72%	70%	69%	76%	71%	72%	72%	58%
	Two spirit	N	1	1				1				1		
		%	0%	0%				0%				0%		
	Non binary	N	4	2	1	1		2	1	1		3	1	
		%	0%	1%	0%	0%		1%	1%	0%		0%	0%	
	Prefer not to say	N	91	15	15	28	33	19	12	28	32	67	21	3
		%	8%	7%	7%	8%	12%	6%	7%	9%	13%	9%	7%	8%
Identify as any of the following	Base	N	(1086)	(223)	(225)	(351)	(283)	(323)	(179)	(322)	(257)	(744)	(306)	(36)
	Indigenous	N	46	13	12	10	10	14	13	11	8	26	17	3
		%	4%	6%	5%	3%	4%	4%	7%	3%	3%	3%	6%	8%
	Person of colour	N	164	50	37	39	37	78	23	38	24	88	70	6
		%	15%	22%	16%	11%	13%	24%	13%	12%	9%	12%	23%	17%
	Born outside Canada	N	233	46	50	80	55	113	26	53	40	158	68	7
		%	21%	21%	22%	23%	19%	35%	15%	16%	16%	21%	22%	19%
	Speak other language	N	275	68	56	90	60	119	41	69	45	184	82	9
		%	25%	30%	25%	26%	21%	37%	23%	21%	18%	25%	27%	25%
	LGBT	N	37	15	11	11		17	8	11	1	29	8	
		%	3%	7%	5%	3%		5%	4%	3%	0%	4%	3%	
	Disability	N	33	11	5	8	9	12	3	10	8	19	13	1
		%	3%	5%	2%	2%	3%	4%	2%	3%	3%	3%	4%	3%
	None of these	N	563	103	117	191	151	126	103	184	146	396	152	15
		%	52%	46%	52%	54%	53%	39%	58%	57%	57%	53%	50%	42%
	Prefer not to say	N	92	15	14	29	34	18	12	29	33	67	21	4
		%	8%	7%	6%	8%	12%	6%	7%	9%	13%	9%	7%	11%

**Age
Gender
Other identity**

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Age	Base	N	(1135)	(894)	(241)	(185)	(251)	(218)	(230)	(251)	(330)	(344)	(384)
	Under 30 years	N	215	151	64				9	206	53	77	67
		%	19%	17%	27%				4%	82%	16%	22%	17%
	30 to 35 years	N	289	227	62	1	1	56	191	40	76	101	93
		%	25%	25%	26%	1%	0%	26%	83%	16%	23%	29%	24%
	36 to 39 years	N	166	142	24	1	18	123	20	4	60	48	47
		%	15%	16%	10%	1%	7%	56%	9%	2%	18%	14%	12%
	40 to 49 years	N	271	211	60	16	211	33	10	1	87	81	88
		%	24%	24%	25%	9%	84%	15%	4%	0%	26%	24%	23%
	50 years and older	N	190	159	31	164	20	6			54	36	86
	%	17%	18%	13%	89%	8%	3%			16%	10%	22%	
Unknown	N	4	4		3	1						1	3
	%	0%	0%		2%	0%						0%	1%
Mean age (years)	Mean		39	40	37	56	44	38	33	28	39	37	40
	Median		37	37	35	56	44	37	32	27	38	35	38
	Minimum		23	23	23	35	35	32	27	23	23	23	23
	Maximum		79	79	67	79	66	55	46	49	74	79	73
Gender	Base	N	(1079)	(854)	(225)	(173)	(242)	(207)	(220)	(237)	(330)	(344)	(384)
	Female	N	209	8	201	30	41	30	51	57	72	66	63
		%	19%	1%	89%	17%	17%	14%	23%	24%	22%	19%	16%
	Male	N	774	761	13	130	171	158	153	162	225	244	292
		%	72%	89%	6%	75%	71%	76%	70%	68%	68%	71%	76%
	Two spirit	N	1	1						1			1
		%	0%	0%						0%			0%
	Non binary	N	4		4		1		1	2	2	2	
		%	0%		2%		0%		0%	1%	1%	1%	
	Prefer not to say	N	91	84	7	13	29	19	15	15	31	32	28
	%	8%	10%	3%	8%	12%	9%	7%	6%	9%	9%	7%	
Identify as any of the following	Base	N	(1086)	(858)	(228)	(174)	(242)	(210)	(221)	(239)	(330)	(344)	(384)
	Indigenous	N	46	35	11	5	11	3	12	15	20	11	15
		%	4%	4%	5%	3%	5%	1%	5%	6%	6%	3%	4%
	Person of colour	N	164	122	42	25	33	30	35	41	69	48	41
		%	15%	14%	18%	14%	14%	14%	16%	17%	21%	14%	11%
	Born outside Canada	N	233	188	45	42	55	58	46	32	74	78	73
		%	21%	22%	20%	24%	23%	28%	21%	13%	22%	23%	19%
	Speak other language	N	275	213	62	43	60	54	58	60	93	88	86
		%	25%	25%	27%	25%	25%	26%	26%	25%	28%	26%	22%
	LGBT	N	37	15	22		6	4	10	17	12	14	11
		%	3%	2%	10%		2%	2%	5%	7%	4%	4%	3%
	Disability	N	33	17	16	8	4	6	3	12	16	7	10
		%	3%	2%	7%	5%	2%	3%	1%	5%	5%	2%	3%
	None of these	N	563	450	113	91	119	110	114	129	148	175	224
		%	52%	52%	50%	52%	49%	52%	52%	54%	45%	51%	58%
	Prefer not to say	N	92	85	7	13	31	19	15	14	31	31	30
		%	8%	10%	3%	7%	13%	9%	7%	6%	9%	9%	8%

**Age
Gender
Other identity**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Age	Base: No DK	N	(1131)	(227)	(225)	(351)	(280)	(332)	(180)	(322)	(256)	(740)	(309)	(36)
	Under 30 years	N	215	169	32	1		177	30			155	45	4
		%	19%	74%	14%	0%		53%	17%			21%	15%	11%
	30 to 35 years	N	289	44	159	74	1	85	125	71		211	56	10
		%	26%	19%	71%	21%	0%	26%	69%	22%		29%	18%	28%
	36 to 39 years	N	166	8	26	126		33	16		1	112	46	2
		%	15%	4%	12%	36%		10%	9%	34%	0%	15%	15%	6%
	40 to 49 years	N	271	6	8	138	112	27	9	129	99	161	95	9
		%	24%	3%	4%	39%	40%	8%	5%	40%	39%	22%	31%	25%
	50 years and older	N	190			12	167	10		13	156	101	67	11
		%	17%			3%	60%	3%		4%	61%	14%	22%	31%
Mean age (years)	Mean		39	28	33	39	52	31	32	39	53	38	41	42
	Median		37	27	32	39	51	29	32	39	52	36	40	42
	Minimum		23	23	25	28	35	23	25	32	38	23	23	26
	Maximum		79	45	49	59	79	55	46	59	79	79	67	65
Gender	Base: No DK	N	(988)	(206)	(208)	(321)	(249)	(301)	(166)	(292)	(224)	(677)	(278)	(33)
	Female	N	209	67	45	49	47	75	43	47	43	135	62	12
		%	21%	33%	22%	15%	19%	25%	26%	16%	19%	20%	22%	36%
	Male	N	774	136	162	271	202	223	122	244	181	538	215	21
		%	78%	66%	78%	84%	81%	74%	73%	84%	81%	79%	77%	64%
	Two spirit	N	1	1				1				1		
		%	0%	0%				0%				0%		
	Non binary	N	4	2	1	1		2	1	1		3	1	
		%	0%	1%	0%	0%		1%	1%	0%		0%	0%	
Identify as any of the following	Base: No DK	N	(994)	(208)	(211)	(322)	(249)	(305)	(167)	(293)	(224)	(677)	(285)	(32)
	Indigenous	N	46	13	12	10	10	14	13	11	8	26	17	3
		%	5%	6%	6%	3%	4%	5%	8%	4%	4%	4%	6%	9%
	Person of colour	N	164	50	37	39	37	78	23	38	24	88	70	6
		%	16%	24%	18%	12%	15%	26%	14%	13%	11%	13%	25%	19%
	Born outside Canada	N	233	46	50	80	55	113	26	53	40	158	68	7
		%	23%	22%	24%	25%	22%	37%	16%	18%	18%	23%	24%	22%
	Speak other language	N	275	68	56	90	60	119	41	69	45	184	82	9
		%	28%	33%	27%	28%	24%	39%	25%	24%	20%	27%	29%	28%
	LGBT	N	37	15	11	11		17	8	11	1	29	8	
		%	4%	7%	5%	3%		6%	5%	4%	0%	4%	3%	
	Disability	N	33	11	5	8	9	12	3	10	8	19	13	1
		%	3%	5%	2%	2%	4%	4%	2%	3%	4%	3%	5%	3%
	None of these	N	563	103	117	191	151	126	103	184	146	396	152	15
		%	57%	50%	55%	59%	61%	41%	62%	63%	65%	58%	53%	47%

**Age
Gender
Other identity**

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Age	Base: No DK	N	(1131)	(890)	(241)	(182)	(250)	(218)	(230)	(251)	(330)	(343)	(381)
	Under 30 years	N	215	151	64				9	206	53	77	67
		%	19%	17%	27%				4%	82%	16%	22%	18%
	30 to 35 years	N	289	227	62	1	1	56	191	40	76	101	93
		%	26%	26%	26%	1%	0%	26%	83%	16%	23%	29%	24%
	36 to 39 years	N	166	142	24	1	18	123	20	4	60	48	47
		%	15%	16%	10%	1%	7%	56%	9%	2%	18%	14%	12%
	40 to 49 years	N	271	211	60	16	211	33	10	1	87	81	88
		%	24%	24%	25%	9%	84%	15%	4%	0%	26%	24%	23%
50 years and older	N	190	159	31	164	20	6			54	36	86	
	%	17%	18%	13%	90%	8%	3%			16%	10%	23%	
Mean age (years)	Mean		39	40	37	56	44	38	33	28	39	37	40
	Median		37	37	35	56	44	37	32	27	38	35	38
	Minimum		23	23	23	35	35	32	27	23	23	23	23
	Maximum		79	79	67	79	66	55	46	49	74	79	73
Gender	Base: No DK	N	(988)	(770)	(218)	(160)	(213)	(188)	(205)	(222)	(299)	(312)	(356)
	Female	N	209	8	201	30	41	30	51	57	72	66	63
		%	21%	1%	92%	19%	19%	16%	25%	26%	24%	21%	18%
	Male	N	774	761	13	130	171	158	153	162	225	244	292
		%	78%	99%	6%	81%	80%	84%	75%	73%	75%	78%	82%
	Two spirit	N	1	1						1			1
		%	0%	0%						0%			0%
	Non binary	N	4		4		1		1	2	2	2	
%		0%		2%		0%		0%	1%	1%	1%		
Identify as any of the following	Base: No DK	N	(994)	(773)	(221)	(161)	(211)	(191)	(206)	(225)	(299)	(313)	(354)
	Indigenous	N	46	35	11	5	11	3	12	15	20	11	15
		%	5%	5%	5%	3%	5%	2%	6%	7%	7%	4%	4%
	Person of colour	N	164	122	42	25	33	30	35	41	69	48	41
		%	16%	16%	19%	16%	16%	16%	17%	18%	23%	15%	12%
	Born outside Canada	N	233	188	45	42	55	58	46	32	74	78	73
		%	23%	24%	20%	26%	26%	30%	22%	14%	25%	25%	21%
	Speak other language	N	275	213	62	43	60	54	58	60	93	88	86
		%	28%	28%	28%	27%	28%	28%	28%	27%	31%	28%	24%
	LGBT	N	37	15	22		6	4	10	17	12	14	11
		%	4%	2%	10%		3%	2%	5%	8%	4%	4%	3%
	Disability	N	33	17	16	8	4	6	3	12	16	7	10
		%	3%	2%	7%	5%	2%	3%	1%	5%	5%	2%	3%
	None of these	N	563	450	113	91	119	110	114	129	148	175	224
%		57%	58%	51%	57%	56%	58%	55%	57%	49%	56%	63%	

Please report your 2024 pre-tax earnings - Full time

Base earnings
Overtime earnings
Bonus earnings
Other earnings

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Total Full Time Salary - all sources of compensation	Base	N	(1053)	(209)	(221)	(343)	(278)	(302)	(176)	(317)	(253)	(732)	(286)	(35)
	Less than \$60,000	N	26	14	2	6	3	22	1	2	1	20	4	2
		%	2%	7%	1%	2%	1%	7%	1%	1%	0%	3%	1%	6%
	\$60,000 - \$79,999	N	192	117	45	25	4	156	24	10	2	157	29	6
		%	18%	56%	20%	7%	1%	52%	14%	3%	1%	21%	10%	17%
	\$80,000 - \$99,999	N	202	62	83	37	20	88	68	31	15	149	46	7
		%	19%	30%	38%	11%	7%	29%	39%	10%	6%	20%	16%	20%
	\$100,000 - \$124,999	N	271	15	68	126	62	27	61	127	55	165	97	9
		%	26%	7%	31%	37%	22%	9%	35%	40%	22%	23%	34%	26%
	\$125,000 or more	N	362	1	23	149	189	9	22	147	180	241	110	11
		%	34%	0%	10%	43%	68%	3%	13%	46%	71%	33%	38%	31%
(Mean)	Mean		118897.43	76883.93	97699.71	125113.99	160028.93	78940.37	102910.84	129975.65	163232.54	120044.06	116648.63	113196.69
	Median		108395.50	75037.50	96000.00	120000.00	143000.00	76000.00	98000.00	122958.00	145750.00	104792.00	115000.00	100490.00
	Minimum		8200.00	8200.00	31000.00	34000.00	52000.00	8200.00	35000.00	56000.00	65000.00	8200.00	20400.00	25000.00
	Maximum		820000.00	143480.00	203120.00	520000.00	820000.00	169000.00	390000.00	520000.00	820000.00	820000.00	275938.00	231700.00
Full time base pay	Base	N	(1053)	(209)	(221)	(343)	(278)	(302)	(176)	(317)	(253)	(732)	(286)	(35)
	Less than \$60,000	N	35	15	5	11	3	28	3	3	1	28	5	2
		%	3%	7%	2%	3%	1%	9%	2%	1%	0%	4%	2%	6%
	\$60,000 - \$79,999	N	224	138	54	24	7	178	32	10	4	184	34	6
		%	21%	66%	24%	7%	3%	59%	18%	3%	2%	25%	12%	17%
	\$80,000 - \$99,999	N	230	51	96	57	26	77	81	52	20	173	49	8
		%	22%	24%	43%	17%	9%	25%	46%	16%	8%	24%	17%	23%
	\$100,000 - \$124,999	N	282	5	60	144	73	13	53	146	67	173	101	8
		%	27%	2%	27%	42%	26%	4%	30%	46%	26%	24%	35%	23%
	\$125,000 or more	N	282		6	107	169	6	7	106	161	174	97	11
		%	27%		3%	31%	61%	2%	4%	33%	64%	24%	34%	31%
(Mean)	Mean		107290.28	72254.47	90647.70	113604.45	139359.73	74376.51	93407.51	118432.02	141735.68	105035.55	112540.23	111782.40
	Median		102000.00	71985.00	89223.50	111557.00	132921.00	73000.00	92000.00	115000.00	134533.50	97000.00	112208.00	100490.00
	Minimum		8000.00	8000.00	31000.00	34000.00	52000.00	8000.00	35000.00	51000.00	65000.00	8000.00	20400.00	25000.00
	Maximum		329500.00	120703.00	168000.00	329500.00	328000.00	159000.00	175000.00	329500.00	328000.00	329500.00	263098.00	231000.00
Full time overtime	Base	N	(1053)	(209)	(221)	(343)	(278)	(302)	(176)	(317)	(253)	(732)	(286)	(35)
	Zero - no overtime	N	809	144	156	271	236	215	120	253	218	569	207	33
		%	77%	69%	71%	79%	85%	71%	68%	80%	86%	78%	72%	94%
	\$1 - \$999	N	18	7	2	6	3	7	2	6	3	14	4	
		%	2%	3%	1%	2%	1%	2%	1%	2%	1%	2%	1%	
	\$1,000 - \$2,499	N	43	15	10	14	4	21	7	10	4	31	11	1
		%	4%	7%	5%	4%	1%	7%	4%	3%	2%	4%	4%	3%
	\$2,500 - \$4,999	N	44	12	15	10	7	17	11	10	6	25	18	1
		%	4%	6%	7%	3%	3%	6%	6%	3%	2%	3%	6%	3%
	\$5,000 - \$9,999	N	57	11	20	18	8	17	16	18	6	40	17	
		%	5%	5%	9%	5%	3%	6%	9%	6%	2%	5%	6%	
(Mean)	\$10,000 or more	N	82	20	18	24	20	25	20	20	16	53	29	
		%	8%	10%	8%	7%	7%	8%	11%	6%	6%	7%	10%	
(Mean)	Mean		2182.76	2494.89	2683.06	1751.25	2101.13	2207.09	3358.60	1636.81	1980.21	1815.67	3379.03	142.86
	Median		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Please report your 2024 pre-tax earnings - Full time

Base earnings
Overtime earnings
Bonus earnings
Other earnings

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			Total	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Maximum		60000.00	60000.00	48536.00	37000.00	60000.00	60000.00	48536.00	37000.00	60000.00	55000.00	60000.00	3000.00	
Full time bonuses	Base	N	(1053)	(209)	(221)	(343)	(278)	(302)	(176)	(317)	(253)	(732)	(286)	(35)	
	Zero - no bonus	N	585	120	117	186	160	174	88	174	146	280	272	33	
		%	56%	57%	53%	54%	58%	58%	50%	55%	58%	38%	95%	94%	
	\$1 - \$2,499	N	122	46	38	26	12	65	27	21	9	114	8		
		%	12%	22%	17%	8%	4%	22%	15%	7%	4%	16%	3%		
	\$2,500 - \$9,999	N	152	30	41	50	31	43	37	45	27	148	3	1	
		%	14%	14%	19%	15%	11%	14%	21%	14%	11%	20%	1%	3%	
	\$10,000 - \$49,999	N	160	13	23	72	52	20	21	68	49	157	2	1	
		%	15%	6%	10%	21%	19%	7%	12%	21%	19%	21%	1%	3%	
	\$50,000 or more	N	34		2	9	23		3	9	22	33	1		
%		3%		1%	3%	8%		2%	3%	9%	5%	0%			
(Mean)	Mean		7698.91	1827.42	3610.60	7770.36	15321.99	2017.31	4465.23	7972.59	16354.89	10871.76	357.75	1000.00	
	Median		.00	.00	.00	.00	.00	.00	50.00	.00	.00	1500.00	.00	.00	
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Maximum		650000.00	30000.00	80722.00	220000.00	650000.00	31000.00	80722.00	220000.00	650000.00	650000.00	50000.00	29000.00	
Full time other	Base	N	(1052)	(209)	(220)	(343)	(278)	(301)	(176)	(317)	(253)	(732)	(285)	(35)	
	Zero - no other compensation	N	952	186	205	310	249	274	164	286	224	657	262	33	
		%	90%	89%	93%	90%	90%	91%	93%	90%	89%	90%	92%	94%	
	\$1 - \$2,499	N	33	13	6	8	6	15	3	9	6	21	11	1	
		%	3%	6%	3%	2%	2%	5%	2%	3%	2%	3%	4%	3%	
	\$2,500 - \$9,999	N	33	9	6	11	7	9	6	10	7	25	7	1	
		%	3%	4%	3%	3%	3%	3%	3%	3%	3%	3%	2%	3%	
	\$10,000 - \$49,999	N	24	1	1	10	12	3		8	13	19	5		
		%	2%	0%	0%	3%	4%	1%		3%	5%	3%	2%		
	\$50,000 or more	N	10		2	4	4		3	4	3	10			
%		1%		1%	1%	1%		2%	1%	1%	1%				
(Mean)	Mean		1725.48	307.15	758.35	1987.94	3246.07	339.45	1679.51	1934.24	3161.75	2321.08	371.63	271.43	
	Median		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Maximum		270000.00	10000.00	60000.00	160000.00	270000.00	22000.00	150000.00	160000.00	270000.00	270000.00	20000.00	9000.00	

Please report your 2024 pre-tax earnings - Full time

Base earnings
Overtime earnings
Bonus earnings
Other earnings

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Total Full Time Salary - all sources of compensation	Base	N	(1053)	(836)	(217)	(169)	(237)	(204)	(215)	(228)	(324)	(338)	(381)
	Less than \$60,000	N	26	18	8	1	3	7	5	10	12	12	1
		%	2%	2%	4%	1%	1%	3%	2%	4%	4%	4%	0%
	\$60,000 - \$79,999	N	192	134	58	4	15	26	34	113	52	97	41
		%	18%	16%	27%	2%	6%	13%	16%	50%	16%	29%	11%
	\$80,000 - \$99,999	N	202	159	43	15	21	30	57	79	72	65	62
		%	19%	19%	20%	9%	9%	15%	27%	35%	22%	19%	16%
	\$100,000 - \$124,999	N	271	216	55	38	64	65	84	20	100	83	86
		%	26%	26%	25%	22%	27%	32%	39%	9%	31%	25%	23%
	\$125,000 or more	N	362	309	53	111	134	76	35	6	88	81	191
		%	34%	37%	24%	66%	57%	37%	16%	3%	27%	24%	50%
(Mean)	Mean		118897.43	122264.74	105895.90	161450.64	138892.21	119502.04	103624.14	80625.18	107096.52	103693.50	142736.27
	Median		108395.50	110000.00	99850.00	143609.50	129400.00	114000.00	102000.00	77475.00	105000.00	98136.50	125000.00
	Minimum		8200.00	20400.00	8200.00	67000.00	34000.00	31000.00	12000.00	8200.00	8200.00	36250.00	52000.00
	Maximum		820000.00	820000.00	430000.00	820000.00	520000.00	329500.00	272700.00	168000.00	520000.00	253124.00	820000.00
Full time base pay	Base	N	(1053)	(836)	(217)	(169)	(237)	(204)	(215)	(228)	(324)	(338)	(381)
	Less than \$60,000	N	35	26	9	1	5	10	8	11	17	14	3
		%	3%	3%	4%	1%	2%	5%	4%	5%	5%	4%	1%
	\$60,000 - \$79,999	N	224	157	67	7	15	26	40	136	59	104	58
		%	21%	19%	31%	4%	6%	13%	19%	60%	18%	31%	15%
	\$80,000 - \$99,999	N	230	187	43	17	30	39	74	70	74	75	78
		%	22%	22%	20%	10%	13%	19%	34%	31%	23%	22%	20%
	\$100,000 - \$124,999	N	282	222	60	41	80	72	80	9	100	85	96
		%	27%	27%	28%	24%	34%	35%	37%	4%	31%	25%	25%
	\$125,000 or more	N	282	244	38	103	107	57	13	2	74	60	146
		%	27%	29%	18%	61%	45%	28%	6%	1%	23%	18%	38%
(Mean)	Mean		107290.28	109665.27	98120.19	141057.24	123535.61	108831.84	95386.44	75382.12	102357.22	97335.87	120508.67
	Median		102000.00	104439.50	92485.50	134000.00	121000.00	109427.50	95142.00	73916.00	102666.50	92000.00	110000.00
	Minimum		8000.00	20400.00	8000.00	67000.00	34000.00	31000.00	12000.00	8000.00	8000.00	36250.00	48000.00
	Maximum		329500.00	329500.00	205000.00	328000.00	300000.00	329500.00	207000.00	168000.00	329500.00	210000.00	328000.00
Full time overtime	Base	N	(1053)	(836)	(217)	(169)	(237)	(204)	(215)	(228)	(324)	(338)	(381)
	Zero - no overtime	N	809	638	171	147	189	168	148	157	251	273	277
		%	77%	76%	79%	87%	80%	82%	69%	69%	77%	81%	73%
	\$1 - \$999	N	18	12	6	2	1	6	3	6	5	8	5
		%	2%	1%	3%	1%	0%	3%	1%	3%	2%	2%	1%
	\$1,000 - \$2,499	N	43	34	9	2	6	7	13	15	12	19	12
		%	4%	4%	4%	1%	3%	3%	6%	7%	4%	6%	3%
	\$2,500 - \$4,999	N	44	32	12	3	8	9	14	10	20	15	8
		%	4%	4%	6%	2%	3%	4%	7%	4%	6%	4%	2%
	\$5,000 - \$9,999	N	57	53	4	5	11	3	19	19	20	13	24
		%	5%	6%	2%	3%	5%	1%	9%	8%	6%	4%	6%
	\$10,000 or more	N	82	67	15	10	22	11	18	21	16	10	55
		%	8%	8%	7%	6%	9%	5%	8%	9%	5%	3%	14%
(Mean)	Mean		2182.76	2319.92	1653.20	1533.59	2730.00	1168.51	2579.31	2616.93	1485.09	961.33	3815.56

Please report your 2024 pre-tax earnings - Full time

Base earnings
Overtime earnings
Bonus earnings
Other earnings

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
	Median		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		60000.00	60000.00	30000.00	55000.00	60000.00	26000.00	45000.00	60000.00	35553.00	27000.00	60000.00
Full time bonuses	Base	N	(1053)	(836)	(217)	(169)	(237)	(204)	(215)	(228)	(324)	(338)	(381)
	Zero - no bonus	N	585	464	121	98	139	112	124	112	247	174	157
		%	56%	56%	56%	58%	59%	55%	58%	49%	76%	51%	41%
	\$1 - \$2,499	N	122	91	31	5	16	17	26	58	18	55	47
		%	12%	11%	14%	3%	7%	8%	12%	25%	6%	16%	12%
	\$2,500 - \$9,999	N	152	115	37	19	30	28	32	43	39	57	56
		%	14%	14%	17%	11%	13%	14%	15%	19%	12%	17%	15%
	\$10,000 - \$49,999	N	160	133	27	33	41	42	29	15	18	50	91
		%	15%	16%	12%	20%	17%	21%	13%	7%	6%	15%	24%
	\$50,000 or more	N	34	33	1	14	11	5	4		2	2	30
		%	3%	4%	0%	8%	5%	2%	2%		1%	1%	8%
(Mean)	Mean		7698.91	8775.80	3540.93	17113.95	9580.28	6996.94	4868.44	2096.90	2661.67	4516.41	14936.66
	Median		.00	.00	.00	.00	.00	.00	.00	125.00	.00	.00	1331.00
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		650000.00	650000.00	52090.00	650000.00	220000.00	87556.00	122700.00	30000.00	220000.00	110000.00	650000.00
Full time other	Base	N	(1052)	(836)	(216)	(169)	(237)	(204)	(215)	(227)	(324)	(338)	(381)
	Zero - no other compensation	N	952	755	197	154	213	186	196	203	303	310	330
		%	90%	90%	91%	91%	90%	91%	91%	89%	94%	92%	87%
	\$1 - \$2,499	N	33	25	8	2	6	4	6	15	8	12	13
		%	3%	3%	4%	1%	3%	2%	3%	7%	2%	4%	3%
	\$2,500 - \$9,999	N	33	30	3	4	6	6	10	7	8	10	15
		%	3%	4%	1%	2%	3%	3%	5%	3%	2%	3%	4%
	\$10,000 - \$49,999	N	24	20	4	8	9	5	1	1	4	5	15
		%	2%	2%	2%	5%	4%	2%	0%	0%	1%	1%	4%
	\$50,000 or more	N	10	6	4	1	3	3	2	1	1	1	8
		%	1%	1%	2%	1%	1%	1%	1%	0%	0%	0%	2%
(Mean)	Mean		1725.48	1503.75	2581.58	1745.86	3046.32	2504.75	789.96	529.24	592.54	879.89	3475.38
	Median		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		270000.00	160000.00	270000.00	93850.00	270000.00	160000.00	60000.00	60000.00	60000.00	143831.00	270000.00

**Please report your 2024 pre-tax earnings - Full time
Hourly wage**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Hourly wage - Full time	Base	N	(1045)	(204)	(220)	(342)	(277)	(298)	(176)	(314)	(252)	(732)	(279)	(34)
	Less than \$35.00 per hour	N	187	113	39	26	7	149	25	9	4	160	23	4
		%	18%	55%	18%	8%	3%	50%	14%	3%	2%	22%	8%	12%
	\$35.00 to \$49.99 per hour	N	358	84	129	93	52	128	104	83	42	281	63	14
		%	34%	41%	59%	27%	19%	43%	59%	26%	17%	38%	23%	41%
	\$50.00 to \$59.99 per hour	N	209	2	34	113	60	5	34	112	57	127	76	6
		%	20%	1%	15%	33%	22%	2%	19%	36%	23%	17%	27%	18%
	\$60.00 or more per hour	N	285	3	16	110	156	13	12	109	148	160	115	10
		%	27%	1%	7%	32%	56%	4%	7%	35%	59%	22%	41%	29%
	Unknown	N	6	2	2		2	3	1	1	1	4	2	
		%	1%	1%	1%		1%	1%	1%	0%	0%	1%	1%	
Hourly wage - Full time mean	Mean		53.71	36.33	47.39	58.04	66.35	40.47	47.52	58.53	66.03	51.58	59.23	54.32
	Median		48.50	34.26	42.21	53.85	63.37	34.93	43.50	55.04	64.07	44.71	56.71	48.58
	Minimum		10.81	10.81	20.43	16.78	25.00	10.81	16.78	22.32	31.25	16.78	10.81	16.03
	Maximum		436.54	292.31	408.65	423.08	436.54	408.65	346.15	326.92	436.54	423.08	436.54	119.23

**Please report your 2024 pre-tax earnings - Full time
Hourly wage**

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Hourly wage - Full time	Base	N	(1045)	(835)	(210)	(169)	(236)	(202)	(214)	(224)	(324)	(338)	(381)
	Less than \$35.00 per hour	N	187	145	42	3	17	26	28	113	29	85	73
		%	18%	17%	20%	2%	7%	13%	13%	50%	9%	25%	19%
	\$35.00 to \$49.99 per hour	N	358	274	84	30	54	56	114	104	95	125	137
		%	34%	33%	40%	18%	23%	28%	53%	46%	29%	37%	36%
	\$50.00 to \$59.99 per hour	N	209	169	40	35	65	57	49	3	75	65	69
		%	20%	20%	19%	21%	28%	28%	23%	1%	23%	19%	18%
	\$60.00 or more per hour	N	285	243	42	100	99	62	21	3	123	60	102
		%	27%	29%	20%	59%	42%	31%	10%	1%	38%	18%	27%
	Unknown	N	6	4	2	1	1	1	2	1	2	3	
		%	1%	0%	1%	1%	0%	0%	1%	0%	1%	1%	
Hourly wage - Full time mean	Mean		53.71	54.23	51.63	66.76	60.65	56.46	50.73	36.98	64.57	46.79	50.69
	Median		48.50	49.36	45.29	63.46	57.14	52.88	45.23	34.87	55.38	44.23	47.20
	Minimum		10.81	10.81	16.03	27.50	23.78	16.78	16.03	10.81	10.81	17.43	16.78
	Maximum		436.54	423.08	436.54	303.85	436.54	423.08	408.65	292.31	436.54	100.96	138.89

Please report your 2024 pre-tax earnings - Part time

Base earnings

Overtime earnings

Bonus earnings

Part time weeks worked

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Total Part Time Salary - all sources of compensation	Base	N	(14)	(7)	(1)	(3)	(2)	(12)		(1)	(1)	(11)	(2)	(1)
	Less than \$60,000	N	8	6		1	1	8				7		1
		%	57%	86%		33%	50%	67%				64%		100%
	\$60,000 - \$79,999	N	4	1	1		1	3			1	3	1	
		%	29%	14%	100%		50%	25%			100%	27%	50%	
	\$80,000 - \$99,999	N	1			1		1				1		
		%	7%			33%		8%				9%		
	\$125,000 or more	N	1			1				1			1	
		%	7%			33%				100%			50%	
pt_totalm	Mean		60840.71	43612.71	64822.00	94709.67	61765.00	53980.83	.	134000.00	70000.00	53749.09	103500.00	53530.00
	Median		58332.50	45564.00	64822.00	97129.00	61765.00	55931.00	.	134000.00	70000.00	58332.00	103500.00	53530.00
	Minimum		10635.00	10635.00	64822.00	53000.00	53530.00	10635.00	.	134000.00	70000.00	10635.00	73000.00	53530.00
	Maximum		134000.00	73000.00	64822.00	134000.00	70000.00	97129.00	.	134000.00	70000.00	97129.00	134000.00	53530.00
Part time base pay	Base	N	(14)	(7)	(1)	(3)	(2)	(12)		(1)	(1)	(11)	(2)	(1)
	Less than \$40,000	N	3	3				3				3		
		%	21%	43%				25%				27%		
	\$40,000 - \$74,999	N	10	4	1	2	2	9			1	8	1	1
		%	71%	57%	100%	67%	100%	75%			100%	73%	50%	100%
	\$75,000 or more	N	1			1				1			1	
		%	7%			33%				100%			50%	
(Mean)	Mean		57323.93	40338.86	61633.00	87000.00	61765.00	49877.92	.	134000.00	70000.00	49273.18	103500.00	53530.00
	Median		55931.50	44004.00	61633.00	74000.00	61765.00	53265.00	.	134000.00	70000.00	53000.00	103500.00	53530.00
	Minimum		10635.00	10635.00	61633.00	53000.00	53530.00	10635.00	.	134000.00	70000.00	10635.00	73000.00	53530.00
	Maximum		134000.00	73000.00	61633.00	134000.00	70000.00	74000.00	.	134000.00	70000.00	74000.00	134000.00	53530.00
Part time overtime	Base	N	(14)	(7)	(1)	(3)	(2)	(12)		(1)	(1)	(11)	(2)	(1)
	Zero - no overtime	N	11	6		2	2	9		1	1	8	2	1
		%	79%	86%		67%	100%	75%		100%	100%	73%	100%	100%
	Less than \$5,000	N	1		1			1				1		
		%	7%		100%			8%				9%		
	\$10,000 or more	N	2	1		1		2				2		
		%	14%	14%		33%		17%				18%		
(Mean)	Mean		3105.71	2872.86	241.00	7709.67	.00	3623.33	.	.00	.00	3952.73	.00	.00
	Median		.00	.00	241.00	.00	.00	.00	.	.00	.00	.00	.00	.00
	Minimum		.00	.00	241.00	.00	.00	.00	.	.00	.00	.00	.00	.00
	Maximum		23129.00	20110.00	241.00	23129.00	.00	23129.00	.	.00	.00	23129.00	.00	.00
Part time bonuses	Base	N	(14)	(7)	(1)	(3)	(2)	(12)		(1)	(1)	(11)	(2)	(1)
	Zero - no bonus	N	10	4		3	2	8		1	1	7	2	1
		%	71%	57%		100%	100%	67%		100%	100%	64%	100%	100%
	Less than \$1,500	N	2	2				2				2		
		%	14%	29%				17%				18%		
	\$1,500 or more	N	2	1	1			2				2		
		%	14%	14%	100%			17%				18%		
(Mean)	Mean		411.07	401.00	2948.00	.00	.00	479.58	.	.00	.00	523.18	.00	.00
	Median		.00	.00	2948.00	.00	.00	.00	.	.00	.00	.00	.00	.00
	Minimum		.00	.00	2948.00	.00	.00	.00	.	.00	.00	.00	.00	.00

Please report your 2024 pre-tax earnings - Part time

Base earnings

Overtime earnings

Bonus earnings

Part time weeks worked

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
	Maximum		2948.00	2100.00	2948.00	.00	.00	2948.00	.	.00	.00	2948.00	.00	.00
Part time weeks	Base	N	(14)	(7)	(1)	(3)	(2)	(12)		(1)	(1)	(11)	(2)	(1)
	14 weeks to 26 weeks	N	2	2				2				2		
		%	14%	29%				17%				18%		
	27 weeks to 39 weeks	N	4	3			1	4				3		1
		%	29%	43%			50%	33%				27%		100%
	More than 39 weeks	N	8	2	1	3	1	6		1	1	6	2	
		%	57%	29%	100%	100%	50%	50%		100%	100%	55%	100%	
(Mean)	Mean		38.71	31.57	44.00	52.00	40.50	37.25	.	52.00	43.00	36.36	52.00	38.00
	Median		41.50	29.00	44.00	52.00	40.50	39.00	.	52.00	43.00	40.00	52.00	38.00
	Minimum		14.00	14.00	44.00	52.00	38.00	14.00	.	52.00	43.00	14.00	52.00	38.00
	Maximum		52.00	52.00	44.00	52.00	43.00	52.00	.	52.00	43.00	52.00	52.00	38.00

Please report your 2024 pre-tax earnings - Part time

Base earnings

Overtime earnings

Bonus earnings

Part time weeks worked

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Total Part Time Salary - all sources of compensation	Base	N	(14)	(11)	(3)	(1)	(2)	(1)	(3)	(7)	(6)	(5)	(3)
	Less than \$60,000	N	8	8			1		2	5	2	3	3
		%	57%	73%			50%		67%	71%	33%	60%	100%
	\$60,000 - \$79,999	N	4	3	1	1			1	2	3	1	
		%	29%	27%	33%	100%			33%	29%	50%	20%	
	\$80,000 - \$99,999	N	1		1		1					1	
		%	7%		33%		50%					20%	
	\$125,000 or more	N	1		1			1			1		
		%	7%		33%			100%			17%		
pt_totalm	Mean		60840.71	49694.64	101709.67	70000.00	75329.50	134000.00	44355.33	52006.43	68432.67	55789.00	54076.33
	Median		58332.50	53530.00	97129.00	70000.00	75329.50	134000.00	53000.00	58332.00	67411.00	53000.00	58332.00
	Minimum		10635.00	10635.00	74000.00	70000.00	53530.00	134000.00	15244.00	10635.00	15244.00	10635.00	45564.00
	Maximum		134000.00	73000.00	134000.00	70000.00	97129.00	134000.00	64822.00	74000.00	134000.00	97129.00	58333.00
Part time base pay	Base	N	(14)	(11)	(3)	(1)	(2)	(1)	(3)	(7)	(6)	(5)	(3)
	Less than \$40,000	N	3	3					1	2	1	1	1
		%	21%	27%					33%	29%	17%	20%	33%
	\$40,000 - \$74,999	N	10	8	2	1	2		2	5	4	4	2
		%	71%	73%	67%	100%	100%		67%	71%	67%	80%	67%
	\$75,000 or more	N	1		1			1			1		
		%	7%		33%			100%			17%		
(Mean)	Mean		57323.93	47321.36	94000.00	70000.00	63765.00	134000.00	42592.33	49032.57	67551.17	51127.80	47196.33
	Median		55931.50	53000.00	74000.00	70000.00	63765.00	134000.00	53000.00	45564.00	65816.50	53000.00	45564.00
	Minimum		10635.00	10635.00	74000.00	70000.00	53530.00	134000.00	13144.00	10635.00	13144.00	10635.00	37692.00
	Maximum		134000.00	73000.00	134000.00	70000.00	74000.00	134000.00	61633.00	74000.00	134000.00	74000.00	58333.00
Part time overtime	Base	N	(14)	(11)	(3)	(1)	(2)	(1)	(3)	(7)	(6)	(5)	(3)
	Zero - no overtime	N	11	9	2	1	1	1	2	6	5	4	2
		%	79%	82%	67%	100%	50%	100%	67%	86%	83%	80%	67%
	Less than \$5,000	N	1	1					1		1		
		%	7%	9%					33%		17%		
	\$10,000 or more	N	2	1	1		1			1		1	1
		%	14%	9%	33%		50%			14%		20%	33%
(Mean)	Mean		3105.71	1850.09	7709.67	.00	11564.50	.00	80.33	2872.86	40.17	4625.80	6703.33
	Median		.00	.00	.00	.00	11564.50	.00	.00	.00	.00	.00	.00
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		23129.00	20110.00	23129.00	.00	23129.00	.00	241.00	20110.00	241.00	23129.00	20110.00
Part time bonuses	Base	N	(14)	(11)	(3)	(1)	(2)	(1)	(3)	(7)	(6)	(5)	(3)
	Zero - no bonus	N	10	7	3	1	2	1	1	5	4	4	2
		%	71%	64%	100%	100%	100%	100%	33%	71%	67%	80%	67%
	Less than \$1,500	N	2	2						2		1	1
		%	14%	18%						29%		20%	33%
	\$1,500 or more	N	2	2					2		2		
		%	14%	18%					67%		33%		
(Mean)	Mean		411.07	523.18	.00	.00	.00	.00	1682.67	101.00	841.33	35.40	176.67
	Median		.00	.00	.00	.00	.00	.00	2100.00	.00	.00	.00	.00

Please report your 2024 pre-tax earnings - Part time

Base earnings

Overtime earnings

Bonus earnings

Part time weeks worked

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		2948.00	2948.00	.00	.00	.00	.00	2948.00	530.00	2948.00	177.00	530.00
Part time weeks	Base	N	(14)	(11)	(3)	(1)	(2)	(1)	(3)	(7)	(6)	(5)	(3)
	14 weeks to 26 weeks	N	2	2					1	1	1	1	
		%	14%	18%					33%	14%	17%	20%	
	27 weeks to 39 weeks	N	4	4			1			3	1	1	2
		%	29%	36%			50%			43%	17%	20%	67%
	More than 39 weeks	N	8	5	3	1	1	1	2	3	4	3	1
		%	57%	45%	100%	100%	50%	100%	67%	43%	67%	60%	33%
(Mean)	Mean		38.71	36.18	48.00	43.00	45.00	52.00	36.67	35.29	40.50	38.60	35.33
	Median		41.50	38.00	52.00	43.00	45.00	52.00	44.00	34.00	43.50	40.00	34.00
	Minimum		14.00	14.00	40.00	43.00	38.00	52.00	14.00	20.00	14.00	20.00	29.00
	Maximum		52.00	52.00	52.00	43.00	52.00	52.00	52.00	52.00	52.00	52.00	43.00

Please report your 2024 pre-tax earnings - Part time
Hourly wage

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Hourly wage - Part time	Base	N	(14)	(7)	(1)	(3)	(2)	(12)		(1)	(1)	(11)	(2)	(1)	
	Less than \$30.00 per hour	N	5	4		1		5				5			
		%	36%	57%		33%		42%				45%			
	\$30.00 to \$39.99 per hour	N	5	3		1	1	5				3	1	1	
		%	36%	43%		33%	50%	42%				27%	50%	100%	
	\$40.00 to \$49.99 per hour	N	2		1		2					2			
		%	14%		100%		17%					18%			
	\$50.00 or more per hour	N	2			1	1			1	1	1	1		
		%	14%			33%	50%			100%	100%	9%	50%		
Hourly wage - Part time mean	Mean		37.29	28.13	43.10	43.44	52.70	32.07	.	69.27	67.83	34.52	52.36	37.56	
	Median		35.51	26.85	43.10	35.58	52.70	33.50	.	69.27	67.83	31.55	52.36	37.56	
	Minimum		13.29	13.29	43.10	25.48	37.56	13.29	.	69.27	67.83	13.29	35.45	37.56	
	Maximum		69.27	37.93	43.10	69.27	67.83	46.25	.	69.27	67.83	67.83	69.27	37.56	

**Please report your 2024 pre-tax earnings - Part time
Hourly wage**

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Hourly wage - Part time	Base	N	(14)	(11)	(3)	(1)	(2)	(1)	(3)	(7)	(6)	(5)	(3)
	Less than \$30.00 per hour	N	5	5					2	3	1	2	2
		%	36%	45%					67%	43%	17%	40%	67%
	\$30.00 to \$39.99 per hour	N	5	4	1		2			3	2	2	1
		%	36%	36%	33%		100%			43%	33%	40%	33%
	\$40.00 to \$49.99 per hour	N	2	1	1				1	1	1	1	
		%	14%	9%	33%				33%	14%	17%	20%	
	\$50.00 or more per hour	N	2	1	1	1		1			2		
%		14%	9%	33%	100%		100%			33%			
Hourly wage - Part time mean	Mean		37.29	33.72	50.37	67.83	36.57	69.27	31.21	31.16	46.38	31.71	28.40
	Median		35.51	31.55	46.25	67.83	36.57	69.27	25.48	31.55	40.33	35.58	26.85
	Minimum		13.29	13.29	35.58	67.83	35.58	69.27	25.04	13.29	25.04	13.29	26.80
	Maximum		69.27	67.83	69.27	67.83	37.56	69.27	43.10	46.25	69.27	46.25	31.55

How many base salary adjustments did you receive during 2022?

Percent increase

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Salary adjustments	Base	N	(1064)	(214)	(222)	(345)	(280)	(314)	(176)	(315)	(254)	(743)	(286)	(35)
	Zero	N	198	47	35	61	53	73	24	52	49	135	53	10
		%	19%	22%	16%	18%	19%	23%	14%	17%	19%	18%	19%	29%
	One	N	717	125	154	230	207	193	119	214	187	545	151	21
		%	67%	58%	69%	67%	74%	61%	68%	68%	74%	73%	53%	60%
	Two	N	117	33	20	46	18	35	23	43	15	48	66	3
		%	11%	15%	9%	13%	6%	11%	13%	14%	6%	6%	23%	9%
	More than two	N	32	9	13	8	2	13	10	6	3	15	16	1
		%	3%	4%	6%	2%	1%	4%	6%	2%	1%	2%	6%	3%
Change in 2024 base pay - % Increase	Base	N	(858)	(167)	(185)	(281)	(224)	(240)	(151)	(261)	(201)	(600)	(233)	(25)
	Less than 2%	N	34	3	4	10	17	6	2	11	15	13	19	2
		%	4%	2%	2%	4%	8%	3%	1%	4%	7%	2%	8%	8%
	2% - 2.9%	N	142	8	13	49	72	14	11	49	67	62	75	5
		%	17%	5%	7%	17%	32%	6%	7%	19%	33%	10%	32%	20%
	3% - 4.9%	N	260	34	44	99	82	60	33	97	69	209	46	5
		%	30%	20%	24%	35%	37%	25%	22%	37%	34%	35%	20%	20%
	5% - 6.9%	N	150	31	46	46	27	43	36	45	26	117	32	1
		%	17%	19%	25%	16%	12%	18%	24%	17%	13%	20%	14%	4%
	7% - 9.9%	N	102	35	28	31	8	45	23	25	7	77	20	5
		%	12%	21%	15%	11%	4%	19%	15%	10%	3%	13%	9%	20%
	10% or more	N	168	55	50	46	17	71	46	34	16	122	39	7
		%	20%	33%	27%	16%	8%	30%	30%	13%	8%	20%	17%	28%
	Unknown	N	2	1			1	1			1		2	
		%	0%	1%			0%	0%			0%		1%	
(Mean %)	Mean		6.57	8.76	8.05	6.35	4.02	8.60	8.47	5.55	4.08	6.93	5.57	7.25
	Median		4.70	7.20	6.00	4.00	3.00	6.55	6.00	4.00	3.00	5.00	3.60	5.00
	Minimum		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.50
	Maximum		100.00	80.00	58.00	100.00	21.20	100.00	58.00	59.00	21.20	100.00	42.90	20.00
Change in 2024 base pay - % Decrease	Base	N	(8)		(2)	(3)	(3)	(1)	(1)	(2)	(4)	(8)		
	10% or more	N	8		2	3	3	1	1	2	4	8		
		%	100%		100%	100%	100%	100%	100%	100%	100%	100%		

How many base salary adjustments did you receive during 2022?

Percent increase

Percent decrease

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
		Male		Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs	
Salary adjustments	Base	N	(1064)	(847)	(217)	(170)	(239)	(203)	(217)	(235)	(330)	(343)	(384)
	Zero	N	198	161	37	34	46	35	36	47	66	80	50
		%	19%	19%	17%	20%	19%	17%	20%	20%	23%	13%	
	One	N	717	572	145	126	164	138	143	146	190	233	290
		%	67%	68%	67%	74%	69%	68%	66%	62%	58%	68%	76%
	Two	N	117	91	26	8	24	26	25	34	56	19	41
		%	11%	11%	12%	5%	10%	13%	12%	14%	17%	6%	11%
	More than two	N	32	23	9	2	5	4	13	8	18	11	3
%		3%	3%	4%	1%	2%	2%	6%	3%	5%	3%	1%	
Change in 2024 base pay - % Increase	Base	N	(858)	(678)	(180)	(133)	(191)	(168)	(179)	(187)	(263)	(258)	(332)
	Less than 2%	N	34	29	5	13	8	7	2	4	12	9	13
		%	4%	4%	3%	10%	4%	4%	1%	2%	5%	3%	4%
	2% - 2.9%	N	142	115	27	45	51	26	11	9	57	35	49
		%	17%	17%	15%	34%	27%	15%	6%	5%	22%	14%	15%
	3% - 4.9%	N	260	205	55	48	69	59	45	39	69	92	99
		%	30%	30%	31%	36%	36%	35%	25%	21%	26%	36%	30%
	5% - 6.9%	N	150	119	31	14	26	29	43	38	45	47	57
		%	17%	18%	17%	11%	14%	17%	24%	20%	17%	18%	17%
	7% - 9.9%	N	102	79	23	2	13	23	28	36	35	28	38
		%	12%	12%	13%	2%	7%	14%	16%	19%	13%	11%	11%
	10% or more	N	168	129	39	10	24	24	50	60	44	47	75
		%	20%	19%	22%	8%	13%	14%	28%	32%	17%	18%	23%
	Unknown	N	2	2		1				1	1		1
%		0%	0%		1%				1%	0%		0%	
(Mean %)	Mean		6.57	6.42	7.17	3.96	4.79	6.15	8.53	8.76	6.12	6.31	7.14
	Median		4.70	4.50	5.00	3.00	3.30	4.50	6.00	7.00	4.50	4.50	5.00
	Minimum		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
	Maximum		100.00	100.00	80.00	25.00	20.00	41.00	100.00	80.00	52.60	100.00	80.00
Change in 2024 base pay - % Decrease	Base	N	(8)	(8)		(3)	(2)		(2)	(1)	(1)	(5)	(2)
	10% or more	N	8	8		3	2		2	1	1	5	2
		%	100%	100%		100%	100%		100%	100%	100%	100%	100%

Reason for pay increase

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Increase in pay based on	Base	N	(858)	(167)	(185)	(281)	(224)	(240)	(151)	(261)	(201)	(600)	(233)	(25)
	Merit	N	553	121	126	186	119	166	104	176	103	433	109	11
		%	64%	72%	68%	66%	53%	69%	69%	67%	51%	72%	47%	44%
	Cost of living	N	172	18	26	64	64	29	21	61	60	106	62	4
		%	20%	11%	14%	23%	29%	12%	14%	23%	30%	18%	27%	16%
	Union/ to match union rate	N	51	7	8	13	23	11	5	13	22	3	42	6
		%	6%	4%	4%	5%	10%	5%	3%	5%	11%	1%	18%	24%
	New responsibilities within the company	N	43	10	18	9	6	18	15	5	5	32	10	1
		%	5%	6%	10%	3%	3%	8%	10%	2%	2%	5%	4%	4%
	New job/ company	N	14	5	3	4	2	8	2	2	2	10	3	1
		%	2%	3%	2%	1%	1%	3%	1%	1%	1%	2%	1%	4%
	Annual increase	N	10	5		1	4	4	1	1	4	5	4	1
		%	1%	3%		0%	2%	2%	1%	0%	2%	1%	2%	4%
	Other	N	12	1	2	4	5	3	2	3	4	8	3	1
		%	1%	1%	1%	1%	2%	1%	1%	1%	2%	1%	1%	4%
	Unsure	N	3		2		1	1	1		1	3		
		%	0%		1%		0%	0%	1%		0%	1%		

Reason for pay increase

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Increase in pay based on	Base	N	(858)	(678)	(180)	(133)	(191)	(168)	(179)	(187)	(263)	(258)	(332)
	Merit	N	553	440	113	68	111	109	124	141	159	172	219
		%	64%	65%	63%	51%	58%	65%	69%	75%	60%	67%	66%
	Cost of living	N	172	141	31	34	57	35	26	20	57	54	61
		%	20%	21%	17%	26%	30%	21%	15%	11%	22%	21%	18%
	Union/ to match union rate	N	51	37	14	16	12	10	7	6	30	7	13
		%	6%	5%	8%	12%	6%	6%	4%	3%	11%	3%	4%
	New responsibilities within the company	N	43	30	13	1	8	9	15	10	6	14	22
		%	5%	4%	7%	1%	4%	5%	8%	5%	2%	5%	7%
	New job/ company	N	14	13	1	3		3	4	4	3	5	6
		%	2%	2%	1%	2%		2%	2%	2%	1%	2%	2%
	Annual increase	N	10	7	3	4	1		1	4	6	2	2
		%	1%	1%	2%	3%	1%		1%	2%	2%	1%	1%
	Other	N	12	8	4	6	2	1	1	2	2	3	7
		%	1%	1%	2%	5%	1%	1%	1%	1%	1%	1%	2%
	Unsure	N	3	2	1	1		1	1			1	2
		%	0%	0%	1%	1%		1%	1%			0%	1%

Do you have an official work week?
Length of official work week
Length of typical work week
Overtime compensation

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Work week - official	Base	N	(1059)	(211)	(221)	(345)	(279)	(310)	(176)	(315)	(253)	(743)	(281)	(35)
	No	N	51	12	8	19	12	20	4	17	10	37	7	7
		%	5%	6%	4%	6%	4%	6%	2%	5%	4%	5%	2%	20%
	Yes	N	1008	199	213	326	267	290	172	298	243	706	274	28
		%	95%	94%	96%	94%	96%	94%	98%	95%	96%	95%	98%	80%
Week length - official	Base	N	(1008)	(199)	(213)	(326)	(267)	(290)	(172)	(298)	(243)	(706)	(274)	(28)
	Less than 30 hrs per week	N	10	4		2	4	5		1	4	7	2	1
		%	1%	2%		1%	1%	2%		0%	2%	1%	1%	4%
	30 - 37.5 hrs per week	N	443	74	90	160	119	104	79	148	110	220	204	19
		%	44%	37%	42%	49%	45%	36%	46%	50%	45%	31%	74%	68%
	37.6 - 40 hours per week	N	529	114	115	160	137	175	84	141	126	459	63	7
		%	52%	57%	54%	49%	51%	60%	49%	47%	52%	65%	23%	25%
	More than 40 hours per week	N	25	7	8	4	6	6	9	7	3	19	5	1
		%	2%	4%	4%	1%	2%	2%	5%	2%	1%	3%	2%	4%
	Unknown	N	1				1			1		1		
		%	0%				0%			0%		0%		
(Mean)	Mean		38.57	38.46	39.14	38.38	38.40	38.58	39.24	38.43	38.25	39.14	37.26	36.93
	Median		40.00	40.00	40.00	37.75	39.60	40.00	40.00	37.50	39.60	40.00	36.95	37.50
	Minimum		5.00	7.50	32.50	15.00	5.00	7.50	35.00	15.00	5.00	5.00	23.50	18.00
	Maximum		80.00	50.00	80.00	60.00	60.00	50.00	80.00	60.00	55.44	80.00	71.28	49.00
Week length - typical	Base	N	(1059)	(211)	(221)	(345)	(279)	(310)	(176)	(315)	(253)	(743)	(281)	(35)
	Less than 30 hrs per week	N	25	4	5	7	9	10	4	3	7	18	5	2
		%	2%	2%	2%	2%	3%	3%	2%	1%	3%	2%	2%	6%
	30 - 37.5 hrs per week	N	262	51	56	100	55	70	48	93	50	112	142	8
		%	25%	24%	25%	29%	20%	23%	27%	30%	20%	15%	51%	23%
	37.6 - 40 hours per week	N	387	94	81	133	76	145	52	122	68	296	80	11
		%	37%	45%	37%	39%	27%	47%	30%	39%	27%	40%	28%	31%
	More than 40 hours per week	N	384	62	79	105	138	85	72	96	128	316	54	14
		%	36%	29%	36%	30%	49%	27%	41%	30%	51%	43%	19%	40%
	Unknown	N	1				1			1		1		
		%	0%				0%			0%		0%		
(Mean)	Mean		40.61	40.06	40.37	40.04	41.91	39.75	40.76	40.27	42.04	41.30	38.75	40.87
	Median		40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	41.00	40.00	37.50	40.00
	Minimum		4.00	5.00	4.00	5.00	5.00	4.00	5.00	5.00	5.00	5.00	4.00	5.00
	Maximum		84.00	55.00	80.00	84.00	60.00	60.00	80.00	84.00	60.00	84.00	71.28	60.00
Overtime compensation	Base	N	(1058)	(211)	(221)	(345)	(279)	(309)	(176)	(315)	(253)	(742)	(281)	(35)
	Remuneration	N	183	44	45	59	35	68	34	52	28	121	61	1
		%	17%	21%	20%	17%	13%	22%	19%	17%	11%	16%	22%	3%
	Time off	N	196	40	41	57	58	59	30	52	55	137	49	10
		%	19%	19%	19%	17%	21%	19%	17%	17%	22%	18%	17%	29%
	Combination	N	310	76	80	97	56	107	63	88	51	189	117	4
		%	29%	36%	36%	28%	20%	35%	36%	28%	20%	25%	42%	11%
	No compensation for overtime	N	369	51	55	132	130	75	49	123	119	295	54	20
		%	35%	24%	25%	38%	47%	24%	28%	39%	47%	40%	19%	57%

Do you have an official work week?
Length of official work week
Length of typical work week
Overtime compensation

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Work week - official	Base	N	(1059)	(846)	(213)	(170)	(238)	(203)	(217)	(231)	(330)	(343)	(384)
	No	N	51	48	3	8	10	16	9	8	16	20	15
		%	5%	6%	1%	5%	4%	8%	4%	3%	5%	6%	4%
		Yes	N	1008	798	210	162	228	187	208	223	314	323
	%	95%	94%	99%	95%	96%	92%	96%	97%	95%	94%	96%	
Week length - official	Base	N	(1008)	(798)	(210)	(162)	(228)	(187)	(208)	(223)	(314)	(323)	(369)
	Less than 30 hrs per week	N	10	8	2	4	2	1	1	2	8	1	1
		%	1%	1%	1%	2%	1%	1%	0%	1%	3%	0%	0%
	30 - 37.5 hrs per week	N	443	345	98	77	104	90	96	76	270	68	105
		%	44%	43%	47%	48%	46%	48%	46%	34%	86%	21%	28%
	37.6 - 40 hours per week	N	529	425	104	78	117	90	107	137	35	254	239
		%	52%	53%	50%	48%	51%	48%	51%	61%	11%	79%	65%
	More than 40 hours per week	N	25	19	6	3	4	6	4	8	1		24
		%	2%	2%	3%	2%	2%	3%	2%	4%	0%		7%
	Unknown	N	1	1			1						
	%	0%	0%			0%							
(Mean)	Mean		38.57	38.61	38.39	38.11	38.45	38.54	38.65	38.97	36.60	39.22	39.67
	Median		40.00	40.00	39.60	37.71	39.60	39.60	40.00	40.00	37.50	40.00	40.00
	Minimum		5.00	5.00	18.00	5.00	18.00	15.00	20.00	7.50	15.00	5.00	7.50
	Maximum		80.00	80.00	55.44	55.44	60.00	60.00	80.00	71.28	50.00	40.00	80.00
Week length - typical	Base	N	(1059)	(846)	(213)	(170)	(238)	(203)	(217)	(231)	(330)	(343)	(384)
	Less than 30 hrs per week	N	25	19	6	8	4	5	6	2	25		
		%	2%	2%	3%	5%	2%	2%	3%	1%	8%		
	30 - 37.5 hrs per week	N	262	207	55	35	57	61	61	48	262		
		%	25%	24%	26%	21%	24%	30%	28%	21%	79%		
	37.6 - 40 hours per week	N	387	298	89	46	83	77	76	105	43	343	
		%	37%	35%	42%	27%	35%	38%	35%	45%	13%	100%	
	More than 40 hours per week	N	384	321	63	81	93	60	74	76			384
		%	36%	38%	30%	48%	39%	30%	34%	33%			100%
	Unknown	N	1	1			1						
	%	0%	0%			0%							
(Mean)	Mean		40.61	40.77	39.95	41.63	40.96	39.78	40.16	40.64	35.10	40.00	45.88
	Median		40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	37.40	40.00	45.00
	Minimum		4.00	4.00	5.00	5.00	5.00	5.00	4.00	5.00	4.00	40.00	40.10
	Maximum		84.00	84.00	70.00	60.00	60.00	60.00	84.00	71.28	39.80	40.00	84.00
Overtime compensation	Base	N	(1058)	(846)	(212)	(170)	(238)	(203)	(217)	(230)	(330)	(342)	(384)
	Remuneration	N	183	146	37	18	41	36	44	44	73	64	45
		%	17%	17%	17%	11%	17%	18%	20%	19%	22%	19%	12%
	Time off	N	196	158	38	39	42	29	37	49	63	75	58
		%	19%	19%	18%	23%	18%	14%	17%	21%	19%	22%	15%
	Combination	N	310	239	71	30	65	56	77	82	116	103	91
		%	29%	28%	33%	18%	27%	28%	35%	36%	35%	30%	24%
	No compensation for overtime	N	369	303	66	83	90	82	59	55	78	100	190
		%	35%	36%	31%	49%	38%	40%	27%	24%	24%	29%	49%

How many days paid vacation did you earn in the 2024 calendar year?

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Vacation days	Base	N	(1054)	(209)	(220)	(344)	(279)	(306)	(176)	(314)	(253)	(738)	(281)	(35)
	None	N	24	9	4	5	5	15	1	3	5	16	6	2
		%	2%	4%	2%	1%	2%	5%	1%	1%	2%	2%	2%	6%
	Paid days only	N	634	125	125	216	168	176	106	195	153	453	160	21
		%	60%	60%	57%	63%	60%	58%	60%	62%	60%	61%	57%	60%
	Flex days only	N	12	5	1	3	3	6		3	3	12		
		%	1%	2%	0%	1%	1%	2%		1%	1%	2%		
	Both paid and flex	N	384	70	90	120	103	109	69	113	92	257	115	12
		%	36%	33%	41%	35%	37%	36%	39%	36%	36%	35%	41%	34%
Paid vacation days	Base	N	(1054)	(209)	(220)	(344)	(279)	(306)	(176)	(314)	(253)	(738)	(281)	(35)
	None	N	36	14	5	8	8	21	1	6	8	28	6	2
		%	3%	7%	2%	2%	3%	7%	1%	2%	3%	4%	2%	6%
	Up to 10 days	N	130	57	37	23	13	84	22	16	8	95	32	3
		%	12%	27%	17%	7%	5%	27%	13%	5%	3%	13%	11%	9%
	11- 15 days	N	322	103	96	90	32	145	77	72	28	258	57	7
		%	31%	49%	44%	26%	11%	47%	44%	23%	11%	35%	20%	20%
	16 - 20 days	N	295	14	57	134	90	29	54	129	79	222	64	9
		%	28%	7%	26%	39%	32%	9%	31%	41%	31%	30%	23%	26%
	21 - 25 days	N	182	16	24	66	76	18	22	70	72	99	77	6
		%	17%	8%	11%	19%	27%	6%	13%	22%	28%	13%	27%	17%
	26 days or more	N	89	5	1	23	60	9		21	58	36	45	8
		%	8%	2%	0%	7%	22%	3%		7%	23%	5%	16%	23%
(Mean)	Mean		19	16	16	19	22	15	16	20	23	18	20	21
	Minimum		1	1	2	1	2	1	2	1	5	2	1	4
	Maximum		270	270	35	80	47	270	25	40	47	270	40	44

How many days paid vacation did you earn in the 2024 calendar year?

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Vacation days	Base	N	(1054)	(842)	(212)	(170)	(237)	(202)	(217)	(228)	(329)	(339)	(384)
	None	N	24	21	3	3	3	5	4	9	10	13	1
		%	2%	2%	1%	2%	1%	2%	2%	4%	3%	4%	0%
	Paid days only	N	634	499	135	104	139	130	128	133	195	199	238
		%	60%	59%	64%	61%	59%	64%	59%	58%	59%	59%	62%
	Flex days only	N	12	10	2	1	3	2	1	5	3	5	4
		%	1%	1%	1%	1%	1%	1%	0%	2%	1%	1%	1%
	Both paid and flex	N	384	312	72	62	92	65	84	81	121	122	141
		%	36%	37%	34%	36%	39%	32%	39%	36%	37%	36%	37%
Paid vacation days	Base	N	(1054)	(842)	(212)	(170)	(237)	(202)	(217)	(228)	(329)	(339)	(384)
	None	N	36	31	5	4	6	7	5	14	13	18	5
		%	3%	4%	2%	2%	3%	3%	2%	6%	4%	5%	1%
	Up to 10 days	N	130	107	23	7	18	19	29	57	35	55	39
		%	12%	13%	11%	4%	8%	9%	13%	25%	11%	16%	10%
	11- 15 days	N	322	247	75	18	50	51	87	116	93	112	117
		%	31%	29%	35%	11%	21%	25%	40%	51%	28%	33%	30%
	16 - 20 days	N	295	240	55	54	76	74	69	22	88	82	124
		%	28%	29%	26%	32%	32%	37%	32%	10%	27%	24%	32%
	21 - 25 days	N	182	149	33	46	61	35	23	17	65	53	64
		%	17%	18%	16%	27%	26%	17%	11%	7%	20%	16%	17%
	26 days or more	N	89	68	21	41	26	16	4	2	35	19	35
		%	8%	8%	10%	24%	11%	8%	2%	1%	11%	6%	9%
(Mean)	Mean		19	18	20	23	20	19	18	14	20	17	19
	Minimum		1	1	2	3	2	1	2	1	1	2	2
	Maximum		270	80	270	40	47	80	270	48	270	40	80

**Paid sick time
Eligible for benefits**

				TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			Total	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Paid sick time	Base	N	(1053)	(209)	(220)	(343)	(279)	(306)	(176)	(313)	(253)	(737)	(281)	(35)	
	Yes	N	919	181	196	294	247	258	156	275	226	611	279	29	
		%	87%	87%	89%	86%	89%	84%	89%	88%	89%	83%	99%	83%	
	No	N	96	18	21	35	21	34	18	25	18	94	1	1	
		%	9%	9%	10%	10%	8%	11%	10%	8%	7%	13%	0%	3%	
	Unsure	N	26	7	2	10	7	11	1	10	4	25		1	
		%	2%	3%	1%	3%	3%	4%	1%	3%	2%	3%		3%	
	N/A	N	12	3	1	4	4	3	1	3	5	7	1	4	
%		1%	1%	0%	1%	1%	1%	1%	1%	2%	1%	0%	11%		
Eligible for benefits	Base	N	(1053)	(209)	(220)	(343)	(279)	(306)	(176)	(313)	(253)	(737)	(281)	(35)	
	Yes	N	1014	200	210	334	268	292	170	304	243	706	275	33	
		%	96%	96%	95%	97%	96%	95%	97%	97%	96%	96%	98%	94%	
	No	N	21	7	5	5	4	8	4	6	3	18	2	1	
		%	2%	3%	2%	1%	1%	3%	2%	2%	1%	2%	1%	3%	
	Unsure	N	18	2	5	4	7	6	2	3	7	13	4	1	
		%	2%	1%	2%	1%	3%	2%	1%	1%	3%	2%	1%	3%	

**Paid sick time
Eligible for benefits**

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Paid sick time	Base	N	(1053)	(841)	(212)	(170)	(236)	(202)	(217)	(228)	(329)	(339)	(383)
	Yes	N	919	727	192	150	210	171	194	194	301	285	331
		%	87%	86%	91%	88%	89%	85%	89%	85%	91%	84%	86%
	No	N	96	82	14	13	18	23	17	25	17	38	41
		%	9%	10%	7%	8%	8%	11%	8%	11%	5%	11%	11%
	Unsure	N	26	23	3	4	6	5	4	7	7	11	8
		%	2%	3%	1%	2%	3%	2%	2%	3%	2%	3%	2%
	N/A	N	12	9	3	3	2	3	2	2	4	5	3
%		1%	1%	1%	2%	1%	1%	1%	1%	1%	1%	1%	
Eligible for benefits	Base	N	(1053)	(841)	(212)	(170)	(236)	(202)	(217)	(228)	(329)	(339)	(383)
	Yes	N	1014	809	205	160	230	193	210	221	310	324	378
		%	96%	96%	97%	94%	97%	96%	97%	97%	94%	96%	99%
	No	N	21	18	3	4	1	5	4	7	10	8	3
		%	2%	2%	1%	2%	0%	2%	2%	3%	3%	2%	1%
	Unsure	N	18	14	4	6	5	4	3		9	7	2
		%	2%	2%	2%	4%	2%	2%	1%		3%	2%	1%

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Life insurance	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)	
	Employer	N	289	58	47	97	86	84	40	88	77	218	61	10	
		%	29%	29%	22%	29%	32%	29%	24%	29%	32%	31%	22%	31%	
	Shared	N	508	94	118	168	127	138	94	159	113	338	153	17	
		%	50%	47%	56%	51%	47%	47%	55%	53%	47%	48%	56%	53%	
	Self	N	96	16	18	34	28	25	18	25	28	58	36	2	
		%	9%	8%	9%	10%	10%	9%	11%	8%	12%	8%	13%	6%	
	None	N	40	7	7	11	15	15	3	9	12	36	4		
		%	4%	4%	3%	3%	6%	5%	2%	3%	5%	5%	1%		
	Unsure	N	78	24	20	22	12	29	15	21	13	55	20	3	
%		8%	12%	10%	7%	4%	10%	9%	7%	5%	8%	7%	9%		
Pension plan	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)	
	Employer	N	106	25	22	32	26	40	18	26	22	64	40	2	
		%	10%	13%	10%	10%	10%	14%	11%	9%	9%	9%	15%	6%	
	Shared	N	581	111	118	187	165	163	94	171	150	344	211	26	
		%	57%	56%	56%	56%	62%	56%	55%	57%	62%	49%	77%	81%	
	Self	N	34	7	9	11	7	11	6	11	6	20	14		
		%	3%	4%	4%	3%	3%	4%	4%	4%	2%	3%	5%		
	None	N	236	35	46	92	62	51	38	87	58	232	1	3	
		%	23%	18%	22%	28%	23%	18%	22%	29%	24%	33%	0%	9%	
	Unsure	N	54	21	15	10	8	26	14	7	7	45	8	1	
%		5%	11%	7%	3%	3%	9%	8%	2%	3%	6%	3%	3%		
Short term disability	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)	
	Employer	N	342	60	53	113	115	83	48	107	103	231	102	9	
		%	34%	30%	25%	34%	43%	29%	28%	35%	42%	33%	37%	28%	
	Shared	N	390	67	95	132	96	113	71	118	84	311	64	15	
		%	39%	34%	45%	40%	36%	39%	42%	39%	35%	44%	23%	47%	
	Self	N	67	15	10	20	21	20	10	16	21	48	16	3	
		%	7%	8%	5%	6%	8%	7%	6%	5%	9%	7%	6%	9%	
	None	N	50	7	7	22	14	12	7	18	13	27	21	2	
		%	5%	4%	3%	7%	5%	4%	4%	6%	5%	4%	8%	6%	
	Unsure	N	162	50	45	45	22	63	34	43	22	88	71	3	
%		16%	25%	21%	14%	8%	22%	20%	14%	9%	12%	26%	9%		
Long term disability	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)	
	Employer	N	292	48	45	99	99	67	44	93	87	179	106	7	
		%	29%	24%	21%	30%	37%	23%	26%	31%	36%	25%	39%	22%	
	Shared	N	421	76	104	141	100	124	76	131	86	328	77	16	
		%	42%	38%	50%	42%	37%	43%	45%	43%	35%	47%	28%	50%	
	Self	N	111	20	17	37	36	26	17	33	35	88	19	4	
		%	11%	10%	8%	11%	13%	9%	10%	11%	14%	12%	7%	13%	
	None	N	30	3	4	14	9	8	3	8	11	25	5		
		%	3%	2%	2%	4%	3%	3%	2%	3%	5%	4%	2%		
	Unsure	N	157	52	40	41	24	66	30	37	24	85	67	5	
%		16%	26%	19%	12%	9%	23%	18%	12%	10%	12%	24%	16%		
Extended health plan	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)	
	Employer	N	330	62	53	118	97	90	46	106	86	196	128	6	
		%	33%	31%	25%	36%	36%	31%	27%	35%	35%	28%	47%	19%	
	Shared	N	490	88	110	160	131	134	89	145	119	395	74	21	
		%	48%	44%	52%	48%	49%	46%	52%	48%	49%	56%	27%	66%	

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
	Self	N	84	17	15	25	27	21	10	28	25	36	45	3	
		%	8%	9%	7%	8%	10%	7%	6%	9%	10%	5%	16%	9%	
	None	N	26	3	9	10	4	9	7	4	6	21	5		
		%	3%	2%	4%	3%	1%	3%	4%	1%	2%	3%	2%		
	Unsure	N	81	29	23	19	9	37	18	19	7	57	22	2	
		%	8%	15%	11%	6%	3%	13%	11%	6%	3%	8%	8%	6%	

Does your employer provide the following benefits

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Life insurance	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	289	233	56	52	66	54	57	60	82	100	106
		%	29%	29%	27%	33%	29%	28%	27%	27%	27%	31%	28%
	Shared	N	508	413	95	79	111	105	107	106	163	149	195
		%	50%	51%	47%	49%	48%	55%	51%	48%	53%	46%	52%
	Self	N	96	67	29	15	24	18	18	21	35	29	32
		%	9%	8%	14%	9%	10%	9%	9%	10%	11%	9%	8%
	None	N	40	29	11	10	11	5	6	8	10	13	17
		%	4%	4%	5%	6%	5%	3%	3%	4%	3%	4%	5%
	Unsure	N	78	65	13	4	17	10	21	26	18	33	27
%		8%	8%	6%	3%	7%	5%	10%	12%	6%	10%	7%	
Pension plan	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	106	86	20	15	26	20	20	25	39	32	34
		%	10%	11%	10%	9%	11%	10%	10%	11%	13%	10%	9%
	Shared	N	581	462	119	105	125	113	116	122	203	161	217
		%	57%	57%	58%	66%	55%	59%	56%	55%	66%	50%	58%
	Self	N	34	22	12	5	8	3	14	4	12	12	10
		%	3%	3%	6%	3%	3%	2%	7%	2%	4%	4%	3%
	None	N	236	193	43	29	64	49	48	46	45	86	104
		%	23%	24%	21%	18%	28%	26%	23%	21%	15%	27%	28%
	Unsure	N	54	44	10	6	6	7	11	24	9	33	12
%		5%	5%	5%	4%	3%	4%	5%	11%	3%	10%	3%	
Short term disability	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	342	266	76	68	86	63	62	63	112	96	133
		%	34%	33%	37%	43%	38%	33%	30%	29%	36%	30%	35%
	Shared	N	390	321	69	60	84	76	92	78	93	130	166
		%	39%	40%	34%	38%	37%	40%	44%	35%	30%	40%	44%
	Self	N	67	50	17	11	18	9	12	17	20	25	22
		%	7%	6%	8%	7%	8%	5%	6%	8%	6%	8%	6%
	None	N	50	44	6	9	16	10	6	9	20	15	15
		%	5%	5%	3%	6%	7%	5%	3%	4%	6%	5%	4%
	Unsure	N	162	126	36	12	25	34	37	54	63	58	41
%		16%	16%	18%	8%	11%	18%	18%	24%	20%	18%	11%	
Long term disability	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	292	229	63	54	84	51	56	47	107	77	107
		%	29%	28%	31%	34%	37%	27%	27%	21%	35%	24%	28%
	Shared	N	421	343	78	63	88	84	98	88	107	133	180
		%	42%	43%	38%	39%	38%	44%	47%	40%	35%	41%	48%
	Self	N	111	83	28	20	28	20	17	26	27	44	40
		%	11%	10%	14%	13%	12%	10%	8%	12%	9%	14%	11%
	None	N	30	29	1	8	7	6	3	6	7	11	12
		%	3%	4%	0%	5%	3%	3%	1%	3%	2%	3%	3%
	Unsure	N	157	123	34	15	22	31	35	54	60	59	38
%		16%	15%	17%	9%	10%	16%	17%	24%	19%	18%	10%	
Extended health plan	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	330	261	69	52	85	66	65	62	128	98	103
		%	33%	32%	34%	33%	37%	34%	31%	28%	42%	30%	27%

Does your employer provide the following benefits

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
	Shared	N	490	400	90	79	113	96	101	101	113	153	223
		%	48%	50%	44%	49%	49%	50%	48%	46%	37%	47%	59%
	Self	N	84	54	30	19	18	12	18	17	36	24	24
		%	8%	7%	15%	12%	8%	6%	9%	8%	12%	7%	6%
	None	N	26	24	2	4	4	6	5	7	12	11	3
		%	3%	3%	1%	3%	2%	3%	2%	3%	4%	3%	1%
	Unsure	N	81	68	13	6	9	12	20	34	19	38	24
		%	8%	8%	6%	4%	4%	6%	10%	15%	6%	12%	6%

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Drug plan	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
	Employer	N	371	71	62	134	104	98	57	121	94	221	144	6
		%	37%	36%	30%	40%	39%	34%	34%	40%	39%	31%	53%	19%
	Shared	N	498	91	114	161	130	138	92	148	116	397	80	21
		%	49%	46%	54%	48%	49%	47%	54%	49%	48%	56%	29%	66%
	Self	N	59	14	11	14	20	17	7	15	20	26	31	2
		%	6%	7%	5%	4%	7%	6%	4%	5%	8%	4%	11%	6%
	None	N	27	2	9	8	8	9	6	5	7	22	4	1
		%	3%	1%	4%	2%	3%	3%	4%	2%	3%	3%	1%	3%
Dental plan	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
		%	37%	36%	30%	40%	39%	34%	34%	40%	39%	31%	53%	19%
	Employer	N	391	76	67	141	107	104	58	131	97	222	163	6
		%	39%	38%	32%	42%	40%	36%	34%	43%	40%	31%	59%	19%
	Shared	N	535	95	123	170	145	150	98	154	129	426	88	21
		%	53%	48%	59%	51%	54%	52%	58%	51%	53%	60%	32%	66%
	Self	N	38	13	7	9	9	16	4	8	10	23	13	2
		%	4%	7%	3%	3%	3%	5%	2%	3%	4%	3%	5%	6%
RRSP	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
		%	37%	36%	30%	40%	39%	34%	34%	40%	39%	31%	53%	19%
	Employer	N	58	13	9	22	14	20	7	18	13	50	8	
		%	6%	7%	4%	7%	5%	7%	4%	6%	5%	7%	3%	
	Shared	N	452	105	100	147	100	148	80	132	89	417	27	8
		%	45%	53%	48%	44%	37%	51%	47%	44%	37%	59%	10%	25%
	Self	N	80	8	11	30	30	15	13	25	27	64	13	3
		%	8%	4%	5%	9%	11%	5%	8%	8%	11%	9%	5%	9%
Stock purchase	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
		%	37%	36%	30%	40%	39%	34%	34%	40%	39%	31%	53%	19%
	Employer	N	27	6	4	8	9	9	5	6	7	27		
		%	3%	3%	2%	2%	3%	3%	3%	2%	3%	4%		
	Shared	N	135	31	26	47	31	42	22	41	29	131	3	1
		%	13%	16%	12%	14%	12%	14%	13%	14%	12%	19%	1%	3%
	Self	N	99	11	18	41	28	18	19	34	26	97	2	
		%	10%	6%	9%	12%	10%	6%	11%	11%	11%	14%	1%	
Parental leave EI top up	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
		%	37%	36%	30%	40%	39%	34%	34%	40%	39%	31%	53%	19%
	Employer	N	260	56	50	80	73	74	49	71	65	158	91	11
		%	26%	28%	24%	24%	27%	25%	29%	24%	27%	22%	33%	34%
	Shared	N	109	20	21	41	27	26	20	36	26	78	25	6
		%	11%	10%	10%	12%	10%	9%	12%	12%	11%	11%	9%	19%

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
	Self	N	18	1	6	8	3	2	3	10	3	12	6	
		%	2%	1%	3%	2%	1%	1%	2%	3%	1%	2%	2%	
	None	N	248	26	61	100	60	55	48	90	53	196	47	5
		%	25%	13%	29%	30%	22%	19%	28%	30%	22%	28%	17%	16%
	Unsure	N	376	96	72	103	105	134	50	95	96	261	105	10
		%	37%	48%	34%	31%	39%	46%	29%	31%	40%	37%	38%	31%

Does your employer provide the following benefits

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Drug plan	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	371	286	85	58	91	76	71	75	138	108	124
		%	37%	35%	42%	36%	40%	40%	34%	34%	45%	33%	33%
	Shared	N	498	402	96	84	103	97	104	110	115	165	217
		%	49%	50%	47%	53%	45%	51%	50%	50%	37%	51%	58%
	Self	N	59	41	18	12	15	9	10	13	29	16	14
		%	6%	5%	9%	8%	7%	5%	5%	6%	9%	5%	4%
	None	N	27	26	1	3	10	1	9	4	9	9	9
		%	3%	3%	0%	2%	4%	1%	4%	2%	3%	3%	2%
	Unsure	N	56	52	4	3	10	9	15	19	17	26	13
		%	6%	6%	2%	2%	4%	5%	7%	9%	6%	8%	3%
Dental plan	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	391	302	89	61	93	80	78	79	153	116	121
		%	39%	37%	44%	38%	41%	42%	37%	36%	50%	36%	32%
	Shared	N	535	435	100	93	117	101	111	113	126	172	236
		%	53%	54%	49%	58%	51%	53%	53%	51%	41%	53%	63%
	Self	N	38	28	10	5	8	5	6	14	17	12	9
		%	4%	3%	5%	3%	3%	3%	3%	6%	6%	4%	2%
	None	N	11	11			6	1	3	1	3	3	5
		%	1%	1%			3%	1%	1%	0%	1%	1%	1%
	Unsure	N	36	31	5	1	5	5	11	14	9	21	6
		%	4%	4%	2%	1%	2%	3%	5%	6%	3%	6%	2%
RRSP	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	58	48	10	7	17	9	12	13	16	16	26
		%	6%	6%	5%	4%	7%	5%	6%	6%	5%	5%	7%
	Shared	N	452	349	103	55	94	87	102	114	91	169	191
		%	45%	43%	50%	34%	41%	45%	49%	52%	30%	52%	51%
	Self	N	80	67	13	21	18	18	14	9	22	26	32
		%	8%	8%	6%	13%	8%	9%	7%	4%	7%	8%	8%
	None	N	353	289	64	72	92	66	66	57	159	84	109
		%	35%	36%	31%	45%	40%	34%	32%	26%	52%	26%	29%
	Unsure	N	68	54	14	5	8	12	15	28	20	29	19
		%	7%	7%	7%	3%	3%	6%	7%	13%	6%	9%	5%
Stock purchase	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	27	23	4	4	10	2	5	6	6	10	11
		%	3%	3%	2%	3%	4%	1%	2%	3%	2%	3%	3%
	Shared	N	135	96	39	21	26	31	26	31	42	46	47
		%	13%	12%	19%	13%	11%	16%	12%	14%	14%	14%	12%
	Self	N	99	77	22	18	22	19	25	15	11	33	55
		%	10%	10%	11%	11%	10%	10%	12%	7%	4%	10%	15%
	None	N	654	541	113	109	162	120	136	127	223	190	239
		%	65%	67%	55%	68%	71%	63%	65%	57%	72%	59%	63%
	Unsure	N	96	70	26	8	9	20	17	42	26	45	25
		%	9%	9%	13%	5%	4%	10%	8%	19%	8%	14%	7%
Parental leave EI top up	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	260	184	76	39	62	47	52	60	97	72	91
		%	26%	23%	37%	24%	27%	24%	25%	27%	31%	22%	24%

Does your employer provide the following benefits

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
	Shared	N	109	90	19	15	26	22	27	19	29	28	52
		%	11%	11%	9%	9%	11%	11%	13%	9%	9%	9%	14%
	Self	N	18	17	1	3	2	6	4	3	4	7	7
		%	2%	2%	0%	2%	1%	3%	2%	1%	1%	2%	2%
	None	N	248	210	38	34	66	52	55	41	65	77	105
		%	25%	26%	19%	21%	29%	27%	26%	19%	21%	24%	28%
	Unsure	N	376	306	70	69	73	65	71	98	113	140	122
		%	37%	38%	34%	43%	32%	34%	34%	44%	37%	43%	32%

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Adoption leave	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
	Employer	N	282	50	54	91	86	73	51	80	76	156	117	9
		%	28%	25%	26%	27%	32%	25%	30%	26%	31%	22%	43%	28%
	Shared	N	103	18	20	39	26	24	15	39	25	71	26	6
		%	10%	9%	10%	12%	10%	8%	9%	13%	10%	10%	9%	19%
	Self	N	21	1	9	8	3	2	6	10	3	16	5	
		%	2%	1%	4%	2%	1%	1%	4%	3%	1%	2%	2%	
	None	N	178	25	40	65	47	46	33	56	42	155	18	5
		%	18%	13%	19%	20%	18%	16%	19%	19%	17%	22%	7%	16%
	Unsure	N	427	105	87	129	106	146	65	117	97	307	108	12
		%	42%	53%	41%	39%	40%	50%	38%	39%	40%	44%	39%	38%
Continuing education	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
	Employer	N	530	87	96	173	174	124	83	167	152	369	146	15
		%	52%	44%	46%	52%	65%	43%	49%	55%	63%	52%	53%	47%
	Shared	N	149	21	38	47	42	33	32	45	39	100	44	5
		%	15%	11%	18%	14%	16%	11%	19%	15%	16%	14%	16%	16%
	Self	N	54	12	8	28	6	18	6	22	7	37	15	2
		%	5%	6%	4%	8%	2%	6%	4%	7%	3%	5%	5%	6%
	None	N	109	27	30	34	17	49	19	25	16	82	21	6
		%	11%	14%	14%	10%	6%	17%	11%	8%	7%	12%	8%	19%
	Unsure	N	169	52	38	50	29	67	30	43	29	117	48	4
		%	17%	26%	18%	15%	11%	23%	18%	14%	12%	17%	18%	13%
Job training	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
	Employer	N	815	161	166	262	226	221	140	248	201	570	224	21
		%	81%	81%	79%	79%	84%	76%	82%	82%	83%	81%	82%	66%
	Shared	N	47	7	13	14	12	14	8	13	12	30	15	2
		%	5%	4%	6%	4%	4%	5%	5%	4%	5%	4%	5%	6%
	Self	N	24	1	7	13	3	6	4	10	4	13	9	2
		%	2%	1%	3%	4%	1%	2%	2%	3%	2%	2%	3%	6%
	None	N	65	12	14	26	12	25	10	18	12	49	11	5
		%	6%	6%	7%	8%	4%	9%	6%	6%	5%	7%	4%	16%
	Unsure	N	60	18	10	17	15	25	8	13	14	43	15	2
		%	6%	9%	5%	5%	6%	9%	5%	4%	6%	6%	5%	6%
Professional dues	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
	Employer	N	828	163	165	274	225	224	134	260	205	589	216	23
		%	82%	82%	79%	83%	84%	77%	79%	86%	84%	84%	79%	72%
	Shared	N	40	7	10	10	13	9	8	9	14	17	22	1
		%	4%	4%	5%	3%	5%	3%	5%	3%	6%	2%	8%	3%
	Self	N	89	15	25	29	20	29	19	24	17	65	20	4
		%	9%	8%	12%	9%	7%	10%	11%	8%	7%	9%	7%	13%
	None	N	37	8	7	14	7	16	7	8	6	24	10	3
		%	4%	4%	3%	4%	3%	5%	4%	3%	2%	3%	4%	9%
	Unsure	N	17	6	3	5	3	13	2	1	1	10	6	1
		%	2%	3%	1%	2%	1%	4%	1%	0%	0%	1%	2%	3%
Technical society dues	Base	N	(1011)	(199)	(210)	(332)	(268)	(291)	(170)	(302)	(243)	(705)	(274)	(32)
	Employer	N	581	106	99	199	176	137	88	189	162	430	131	20
		%	57%	53%	47%	60%	66%	47%	52%	63%	67%	61%	48%	63%
	Shared	N	27	3	9	6	9	6	7	4	10	18	7	2
		%	3%	2%	4%	2%	3%	2%	4%	1%	4%	3%	3%	6%

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
	Self	N	101	21	28	28	24	36	20	23	22	63	33	5
		%	10%	11%	13%	8%	9%	12%	12%	8%	9%	9%	12%	16%
	None	N	129	25	28	50	25	39	26	39	25	83	43	3
		%	13%	13%	13%	15%	9%	13%	15%	13%	10%	12%	16%	9%
	Unsure	N	173	44	46	49	34	73	29	47	24	111	60	2
		%	17%	22%	22%	15%	13%	25%	17%	16%	10%	16%	22%	6%

Does your employer provide the following benefits

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Adoption leave	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	282	203	79	47	74	49	55	57	107	77	98
		%	28%	25%	39%	29%	32%	26%	26%	26%	35%	24%	26%
	Shared	N	103	86	17	15	27	18	23	20	25	26	52
		%	10%	11%	8%	9%	12%	9%	11%	9%	8%	8%	14%
	Self	N	21	18	3	2	2	7	7	3	5	6	10
		%	2%	2%	1%	1%	1%	4%	3%	1%	2%	2%	3%
	None	N	178	153	25	27	44	34	40	33	47	54	76
		%	18%	19%	12%	17%	19%	18%	19%	15%	15%	17%	20%
	Unsure	N	427	347	80	69	82	84	84	108	124	161	141
%		42%	43%	39%	43%	36%	44%	40%	49%	40%	50%	37%	
Continuing education	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	530	419	111	109	129	97	99	96	165	156	207
		%	52%	52%	54%	68%	56%	51%	47%	43%	54%	48%	55%
	Shared	N	149	118	31	21	34	25	39	30	35	44	70
		%	15%	15%	15%	13%	15%	13%	19%	14%	11%	14%	19%
	Self	N	54	45	9	4	19	10	8	13	20	15	19
		%	5%	6%	4%	3%	8%	5%	4%	6%	6%	5%	5%
	None	N	109	95	14	10	21	20	26	32	27	52	30
		%	11%	12%	7%	6%	9%	10%	12%	14%	9%	16%	8%
	Unsure	N	169	130	39	16	26	40	37	50	61	57	51
%		17%	16%	19%	10%	11%	21%	18%	23%	20%	18%	14%	
Job training	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	815	639	176	132	187	152	166	178	246	249	318
		%	81%	79%	86%	83%	82%	79%	79%	81%	80%	77%	84%
	Shared	N	47	35	12	6	14	6	13	8	11	17	19
		%	5%	4%	6%	4%	6%	3%	6%	4%	4%	5%	5%
	Self	N	24	23	1	3	4	8	6	3	11	7	6
		%	2%	3%	0%	2%	2%	4%	3%	1%	4%	2%	2%
	None	N	65	60	5	8	16	11	16	14	19	28	18
		%	6%	7%	2%	5%	7%	6%	8%	6%	6%	9%	5%
	Unsure	N	60	50	10	11	8	15	8	18	21	23	16
%		6%	6%	5%	7%	3%	8%	4%	8%	7%	7%	4%	
Professional dues	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	828	661	167	139	182	160	170	177	261	257	308
		%	82%	82%	82%	87%	79%	83%	81%	80%	85%	79%	82%
	Shared	N	40	30	10	7	9	8	8	8	14	11	15
		%	4%	4%	5%	4%	4%	4%	4%	4%	5%	3%	4%
	Self	N	89	69	20	7	25	17	18	22	22	31	36
		%	9%	9%	10%	4%	11%	9%	9%	10%	7%	10%	10%
	None	N	37	31	6	6	9	2	10	10	7	17	13
		%	4%	4%	3%	4%	4%	1%	5%	5%	2%	5%	3%
	Unsure	N	17	16	1	1	4	5	3	4	4	8	5
%		2%	2%	0%	1%	2%	3%	1%	2%	1%	2%	1%	
Technical society dues	Base	N	(1011)	(807)	(204)	(160)	(229)	(192)	(209)	(221)	(308)	(324)	(377)
	Employer	N	581	462	119	104	145	109	113	110	174	177	228
		%	57%	57%	58%	65%	63%	57%	54%	50%	56%	55%	60%

Does your employer provide the following benefits

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
	Shared	N	27	22	5	5	4	4	11	3	6	10	11
		%	3%	3%	2%	3%	2%	2%	5%	1%	2%	3%	3%
	Self	N	101	74	27	13	23	15	24	26	32	33	36
		%	10%	9%	13%	8%	10%	8%	11%	12%	10%	10%	10%
	None	N	129	111	18	15	29	22	29	34	33	53	43
		%	13%	14%	9%	9%	13%	11%	14%	15%	11%	16%	11%
	Unsure	N	173	138	35	23	28	42	32	48	63	51	59
		%	17%	17%	17%	14%	12%	22%	15%	22%	20%	16%	16%

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Provided savings plan	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	312	81	58	96	76	103	56	89	63	287	20	5
		%	31%	41%	28%	29%	28%	36%	33%	30%	26%	41%	7%	16%
	No	N	587	83	125	201	177	135	98	182	168	342	222	23
		%	58%	42%	60%	61%	66%	47%	58%	61%	69%	49%	81%	72%
	Unsure	N	108	35	26	33	14	52	16	29	11	73	31	4
		%	11%	18%	12%	10%	5%	18%	9%	10%	5%	10%	11%	13%
Provided profit sharing	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	264	57	55	81	71	76	53	68	67	261	3	
		%	26%	29%	26%	25%	27%	26%	31%	23%	28%	37%	1%	
	No	N	674	117	140	228	187	178	107	216	168	391	253	30
		%	67%	59%	67%	69%	70%	61%	63%	72%	69%	56%	93%	94%
	Unsure	N	69	25	14	21	9	36	10	16	7	50	17	2
		%	7%	13%	7%	6%	3%	12%	6%	5%	3%	7%	6%	6%
Provided productivity incentive	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	166	32	26	45	63	49	23	41	53	152	12	2
		%	16%	16%	12%	14%	24%	17%	14%	14%	22%	22%	4%	6%
	No	N	763	137	160	267	197	196	133	247	182	493	242	28
		%	76%	69%	77%	81%	74%	68%	78%	82%	75%	70%	89%	88%
	Unsure	N	78	30	23	18	7	45	14	12	7	57	19	2
		%	8%	15%	11%	5%	3%	16%	8%	4%	3%	8%	7%	6%
Provided leave of absence	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	579	111	111	194	162	163	89	177	147	372	194	13
		%	57%	56%	53%	59%	61%	56%	52%	59%	61%	53%	71%	41%
	No	N	222	40	41	74	66	59	36	70	56	175	36	11
		%	22%	20%	20%	22%	25%	20%	21%	23%	23%	25%	13%	34%
	Unsure	N	206	48	57	62	39	68	45	53	39	155	43	8
		%	20%	24%	27%	19%	15%	23%	26%	18%	16%	22%	16%	25%
Provided flexible work hours	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	783	141	157	257	226	203	130	240	205	532	227	24
		%	78%	71%	75%	78%	85%	70%	76%	80%	85%	76%	83%	75%
	No	N	182	44	41	61	36	70	30	51	31	139	37	6
		%	18%	22%	20%	18%	13%	24%	18%	17%	13%	20%	14%	19%
	Unsure	N	42	14	11	12	5	17	10	9	6	31	9	2
		%	4%	7%	5%	4%	2%	6%	6%	3%	2%	4%	3%	6%
Provided job sharing	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	100	15	21	31	33	30	16	25	26	70	28	2
		%	10%	8%	10%	9%	12%	10%	9%	8%	11%	10%	10%	6%
	No	N	652	112	134	217	187	168	109	202	173	448	178	26
		%	65%	56%	64%	66%	70%	58%	64%	67%	71%	64%	65%	81%
	Unsure	N	255	72	54	82	47	92	45	73	43	184	67	4
		%	25%	36%	26%	25%	18%	32%	26%	24%	18%	26%	25%	13%

Does your employer provide the following benefits

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Provided savings plan	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	312	241	71	44	62	54	66	86	75	104	132
		%	31%	30%	35%	28%	27%	29%	32%	39%	25%	32%	35%
	No	N	587	484	103	109	142	114	123	99	196	172	218
		%	58%	60%	50%	69%	62%	60%	59%	45%	64%	53%	58%
	Unsure	N	108	78	30	6	25	21	20	36	35	48	25
%		11%	10%	15%	4%	11%	11%	10%	16%	11%	15%	7%	
Provided profit sharing	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	264	212	52	41	58	49	50	66	55	86	122
		%	26%	26%	25%	26%	25%	26%	24%	30%	18%	27%	33%
	No	N	674	544	130	113	157	132	138	134	231	203	239
		%	67%	68%	64%	71%	69%	70%	66%	61%	75%	63%	64%
	Unsure	N	69	47	22	5	14	8	21	21	20	35	14
%		7%	6%	11%	3%	6%	4%	10%	10%	7%	11%	4%	
Provided productivity incentive	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	166	134	32	33	47	22	27	37	40	49	76
		%	16%	17%	16%	21%	21%	12%	13%	17%	13%	15%	20%
	No	N	763	618	145	122	171	152	161	157	247	233	282
		%	76%	77%	71%	77%	75%	80%	77%	71%	81%	72%	75%
	Unsure	N	78	51	27	4	11	15	21	27	19	42	17
%		8%	6%	13%	3%	5%	8%	10%	12%	6%	13%	5%	
Provided leave of absence	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	579	450	129	98	142	99	124	116	206	169	204
		%	57%	56%	63%	62%	62%	52%	59%	52%	67%	52%	54%
	No	N	222	196	26	38	48	46	41	49	46	76	99
		%	22%	24%	13%	24%	21%	24%	20%	22%	15%	23%	26%
	Unsure	N	206	157	49	23	39	44	44	56	54	79	72
%		20%	20%	24%	14%	17%	23%	21%	25%	18%	24%	19%	
Provided flexible work hours	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	783	631	152	144	177	143	154	165	259	240	284
		%	78%	79%	75%	91%	77%	76%	74%	75%	85%	74%	76%
	No	N	182	146	36	11	45	38	45	43	36	69	75
		%	18%	18%	18%	7%	20%	20%	22%	19%	12%	21%	20%
	Unsure	N	42	26	16	4	7	8	10	13	11	15	16
%		4%	3%	8%	3%	3%	4%	5%	6%	4%	5%	4%	
Provided job sharing	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	100	84	16	19	31	13	22	15	40	35	25
		%	10%	10%	8%	12%	14%	7%	11%	7%	13%	11%	7%
	No	N	652	527	125	110	148	126	141	127	173	215	262
		%	65%	66%	61%	69%	65%	67%	67%	57%	57%	66%	70%
	Unsure	N	255	192	63	30	50	50	46	79	93	74	88
%		25%	24%	31%	19%	22%	26%	22%	36%	30%	23%	23%	

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Provided flexible work hours	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	783	141	157	257	226	203	130	240	205	532	227	24
		%	78%	71%	75%	78%	85%	70%	76%	80%	85%	76%	83%	75%
	No	N	182	44	41	61	36	70	30	51	31	139	37	6
		%	18%	22%	20%	18%	13%	24%	18%	17%	13%	20%	14%	19%
	Unsure	N	42	14	11	12	5	17	10	9	6	31	9	2
		%	4%	7%	5%	4%	2%	6%	6%	3%	2%	4%	3%	6%
Provided job sharing	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	100	15	21	31	33	30	16	25	26	70	28	2
		%	10%	8%	10%	9%	12%	10%	9%	8%	11%	10%	10%	6%
	No	N	652	112	134	217	187	168	109	202	173	448	178	26
		%	65%	56%	64%	66%	70%	58%	64%	67%	71%	64%	65%	81%
	Unsure	N	255	72	54	82	47	92	45	73	43	184	67	4
		%	25%	36%	26%	25%	18%	32%	26%	24%	18%	26%	25%	13%
Provided vehicle	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	96	19	14	31	32	27	14	26	28	67	29	
		%	10%	10%	7%	9%	12%	9%	8%	9%	12%	10%	11%	
	No	N	876	170	186	288	230	250	150	264	208	615	230	31
		%	87%	85%	89%	87%	86%	86%	88%	88%	86%	88%	84%	97%
	Unsure	N	35	10	9	11	5	13	6	10	6	20	14	1
		%	3%	5%	4%	3%	2%	4%	4%	3%	2%	3%	5%	3%
Provided vehicle allowance	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	213	51	36	59	66	59	34	60	58	135	76	2
		%	21%	26%	17%	18%	25%	20%	20%	20%	24%	19%	28%	6%
	No	N	751	135	161	260	194	214	127	230	177	539	183	29
		%	75%	68%	77%	79%	73%	74%	75%	77%	73%	77%	67%	91%
	Unsure	N	43	13	12	11	7	17	9	10	7	28	14	1
		%	4%	7%	6%	3%	3%	6%	5%	3%	3%	4%	5%	3%
Provided liability insurance	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	351	42	61	128	119	61	59	116	111	246	102	3
		%	35%	21%	29%	39%	45%	21%	35%	39%	46%	35%	37%	9%
	No	N	447	91	91	146	118	134	72	136	105	323	100	24
		%	44%	46%	44%	44%	44%	46%	42%	45%	43%	46%	37%	75%
	Unsure	N	209	66	57	56	30	95	39	48	26	133	71	5
		%	21%	33%	27%	17%	11%	33%	23%	16%	11%	19%	26%	16%

Does your employer provide the following benefits

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
		Male		Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs	
Provided flexible work hours	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	783	631	152	144	177	143	154	165	259	240	284
		%	78%	79%	75%	91%	77%	76%	74%	75%	85%	74%	76%
	No	N	182	146	36	11	45	38	45	43	36	69	75
		%	18%	18%	18%	7%	20%	20%	22%	19%	12%	21%	20%
	Unsure	N	42	26	16	4	7	8	10	13	11	15	16
%		4%	3%	8%	3%	3%	4%	5%	6%	4%	5%	4%	
Provided job sharing	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	100	84	16	19	31	13	22	15	40	35	25
		%	10%	10%	8%	12%	14%	7%	11%	7%	13%	11%	7%
	No	N	652	527	125	110	148	126	141	127	173	215	262
		%	65%	66%	61%	69%	65%	67%	67%	57%	57%	66%	70%
	Unsure	N	255	192	63	30	50	50	46	79	93	74	88
%		25%	24%	31%	19%	22%	26%	22%	36%	30%	23%	23%	
Provided vehicle	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	96	76	20	19	22	21	15	19	21	26	49
		%	10%	9%	10%	12%	10%	11%	7%	9%	7%	8%	13%
	No	N	876	702	174	136	197	165	188	190	273	286	315
		%	87%	87%	85%	86%	86%	87%	90%	86%	89%	88%	84%
	Unsure	N	35	25	10	4	10	3	6	12	12	12	11
%		3%	3%	5%	3%	4%	2%	3%	5%	4%	4%	3%	
Provided vehicle allowance	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	213	164	49	36	53	31	40	53	74	62	77
		%	21%	20%	24%	23%	23%	16%	19%	24%	24%	19%	21%
	No	N	751	608	143	116	171	149	162	153	218	248	283
		%	75%	76%	70%	73%	75%	79%	78%	69%	71%	77%	75%
	Unsure	N	43	31	12	7	5	9	7	15	14	14	15
%		4%	4%	6%	4%	2%	5%	3%	7%	5%	4%	4%	
Provided liability insurance	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	351	283	68	72	92	64	70	53	116	99	136
		%	35%	35%	33%	45%	40%	34%	33%	24%	38%	31%	36%
	No	N	447	359	88	69	101	88	88	101	110	153	182
		%	44%	45%	43%	43%	44%	47%	42%	46%	36%	47%	49%
	Unsure	N	209	161	48	18	36	37	51	67	80	72	57
%		21%	20%	24%	11%	16%	20%	24%	30%	26%	22%	15%	

Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Provided daycare	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	9	2	2	2	3	2	3	1	3	3	3	3
		%	1%	1%	1%	1%	1%	1%	2%	0%	1%	0%	1%	9%
	No	N	900	166	180	306	247	242	148	281	224	635	240	25
		%	89%	83%	86%	93%	93%	83%	87%	94%	93%	90%	88%	78%
	Unsure	N	98	31	27	22	17	46	19	18	15	64	30	4
		%	10%	16%	13%	7%	6%	16%	11%	6%	6%	9%	11%	13%
Provided parental leave	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	526	91	104	181	150	128	88	171	134	327	183	16
		%	52%	46%	50%	55%	56%	44%	52%	57%	55%	47%	67%	50%
	No	N	264	45	60	92	66	66	52	87	59	213	42	9
		%	26%	23%	29%	28%	25%	23%	31%	29%	24%	30%	15%	28%
	Unsure	N	217	63	45	57	51	96	30	42	49	162	48	7
		%	22%	32%	22%	17%	19%	33%	18%	14%	20%	23%	18%	22%
Provided cell phone	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	608	91	105	215	197	128	93	197	186	409	186	13
		%	60%	46%	50%	65%	74%	44%	55%	66%	77%	58%	68%	41%
	No	N	342	85	92	101	62	131	70	91	49	255	70	17
		%	34%	43%	44%	31%	23%	45%	41%	30%	20%	36%	26%	53%
	Unsure	N	57	23	12	14	8	31	7	12	7	38	17	2
		%	6%	12%	6%	4%	3%	11%	4%	4%	3%	5%	6%	6%
Provided parking	Base	N	(1007)	(199)	(209)	(330)	(267)	(290)	(170)	(300)	(242)	(702)	(273)	(32)
	Yes	N	437	96	87	134	118	143	71	114	107	371	63	3
		%	43%	48%	42%	41%	44%	49%	42%	38%	44%	53%	23%	9%
	No	N	518	87	108	182	141	122	92	175	127	293	198	27
		%	51%	44%	52%	55%	53%	42%	54%	58%	52%	42%	73%	84%
	Unsure	N	52	16	14	14	8	25	7	11	8	38	12	2
		%	5%	8%	7%	4%	3%	9%	4%	4%	3%	5%	4%	6%
Provided dividends	Base	N	(1005)	(198)	(208)	(331)	(266)	(289)	(169)	(301)	(241)	(700)	(273)	(32)
	Yes	N	162	23	35	57	47	37	31	47	46	161	1	
		%	16%	12%	17%	17%	18%	13%	18%	16%	19%	23%	0%	
	No	N	739	134	151	245	207	198	119	234	184	453	257	29
		%	74%	68%	73%	74%	78%	69%	70%	78%	76%	65%	94%	91%
	Unsure	N	104	41	22	29	12	54	19	20	11	86	15	3
		%	10%	21%	11%	9%	5%	19%	11%	7%	5%	12%	5%	9%

Does your employer provide the following benefits

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Provided daycare	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	9	8	1	2	1	2	2	2	1	4	4
		%	1%	1%	0%	1%	0%	1%	1%	1%	0%	1%	1%
	No	N	900	712	188	143	214	175	185	183	275	282	341
		%	89%	89%	92%	90%	93%	93%	89%	83%	90%	87%	91%
	Unsure	N	98	83	15	14	14	12	22	36	30	38	30
%		10%	10%	7%	9%	6%	6%	11%	16%	10%	12%	8%	
Provided parental leave	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	526	391	135	87	129	103	108	99	192	150	184
		%	52%	49%	66%	55%	56%	54%	52%	45%	63%	46%	49%
	No	N	264	233	31	38	57	53	58	58	58	89	115
		%	26%	29%	15%	24%	25%	28%	28%	26%	19%	27%	31%
	Unsure	N	217	179	38	34	43	33	43	64	56	85	76
%		22%	22%	19%	21%	19%	17%	21%	29%	18%	26%	20%	
Provided cell phone	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	608	482	126	119	155	121	109	104	186	166	255
		%	60%	60%	62%	75%	68%	64%	52%	47%	61%	51%	68%
	No	N	342	276	66	34	63	61	91	93	98	138	105
		%	34%	34%	32%	21%	28%	32%	44%	42%	32%	43%	28%
	Unsure	N	57	45	12	6	11	7	9	24	22	20	15
%		6%	6%	6%	4%	5%	4%	4%	11%	7%	6%	4%	
Provided parking	Base	N	(1007)	(803)	(204)	(159)	(229)	(189)	(209)	(221)	(306)	(324)	(375)
	Yes	N	437	350	87	70	95	73	90	109	102	149	185
		%	43%	44%	43%	44%	41%	39%	43%	49%	33%	46%	49%
	No	N	518	408	110	85	122	107	108	96	193	154	171
		%	51%	51%	54%	53%	53%	57%	52%	43%	63%	48%	46%
	Unsure	N	52	45	7	4	12	9	11	16	11	21	19
%		5%	6%	3%	3%	5%	5%	5%	7%	4%	6%	5%	
Provided dividends	Base	N	(1005)	(802)	(203)	(158)	(229)	(190)	(207)	(221)	(305)	(322)	(376)
	Yes	N	162	126	36	25	42	37	36	22	40	43	79
		%	16%	16%	18%	16%	18%	19%	17%	10%	13%	13%	21%
	No	N	739	607	132	123	167	141	150	158	236	235	266
		%	74%	76%	65%	78%	73%	74%	72%	71%	77%	73%	71%
	Unsure	N	104	69	35	10	20	12	21	41	29	44	31
%		10%	9%	17%	6%	9%	6%	10%	19%	10%	14%	8%	

Overall, how satisfied are you with the level of remuneration for your current job?

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Satisfaction with remuneration for current job	Base	N	(1046)	(208)	(219)	(339)	(278)	(304)	(176)	(309)	(252)	(733)	(279)	(34)
	Very satisfied	N	303	51	52	96	104	74	43	92	91	236	63	4
		%	29%	25%	24%	28%	37%	24%	24%	30%	36%	32%	23%	12%
	Somewhat satisfied	N	458	85	92	164	117	127	75	146	108	305	136	17
		%	44%	41%	42%	48%	42%	42%	43%	47%	43%	42%	49%	50%
	Neutral	N	138	35	41	36	25	51	30	34	23	100	33	5
		%	13%	17%	19%	11%	9%	17%	17%	11%	9%	14%	12%	15%
	Somewhat dissatisfied	N	110	27	29	32	21	39	23	30	18	74	31	5
		%	11%	13%	13%	9%	8%	13%	13%	10%	7%	10%	11%	15%
	Very dissatisfied	N	37	10	5	11	11	13	5	7	12	18	16	3
		%	4%	5%	2%	3%	4%	4%	3%	2%	5%	2%	6%	9%
Summary	Satisfied (1,2)	N	761	136	144	260	221	201	118	238	199	541	199	21
		%	73%	65%	66%	77%	79%	66%	67%	77%	79%	74%	71%	62%
	Neutral (3)	N	138	35	41	36	25	51	30	34	23	100	33	5
		%	13%	17%	19%	11%	9%	17%	17%	11%	9%	14%	12%	15%
	Dissatisfied (4,5)	N	147	37	34	43	32	52	28	37	30	92	47	8
		%	14%	18%	16%	13%	12%	17%	16%	12%	12%	13%	17%	24%

Overall, how satisfied are you with the level of remuneration for your current job?

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Satisfaction with remuneration for current job	Base	N	(1046)	(835)	(211)	(169)	(235)	(198)	(216)	(228)	(325)	(339)	(380)
	Very satisfied	N	303	248	55	70	71	51	57	54	86	81	135
		%	29%	30%	26%	41%	30%	26%	26%	24%	26%	24%	36%
	Somewhat satisfied	N	458	350	108	65	111	98	88	96	153	153	151
		%	44%	42%	51%	38%	47%	49%	41%	42%	47%	45%	40%
	Neutral	N	138	114	24	13	29	20	36	40	44	51	43
		%	13%	14%	11%	8%	12%	10%	17%	18%	14%	15%	11%
	Somewhat dissatisfied	N	110	93	17	13	19	22	26	30	31	40	39
		%	11%	11%	8%	8%	8%	11%	12%	13%	10%	12%	10%
	Very dissatisfied	N	37	30	7	8	5	7	9	8	11	14	12
%		4%	4%	3%	5%	2%	4%	4%	4%	3%	4%	3%	
Summary	Satisfied (1,2)	N	761	598	163	135	182	149	145	150	239	234	286
		%	73%	72%	77%	80%	77%	75%	67%	66%	74%	69%	75%
	Neutral (3)	N	138	114	24	13	29	20	36	40	44	51	43
		%	13%	14%	11%	8%	12%	10%	17%	18%	14%	15%	11%
	Dissatisfied (4,5)	N	147	123	24	21	24	29	35	38	42	54	51
		%	14%	15%	11%	12%	10%	15%	16%	17%	13%	16%	13%

Which category below best describes your overall range of duties?

				TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			Total	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Job duties	Base	N	(1044)	(206)	(219)	(339)	(278)	(302)	(176)	(309)	(252)	(732)	(278)	(34)	
	Early Training	N	56	39	8	6	2	51	2	2	1	41	15		
		%	5%	19%	4%	2%	1%	17%	1%	1%	0%	6%	5%		
	Advanced Training	N	161	82	50	24	5	120	33	7	1	129	27	5	
		%	15%	40%	23%	7%	2%	40%	19%	2%	0%	18%	10%	15%	
	Professional	N	314	52	94	108	59	79	82	106	47	211	95	8	
		%	30%	25%	43%	32%	21%	26%	47%	34%	19%	29%	34%	24%	
	Supervision	N	136	11	25	58	42	18	22	56	40	88	42	6	
		%	13%	5%	11%	17%	15%	6%	13%	18%	16%	12%	15%	18%	
	Planning	N	139	16	20	61	42	23	17	56	40	94	41	4	
		%	13%	8%	9%	18%	15%	8%	10%	18%	16%	13%	15%	12%	
	Director	N	111	6	16	35	54	8	14	35	54	76	30	5	
		%	11%	3%	7%	10%	19%	3%	8%	11%	21%	10%	11%	15%	
	Authority	N	115		6	44	65	3	5	45	60	82	27	6	
		%	11%		3%	13%	23%	1%	3%	15%	24%	11%	10%	18%	
	CEO	N	12			3	9		1	2	9	11	1		
		%	1%			1%	3%		1%	1%	4%	2%	0%		

Which category below best describes your overall range of duties?

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Job duties	Base	N	(1044)	(834)	(210)	(169)	(234)	(198)	(216)	(227)	(325)	(338)	(380)
	Early Training	N	56	45	11	1	2	10	7	36	20	27	9
		%	5%	5%	5%	1%	1%	5%	3%	16%	6%	8%	2%
	Advanced Training	N	161	111	50	3	11	23	41	83	54	67	40
		%	15%	13%	24%	2%	5%	12%	19%	37%	17%	20%	11%
	Professional	N	314	250	64	39	60	64	83	68	127	104	83
		%	30%	30%	30%	23%	26%	32%	38%	30%	39%	31%	22%
	Supervision	N	136	120	16	22	47	26	28	13	43	37	55
		%	13%	14%	8%	13%	20%	13%	13%	6%	13%	11%	14%
	Planning	N	139	112	27	26	35	35	27	16	41	46	52
		%	13%	13%	13%	15%	15%	18%	13%	7%	13%	14%	14%
	Director	N	111	87	24	31	34	19	17	10	19	36	56
		%	11%	10%	11%	18%	15%	10%	8%	4%	6%	11%	15%
	Authority	N	115	97	18	40	41	20	13	1	21	19	75
		%	11%	12%	9%	24%	18%	10%	6%	0%	6%	6%	20%
	CEO	N	12	12		7	4	1				2	10
		%	1%	1%		4%	2%	1%				1%	3%

Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work.

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Responsibilities	Base	N	(1040)	(205)	(218)	(338)	(277)	(301)	(175)	(308)	(251)	(729)	(278)	(33)
	Established routine	N	73	28	17	17	11	47	9	10	7	52	19	2
		%	7%	14%	8%	5%	4%	16%	5%	3%	3%	7%	7%	6%
	Recommends improvements	N	141	54	43	29	14	85	27	21	8	104	35	2
		%	14%	26%	20%	9%	5%	28%	15%	7%	3%	14%	13%	6%
	Independent study	N	62	23	19	14	6	30	15	13	4	44	16	2
		%	6%	11%	9%	4%	2%	10%	9%	4%	2%	6%	6%	6%
	Review recommendations	N	171	54	48	45	23	66	42	42	21	126	43	2
		%	16%	26%	22%	13%	8%	22%	24%	14%	8%	17%	15%	6%
	Responsible decisions	N	250	37	44	102	67	50	40	94	64	178	65	7
		%	24%	18%	20%	30%	24%	17%	23%	31%	25%	24%	23%	21%
	Functional decisions	N	257	9	43	96	109	22	38	90	105	163	80	14
		%	25%	4%	20%	28%	39%	7%	22%	29%	42%	22%	29%	42%
	Organizational decisions	N	62		4	25	33	1	3	28	29	45	14	3
		%	6%		2%	7%	12%	0%	2%	9%	12%	6%	5%	9%
	Strategic decisions	N	24			10	14		1	10	13	17	6	1
		%	2%			3%	5%		1%	3%	5%	2%	2%	3%

Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work.

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Responsibilities	Base	N	(1040)	(831)	(209)	(168)	(234)	(198)	(214)	(226)	(325)	(337)	(377)
	Established routine	N	73	54	19	5	13	17	13	25	28	28	16
		%	7%	6%	9%	3%	6%	9%	6%	11%	9%	8%	4%
	Recommends improvements	N	141	102	39	12	16	29	28	56	52	55	34
		%	14%	12%	19%	7%	7%	15%	13%	25%	16%	16%	9%
	Independent study	N	62	47	15	4	12	9	13	24	25	24	13
		%	6%	6%	7%	2%	5%	5%	6%	11%	8%	7%	3%
	Review recommendations	N	171	126	45	14	23	24	46	64	60	64	47
		%	16%	15%	22%	8%	10%	12%	21%	28%	18%	19%	12%
	Responsible decisions	N	250	220	30	41	64	51	53	41	84	74	92
		%	24%	26%	14%	24%	27%	26%	25%	18%	26%	22%	24%
	Functional decisions	N	257	208	49	58	81	52	51	15	63	77	117
		%	25%	25%	23%	35%	35%	26%	24%	7%	19%	23%	31%
	Organizational decisions	N	62	53	9	26	15	10	10	1	10	10	42
		%	6%	6%	4%	15%	6%	5%	5%	0%	3%	3%	11%
	Strategic decisions	N	24	21	3	8	10	6			3	5	16
		%	2%	3%	1%	5%	4%	3%			1%	1%	4%

Please indicate which of the following best reflects the level of supervision you typically receive.

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Supervision	Base	N	(1039)	(205)	(218)	(338)	(276)	(301)	(175)	(308)	(250)	(728)	(278)	(33)
	Close supervision	N	16	8	2	4	2	10	1	3	2	10	5	1
		%	2%	4%	1%	1%	1%	3%	1%	1%	1%	1%	2%	3%
	Follows procedures	N	32	19	3	8	1	27	4	1		29	3	
		%	3%	9%	1%	2%	0%	9%	2%	0%		4%	1%	
	General supervision	N	221	89	61	54	17	117	43	47	14	150	67	4
		%	21%	43%	28%	16%	6%	39%	25%	15%	6%	21%	24%	12%
	Specific objectives	N	162	34	50	45	32	49	44	43	25	110	49	3
		%	16%	17%	23%	13%	12%	16%	25%	14%	10%	15%	18%	9%
	General objectives	N	399	45	80	160	114	80	64	150	102	280	109	10
		%	38%	22%	37%	47%	41%	27%	37%	49%	41%	38%	39%	30%
	General executive	N	178	10	21	54	93	18	17	51	91	125	40	13
		%	17%	5%	10%	16%	34%	6%	10%	17%	36%	17%	14%	39%
	Planning executive	N	31		1	13	17		2	13	16	24	5	2
		%	3%		0%	4%	6%		1%	4%	6%	3%	2%	6%

Please indicate which of the following best reflects the level of supervision you typically receive.

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Supervision	Base	N	(1039)	(831)	(208)	(167)	(234)	(198)	(214)	(226)	(325)	(337)	(376)
	Close supervision	N	16	12	4	1	3	2	3	7	5	7	4
		%	2%	1%	2%	1%	1%	1%	1%	3%	2%	2%	1%
	Follows procedures	N	32	24	8	1	3	5	6	17	6	15	11
		%	3%	3%	4%	1%	1%	3%	3%	8%	2%	4%	3%
	General supervision	N	221	171	50	9	30	41	56	85	86	78	56
		%	21%	21%	24%	5%	13%	21%	26%	38%	26%	23%	15%
	Specific objectives	N	162	128	34	16	29	28	41	48	62	52	48
		%	16%	15%	16%	10%	12%	14%	19%	21%	19%	15%	13%
	General objectives	N	399	329	70	61	115	88	78	57	128	127	144
		%	38%	40%	34%	37%	49%	44%	36%	25%	39%	38%	38%
	General executive	N	178	142	36	68	42	28	28	12	33	53	92
		%	17%	17%	17%	41%	18%	14%	13%	5%	10%	16%	24%
Planning executive	N	31	25	6	11	12	6	2		5	5	21	
	%	3%	3%	3%	7%	5%	3%	1%		2%	1%	6%	

Which, if any, of the following best describes your leadership authority and/or supervisory level?

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Leadership	Base	N	(1039)	(205)	(218)	(338)	(276)	(301)	(175)	(308)	(250)	(728)	(278)	(33)
	No supervisory role	N	153	71	39	27	15	89	30	23	11	106	45	2
		%	15%	35%	18%	8%	5%	30%	17%	7%	4%	15%	16%	6%
	Individual	N	288	88	85	80	34	136	67	63	22	208	73	7
		%	28%	43%	39%	24%	12%	45%	38%	20%	9%	29%	26%	21%
	Team leader	N	189	26	48	75	40	41	37	72	38	121	61	7
		%	18%	13%	22%	22%	14%	14%	21%	23%	15%	17%	22%	21%
	Technical leadership	N	137	12	14	51	60	17	12	48	59	98	34	5
		%	13%	6%	6%	15%	22%	6%	7%	16%	24%	13%	12%	15%
	Middle management	N	173	7	23	71	72	15	21	66	69	125	42	6
		%	17%	3%	11%	21%	26%	5%	12%	21%	28%	17%	15%	18%
	Senior leader	N	90	1	9	31	49	3	7	34	45	62	22	6
		%	9%	0%	4%	9%	18%	1%	4%	11%	18%	9%	8%	18%
	CEO	N	9			3	6		1	2	6	8	1	
		%	1%			1%	2%		1%	1%	2%	1%	0%	

Which, if any, of the following best describes your leadership authority and/or supervisory level?

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Leadership	Base	N	(1039)	(831)	(208)	(167)	(234)	(198)	(214)	(226)	(325)	(337)	(376)
	No supervisory role	N	153	109	44	9	14	31	28	71	56	69	28
		%	15%	13%	21%	5%	6%	16%	13%	31%	17%	20%	7%
	Individual	N	288	223	65	21	40	56	68	103	118	99	71
		%	28%	27%	31%	13%	17%	28%	32%	46%	36%	29%	19%
	Team leader	N	189	152	37	23	52	31	55	28	65	60	63
		%	18%	18%	18%	14%	22%	16%	26%	12%	20%	18%	17%
	Technical leadership	N	137	121	16	37	43	29	15	13	41	37	59
		%	13%	15%	8%	22%	18%	15%	7%	6%	13%	11%	16%
	Middle management	N	173	138	35	39	55	34	36	9	32	50	91
		%	17%	17%	17%	23%	24%	17%	17%	4%	10%	15%	24%
	Senior leader	N	90	79	11	34	26	16	12	2	13	20	57
		%	9%	10%	5%	20%	11%	8%	6%	1%	4%	6%	15%
	CEO	N	9	9		4	4	1				2	7
		%	1%	1%		2%	2%	1%				1%	2%

Which category best describes the number of employees, if any, you supervise:

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Employees	Base	N	(1038)	(205)	(217)	(338)	(276)	(300)	(175)	(308)	(250)	(728)	(277)	(33)
	Zero employees supervised	N	419	148	104	100	65	209	84	76	50	297	114	8
		%	40%	72%	48%	30%	24%	70%	48%	25%	20%	41%	41%	24%
	1-5	N	346	41	81	140	84	65	65	131	83	240	92	14
		%	33%	20%	37%	41%	30%	22%	37%	43%	33%	33%	33%	42%
	6-13	N	131	5	21	48	57	6	17	50	56	89	38	4
		%	13%	2%	10%	14%	21%	2%	10%	16%	22%	12%	14%	12%
	14-25	N	50	2	7	21	20	8	4	18	20	41	5	4
		%	5%	1%	3%	6%	7%	3%	2%	6%	8%	6%	2%	12%
	26-50	N	32	4	3	11	14	5	1	13	12	24	6	2
		%	3%	2%	1%	3%	5%	2%	1%	4%	5%	3%	2%	6%
	51-75	N	18	2	1	4	11	4	1	5	8	13	5	
		%	2%	1%	0%	1%	4%	1%	1%	2%	3%	2%	2%	
	76-100	N	12	2		5	5	1	2	4	5	7	5	
		%	1%	1%		1%	2%	0%	1%	1%	2%	1%	2%	
	101-200	N	12	1		2	9	1	1	3	7	8	3	1
		%	1%	0%		1%	3%	0%	1%	1%	3%	1%	1%	3%
	201-400	N	10			4	6			5	5	6	4	
		%	1%			1%	2%			2%	2%	1%	1%	
	401-750	N	1				1				1	1		
		%	0%				0%				0%	0%		
	751-1200	N	2				2				2		2	
		%	0%				1%				1%		1%	
	1201-2000	N	1				1	1				1		
		%	0%				0%	0%				0%		
	Over 2000	N	4			3	1			3	1	1	3	
		%	0%			1%	0%			1%	0%	0%	1%	

Which category best describes the number of employees, if any, you supervise:

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Employees	Base	N	(1038)	(830)	(208)	(167)	(234)	(198)	(213)	(226)	(324)	(337)	(376)
	Zero employees supervised	N	419	314	105	42	59	79	82	157	165	154	100
		%	40%	38%	50%	25%	25%	40%	38%	69%	51%	46%	27%
	1-5	N	346	285	61	56	82	71	90	47	109	118	118
		%	33%	34%	29%	34%	35%	36%	42%	21%	34%	35%	31%
	6-13	N	131	107	24	30	47	21	26	7	27	31	73
		%	13%	13%	12%	18%	20%	11%	12%	3%	8%	9%	19%
	14-25	N	50	44	6	10	19	7	9	5	7	14	29
		%	5%	5%	3%	6%	8%	4%	4%	2%	2%	4%	8%
	26-50	N	32	28	4	8	7	9	3	5	5	4	23
		%	3%	3%	2%	5%	3%	5%	1%	2%	2%	1%	6%
	51-75	N	18	14	4	8	6	1	1	2	3	8	7
		%	2%	2%	2%	5%	3%	1%	0%	1%	1%	2%	2%
	76-100	N	12	10	2	3	2	5		2	2	3	7
		%	1%	1%	1%	2%	1%	3%		1%	1%	1%	2%
	101-200	N	12	11	1	5	4	2		1	2	2	8
		%	1%	1%	0%	3%	2%	1%		0%	1%	1%	2%
	201-400	N	10	9	1	2	5	2	1			3	7
		%	1%	1%	0%	1%	2%	1%	0%			1%	2%
	401-750	N	1	1		1							1
		%	0%	0%		1%							0%
	751-1200	N	2	2		1	1				1		1
		%	0%	0%		1%	0%				0%		0%
	1201-2000	N	1	1			1						1
		%	0%	0%			0%						0%
	Over 2000	N	4	4		1	1	1	1		3		1
		%	0%	0%		1%	0%	1%	0%		1%		0%

How frequently, if at all, do you use a Professional seal:

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Seal use	Base	N	(1038)	(205)	(217)	(338)	(276)	(300)	(175)	(308)	(250)	(728)	(277)	(33)
	Never used or not applicable	N	694	201	161	184	146	295	116	161	121	503	165	26
		%	67%	98%	74%	54%	53%	98%	66%	52%	48%	69%	60%	79%
	Occasionally used	N	216	4	37	86	89	4	39	82	89	124	85	7
		%	21%	2%	17%	25%	32%	1%	22%	27%	36%	17%	31%	21%
	Regularly/ frequently used	N	128		19	68	41	1	20	65	40	101	27	
		%	12%		9%	20%	15%	0%	11%	21%	16%	14%	10%	

How frequently, if at all, do you use a Professional seal:

				GENDER		GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2025	Less than 40 hrs	40 hrs	More than 40 hrs
Seal use	Base	N	(1038)	(830)	(208)	(167)	(234)	(198)	(213)	(226)	(324)	(337)	(376)
	Never used or not applicable	N	694	547	147	86	139	112	146	211	207	248	238
		%	67%	66%	71%	51%	59%	57%	69%	93%	64%	74%	63%
	Occasionally used	N	216	167	49	55	57	54	41	9	77	54	85
		%	21%	20%	24%	33%	24%	27%	19%	4%	24%	16%	23%
	Regularly/ frequently used	N	128	116	12	26	38	32	26	6	40	35	53
		%	12%	14%	6%	16%	16%	16%	12%	3%	12%	10%	14%

Industry Sector Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	1089	100%	\$107,290	\$8,000	\$102,000	\$329,500
	Aerospace	46	4%	\$109,414	\$59,000	\$103,000	\$218,000
	Agricultural/Equipment	47	4%	\$91,031	\$60,000	\$85,000	\$155,000
	Agriculture/Food	23	2%	\$108,249	\$60,000	\$102,692	\$196,046
	Biomedical	6	1%	\$81,167	\$69,000	\$74,000	\$112,000
	Chemical	5	0%	\$133,800	\$90,000	\$149,000	\$175,000
	Computer/Software	18	2%	\$118,049	\$44,922	\$120,500	\$168,000
	Construction	99	9%	\$103,843	\$48,000	\$94,000	\$328,000
	Consulting	242	22%	\$105,447	\$12,000	\$101,000	\$329,500
	Education	16	1%	\$118,961	\$70,000	\$105,000	\$210,000
	Electronics	11	1%	\$121,618	\$60,000	\$121,803	\$206,000
	Environmental	32	3%	\$107,178	\$20,400	\$84,500	\$250,000
	Health Care	8	1%	\$105,832	\$75,000	\$104,812	\$132,000
	Heavy Electrical	2	0%	\$145,000	\$145,000	\$145,000	\$145,000
	Manufacturing	149	14%	\$98,657	\$35,000	\$90,000	\$250,000
	Mechanical Equipment	17	2%	\$102,235	\$52,000	\$95,000	\$280,000
	Metals - Fabricating	6	1%	\$109,633	\$72,800	\$99,000	\$200,000
	Metals - Primary	2	0%	\$145,303	\$109,590	\$145,303	\$181,016
	Mineral Exploration	6	1%	\$125,667	\$105,000	\$125,000	\$150,000
	Mining	13	1%	\$113,241	\$86,550	\$114,250	\$150,000
	Municipal	4	0%	\$125,628	\$100,832	\$116,340	\$169,000
	Petroleum	6	1%	\$125,333	\$96,500	\$115,650	\$166,500
	Pharmaceutical	8	1%	\$96,826	\$72,022	\$81,816	\$141,000
	Research & Development	16	1%	\$94,987	\$31,000	\$85,000	\$190,000
	Telecommunications	10	1%	\$115,417	\$36,250	\$91,740	\$300,000
	Transportation	76	7%	\$109,275	\$62,000	\$104,690	\$193,700
	Transportation Equipment	7	1%	\$104,604	\$71,626	\$96,000	\$175,000
	Utilities (Gas, Hydro, Water)	174	16%	\$117,913	\$40,000	\$120,000	\$325,000
	Infrastructure	1	0%	\$97,800	\$97,800	\$97,800	\$97,800
	Other	39	4%	\$106,696	\$8,000	\$104,000	\$225,000

Industry Sector Statistics (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	683	100%	\$122,061	\$51,000	\$115,000	\$329,500
	Aerospace	30	4%	\$125,898	\$65,000	\$115,000	\$218,000
	Agricultural/Equipment	24	4%	\$103,314	\$70,000	\$98,000	\$155,000
	Agriculture/Food	14	2%	\$126,166	\$76,000	\$124,647	\$196,046
	Biomedical	3	0%	\$86,667	\$73,000	\$75,000	\$112,000
	Chemical	4	1%	\$144,750	\$100,000	\$152,000	\$175,000
	Computer/Software	11	2%	\$133,284	\$109,000	\$127,000	\$160,000
	Construction	60	9%	\$121,720	\$51,000	\$110,000	\$328,000
	Consulting	151	22%	\$120,950	\$56,000	\$115,000	\$329,500
	Education	13	2%	\$124,153	\$70,000	\$107,900	\$210,000
	Electronics	6	1%	\$137,368	\$91,000	\$127,603	\$206,000
	Environmental	16	2%	\$134,618	\$70,000	\$121,500	\$250,000
	Health Care	6	1%	\$113,843	\$100,984	\$109,224	\$132,000
	Heavy Electrical	2	0%	\$145,000	\$145,000	\$145,000	\$145,000
	Manufacturing	76	11%	\$118,100	\$62,000	\$110,000	\$250,000
	Mechanical Equipment	9	1%	\$124,111	\$75,000	\$100,000	\$280,000
	Metals - Fabricating	3	0%	\$134,000	\$100,000	\$102,000	\$200,000
	Metals - Primary	1	0%	\$181,016	\$181,016	\$181,016	\$181,016
	Mining	3	0%	\$128,895	\$116,000	\$120,686	\$150,000
	Municipal	3	0%	\$133,893	\$105,800	\$126,880	\$169,000
	Petroleum	3	0%	\$142,600	\$111,300	\$150,000	\$166,500
	Pharmaceutical	4	1%	\$115,802	\$83,000	\$119,604	\$141,000
	Research & Development	6	1%	\$130,800	\$77,000	\$135,000	\$190,000
	Telecommunications	8	1%	\$131,534	\$85,000	\$110,000	\$300,000
	Transportation	58	8%	\$117,988	\$78,508	\$110,000	\$193,700
	Transportation Equipment	6	1%	\$109,360	\$71,626	\$104,000	\$175,000
	Utilities (Gas, Hydro, Water)	142	21%	\$124,050	\$68,981	\$124,800	\$263,098
	Infrastructure	1	0%	\$97,800	\$97,800	\$97,800	\$97,800
	Other	20	3%	\$126,774	\$88,000	\$114,142	\$225,000

Industry Sector Statistics (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	22	100%	\$118,415	\$67,000	\$115,000	\$175,000
	Consulting	2	9%	\$132,500	\$90,000	\$132,500	\$175,000
	Environmental	3	14%	\$101,683	\$67,000	\$84,000	\$154,050
	Mineral Exploration	6	27%	\$125,667	\$105,000	\$125,000	\$150,000
	Mining	7	32%	\$110,692	\$97,500	\$110,678	\$129,050
	Petroleum	1	5%	\$120,000	\$120,000	\$120,000	\$120,000
	Research & Development	1	5%	\$100,100	\$100,100	\$100,100	\$100,100
	Utilities (Gas, Hydro, Water)	1	5%	\$122,406	\$122,406	\$122,406	\$122,406
	Other	1	5%	\$156,000	\$156,000	\$156,000	\$156,000

Industry Sector Statistics (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	355	100%	\$76,311	\$8,000	\$73,900	\$168,000
	Aerospace	15	4%	\$80,839	\$59,000	\$70,000	\$159,000
	Agricultural/Equipment	22	6%	\$74,901	\$60,000	\$78,000	\$95,000
	Agriculture/Food	9	3%	\$80,380	\$60,000	\$75,000	\$110,000
	Biomedical	3	1%	\$75,667	\$69,000	\$70,000	\$88,000
	Chemical	1	0%	\$90,000	\$90,000	\$90,000	\$90,000
	Computer/Software	7	2%	\$94,109	\$44,922	\$81,000	\$168,000
	Construction	37	10%	\$72,872	\$48,000	\$72,000	\$130,000
	Consulting	80	23%	\$72,830	\$12,000	\$71,500	\$145,000
	Education	2	1%	\$97,691	\$90,382	\$97,691	\$105,000
	Electronics	4	1%	\$97,994	\$60,000	\$93,489	\$145,000
	Environmental	11	3%	\$62,069	\$20,400	\$68,640	\$85,000
	Health Care	2	1%	\$81,802	\$75,000	\$81,802	\$88,603
	Manufacturing	68	19%	\$76,537	\$35,000	\$75,500	\$122,000
	Mechanical Equipment	8	2%	\$77,625	\$52,000	\$76,500	\$100,000
	Metals - Fabricating	3	1%	\$85,267	\$72,800	\$85,000	\$98,000
	Mining	3	1%	\$102,683	\$86,550	\$98,500	\$123,000
	Petroleum	2	1%	\$102,100	\$96,500	\$102,100	\$107,700
	Pharmaceutical	4	1%	\$77,851	\$72,022	\$79,374	\$80,632
	Research & Development	9	3%	\$74,523	\$31,000	\$73,000	\$120,703
	Telecommunications	2	1%	\$59,006	\$36,250	\$59,006	\$81,762
	Transportation	17	5%	\$78,533	\$62,000	\$75,900	\$134,000
	Utilities (Gas, Hydro, Water)	28	8%	\$75,172	\$40,000	\$73,675	\$99,000
	Other	18	5%	\$78,517	\$8,000	\$77,900	\$145,557

Job Function Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Principal job function	Total	1087	100%	\$107,290	\$8,000	\$102,000	\$329,500
	Administrative Services	6	1%	\$130,633	\$60,000	\$122,500	\$196,800
	Computer Services	7	1%	\$91,024	\$69,403	\$86,000	\$130,000
	Design	324	30%	\$96,044	\$40,000	\$90,000	\$329,500
	Maintenance	27	2%	\$100,906	\$34,000	\$102,846	\$140,000
	Management	173	16%	\$140,686	\$62,000	\$135,000	\$280,000
	Marketing/Sales	13	1%	\$102,047	\$59,000	\$97,500	\$165,000
	Mineral Exploration	6	1%	\$109,708	\$90,000	\$104,123	\$150,000
	Mining	5	0%	\$118,781	\$108,855	\$117,000	\$129,050
	Planning	42	4%	\$114,350	\$62,000	\$109,000	\$325,000
	Production	22	2%	\$83,578	\$59,000	\$86,700	\$115,000
	Project Management	210	19%	\$107,448	\$35,000	\$105,103	\$206,000
	Quality Assurance	29	3%	\$90,996	\$8,000	\$94,000	\$154,554
	Research & Development	47	4%	\$91,046	\$25,000	\$83,000	\$231,000
	Software Development	19	2%	\$99,584	\$44,922	\$97,250	\$165,000
	Teaching	7	1%	\$114,945	\$83,844	\$107,900	\$185,000
	Technical Support	56	5%	\$100,579	\$12,000	\$100,000	\$190,000
	Other	94	9%	\$104,184	\$44,000	\$85,066	\$328,000

Year of Graduation

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	1135	100%	\$107,290	\$8,000	\$102,000	\$329,500
	Prior to 1994	105	9%	\$139,250	\$67,000	\$133,233	\$325,000
	1994 to 1998	80	7%	\$143,245	\$71,500	\$134,000	\$328,000
	1999 to 2003	104	9%	\$127,507	\$52,000	\$123,605	\$280,000
	2004 to 2008	147	13%	\$120,587	\$34,000	\$120,000	\$300,000
	2009 to 2013	218	19%	\$108,832	\$31,000	\$109,428	\$329,500
	2014 to 2018	230	20%	\$95,386	\$12,000	\$95,142	\$207,000
	2019 to 2025	251	22%	\$75,382	\$8,000	\$73,916	\$168,000

Year of Graduation (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	686	100%	\$122,061	\$51,000	\$115,000	\$329,500
	Prior to 1994	84	12%	\$138,485	\$78,000	\$134,466	\$263,098
	1994 to 1998	63	9%	\$150,286	\$88,722	\$140,500	\$328,000
	1999 to 2003	86	13%	\$133,831	\$70,000	\$126,750	\$280,000
	2004 to 2008	115	17%	\$126,063	\$56,000	\$125,000	\$300,000
	2009 to 2013	150	22%	\$118,669	\$65,000	\$115,000	\$329,500
	2014 to 2018	146	21%	\$103,608	\$51,000	\$102,250	\$207,000
	2019 to 2025	42	6%	\$88,670	\$62,000	\$86,000	\$140,000

Year of Graduation (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	22	100%	\$118,415	\$67,000	\$115,000	\$175,000
	Prior to 1994	2	9%	\$142,525	\$129,050	\$142,525	\$156,000
	1994 to 1998	3	14%	\$141,350	\$120,000	\$150,000	\$154,050
	1999 to 2003	3	14%	\$127,748	\$99,245	\$109,000	\$175,000
	2004 to 2008	4	18%	\$113,150	\$100,100	\$108,750	\$135,000
	2009 to 2013	7	32%	\$106,544	\$67,000	\$112,928	\$140,000
	2014 to 2018	3	14%	\$100,833	\$90,000	\$97,500	\$115,000

Year of Graduation (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	361	100%	\$76,311	\$8,000	\$73,900	\$168,000
	Prior to 1994	3	1%	\$103,519	\$67,000	\$98,000	\$145,557
	1994 to 1998	11	3%	\$94,426	\$71,500	\$92,000	\$134,000
	1999 to 2003	11	3%	\$72,670	\$52,000	\$75,250	\$99,000
	2004 to 2008	22	6%	\$87,422	\$34,000	\$85,000	\$159,000
	2009 to 2013	52	14%	\$80,512	\$31,000	\$73,000	\$165,000
	2014 to 2018	70	19%	\$77,273	\$12,000	\$77,000	\$145,000
	2019 to 2025	192	53%	\$72,624	\$8,000	\$72,464	\$168,000

Supplemental Education

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
First degree and Supplemental Education	Total	1099	100%	\$107,290	\$8,000	\$102,000	\$329,500
	Engineering or Geoscience Degree	716	65%	\$105,512	\$12,000	\$100,850	\$329,500
	Diploma or other	76	7%	\$113,369	\$61,500	\$110,000	\$263,098
	M. Eng. or M. Sc.	195	18%	\$108,114	\$8,000	\$98,750	\$328,000
	2nd Bachelor (Eng. or other)	45	4%	\$109,131	\$64,000	\$110,000	\$223,000
	Multiple Supplemental Categories	44	4%	\$112,912	\$31,000	\$110,515	\$231,000
	PhD	15	1%	\$116,207	\$75,000	\$110,000	\$210,000
	MBA	3	0%	\$145,449	\$135,897	\$145,449	\$155,000
	Unknown	5	0%	\$137,166	\$100,832	\$115,000	\$205,000