

# **Association of Professional Engineers and Geoscientists of Manitoba (APEGM)**

A Salary and Benefits Review

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The highlighted selections have only been provided to those employers who participated in the survey.

APEGM Salary Survey Committee

## 1.0 RESEARCH BACKGROUND AND METHODOLOGY

Probe Research Inc. was commissioned by the Association of Professional Engineers and Geoscientists of Manitoba (APEGM) to conduct a survey among human resource and management personnel in companies that employ its Manitoba members. Specifically, the survey collected information regarding financial compensation for various levels of professional engineers and geoscientists in the province, as well as explored retention and recruitment in this employment sector. The information collected from this survey would be used to a certain extent to validate or refute the findings from an online salary survey conducted by APEGM among its members.

APEGM distributed a letter to human resource professionals in approximately 1,500 companies employing its members. These letters were distributed in three randomly selected “waves” during October 2012. This letter provided information on the upcoming survey as well as Probe Research’s telephone and email address where participants could obtain a unique, secure link to the survey. In addition, up to two follow-up telephone calls were made to approximately 580 companies<sup>1</sup> employing APEGM members encouraging them to participate in the survey. This contact data is subject to the strict privacy provisions of the *Personal Information Protection and Electronic Documents Act*. (PIPEDA).

The survey was designed by Probe Research Inc. in close consultation with representatives of APEGM. The results were collected using Probe Research’s FluidSurveys web-based survey platform.

The survey was open for completion between October 1<sup>st</sup> and December 18<sup>th</sup>, 2012. In order to increase compliance, APEGM agreed to share the aggregated results of the research with each company that participated in the survey. Fifty-three companies completed the survey.

**No margin of error is ascribed to these results due to the small base size; results should be considered directional rather than conclusive in nature.**

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<sup>1</sup>Companies in Wave 1, who employed more than two professional engineers and geoscientists, were re-contacted by telephone. Wave 2 and 3 companies, who employed only 1 or 2 professionals, were not re-contacted by telephone.

## 2.0 PROFILE OF RESPONDENTS

The following table provides an overview of the companies that responded to this survey:

	Company Size		
	Total (n=53) (%)	Less than 100 employees (n=30) (%)	100+ Employees (n=23) (%)
<b>No. of Employees in Manitoba</b>			
Less than 10	13	23	-
10-49	28	50	-
50-99	15	27	-
100-499	26	-	61
500+	17	-	39
<b>Area of Operation*</b>			
Winnipeg	70	63	78
Southern Manitoba	60	73	43
Northern Manitoba	34	47	17
<b>Head Office Location</b>			
Winnipeg	55	57	52
Southern Manitoba	15	20	9
Elsewhere in Canada	21	17	26
Outside Canada	9	7	13
<b>Type of Organization</b>			
Private Company	49	30	74
Consulting Firm	36	57	9
Crown Corporation/Government	12	10	13
Not-for-Profit Organization	2	3	-

\*Multiple mentions, totals will exceed 100%

## 3.0 RESEARCH RESULTS

The following sections provide a general breakdown of employment standards for engineers and geoscientists employed in Manitoba. Required experience and job forecasting, as well as compensation are covered in the sections that follow.

Results reported below are based on the overall sample of 50 respondents due to the small sample size. However, results based on large (more than 100 employees) and small (less than 100 employees) companies are available to the reader in the detailed tables appended to this report.

### 3.1 EMPLOYEE OVERVIEW

The following table highlights the average number of engineers and engineers-in-training employed in Manitoba. There was an average of 10 professional engineers, and five engineers-in-training reported per company that participated in this study.

<b>Number of Engineers/Geoscientists Employed</b>		
<b>Q.A5) "How many of the following types of employees does your company employ in Manitoba?"</b>		
	<b>Mean</b>	<b>Median</b>
P. Eng. (n=53)	10.4	4.0
Engineer-in-Training (EIT) (n=53)	5.2	3.0

Sample sizes for professional geoscientists, and geoscientists-in-training were too small to compare the average number of geoscientists employed. Three companies indicated they employed geoscientists, two companies indicated they employed professional engineers/professional geoscientists, and only one company reported employing a geoscientist-in-training.

### 3.1.1 EXPERIENCE LEVELS

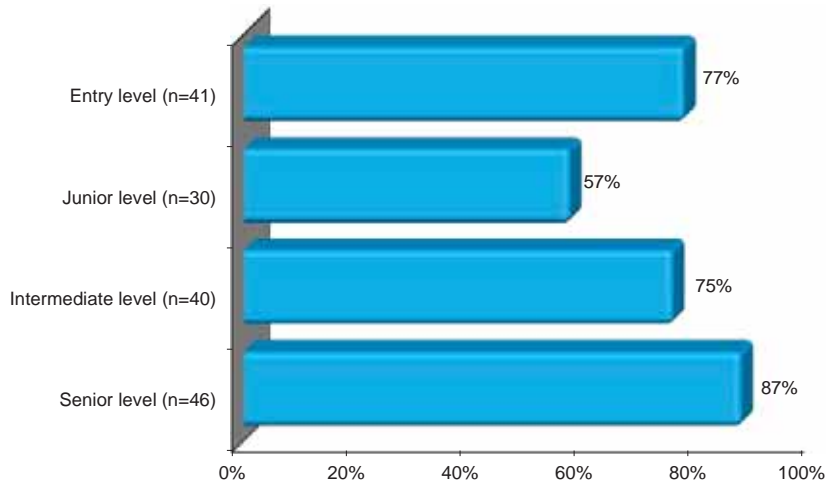
On average, companies participating in this research study employ 4.4 *entry-level*, 5.6 *junior-level*, 7.0 *intermediate level* and 5.4 *senior-level* engineers/geoscientists. The description of these characteristics is provided below:

Number of Engineers/Geoscientists Employed		
Q.B I,II,III,IV A) "Do you have any ..... engineers/geoscientists employed by your company?"		
	Mean	Median
<b>Entry Level</b> (No Designation, <3 Years Field Experience)	4.4	3.0
<b>Junior Level</b> (Professional Designation, 3-5 Years Experience)	5.6	2.0
<b>Intermediate Level</b> (Professional Designation, 5-15 Years Experience)	7.0	3.0
<b>Senior Level</b> (Professional Designation, 15+ Years Field Experience)	5.4	2.0

As the following graph illustrates, companies are most likely to employ highly-experienced and *entry-level* employees, with only about one-half of companies (57%) surveyed reporting they currently employ *junior-level* employees with three to five years experience and either P.Eng. or P.Geo. designation.

**PRBE RESEARCH INC.** Incidence of Level of Professionals Employed in Manitoba

Q.B I,II,III,IV A5) "Do you have any ..... engineers/geoscientists employed by your company?"



Base: All Respondents Indicating "Yes"

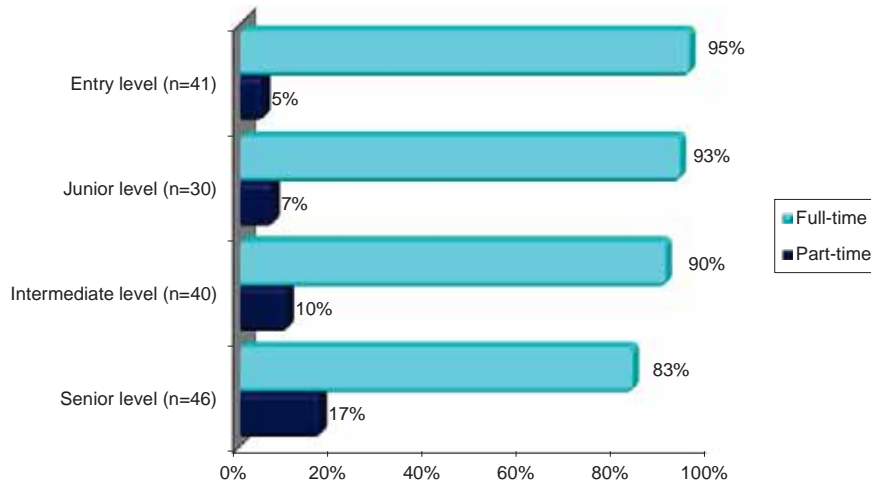
### 3.1.2 FULL-TIME VERSUS PART-TIME

Respondents were asked to identify the proportion of engineers/geoscientists that work full-time versus part-time. As the graph below illustrates, the overwhelming majority of staff employed by the companies surveyed are working in a full-time capacity (*entry level 95%, junior level 93%, intermediate level 90%*).

*Senior level* engineers/geoscientists reported the highest part-time status, with 17 percent at this level working less than full-time.

#### Proportion of Full-time vs. Part-time Staff

Q.B I,II,III,IV 3) "What proportion of these are ..... staff?"



Base: All Respondents

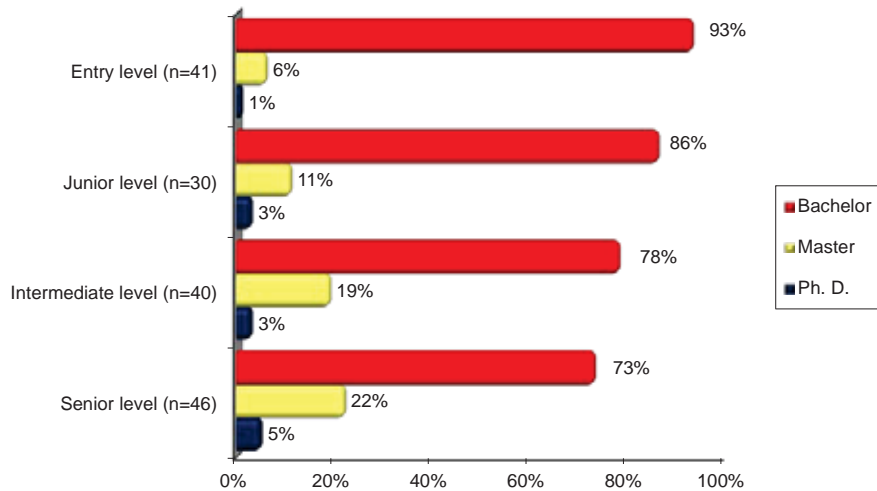
### 3.2 EDUCATION

Respondents were asked to identify the highest level of educational attainment their employees have reached at each level. As the graph below illustrates, all staff have obtained at least a bachelor’s degree from an accredited university. As one might expect, education increases with experience level (on average, only 6% *entry level*, and 11% *junior level* employees possess a master’s degree, while 22% and 19%, respectively of *senior* and *intermediate-level* employees have obtained this level of education). Doctorate degrees were obtained by fewer than one-in-ten respondents with those at the *senior level* most likely to possess a Ph.D. (5%, versus 3% among *intermediate* and 1% among *entry-level* professionals).



## Level of Education

Q.B I,II,III,IV 4) "Approximately what proportion of these employees has a ..... degree?"



Average levels of experience by level/firm  
Base: All Respondents

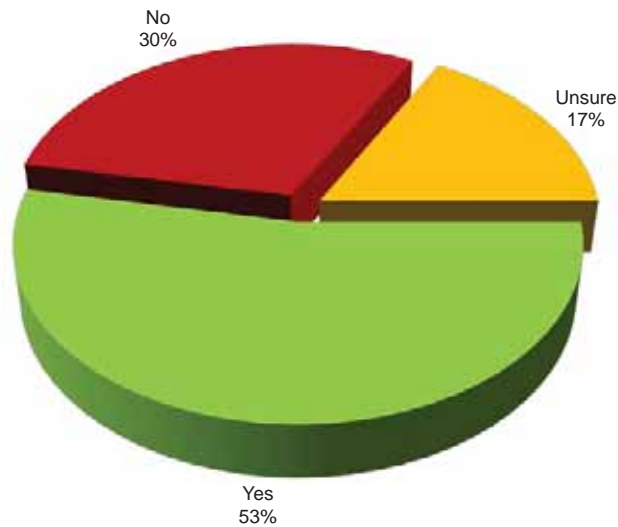


### 3.2.1 RECOGNITION OF CUMULATIVE EDUCATION

Regarding education levels, companies were asked if they incorporated the attainment of additional degrees as a factor in setting salary ranges for engineers/geoscientists. More than one-half (53%) indicated they *do factor* in all the education an employee has obtained when determining their salary. Nearly one-third said this was *not* a part of their salary calculations (30%), while 17 percent were *unsure* if this was a factor in salary calculations at their company.

## PRB E RESEARCH INC. Recognition of Additional Degrees in Salary Compensation

Q.E1 "Does your organization recognize additional degrees when setting salary levels?" (n=53)



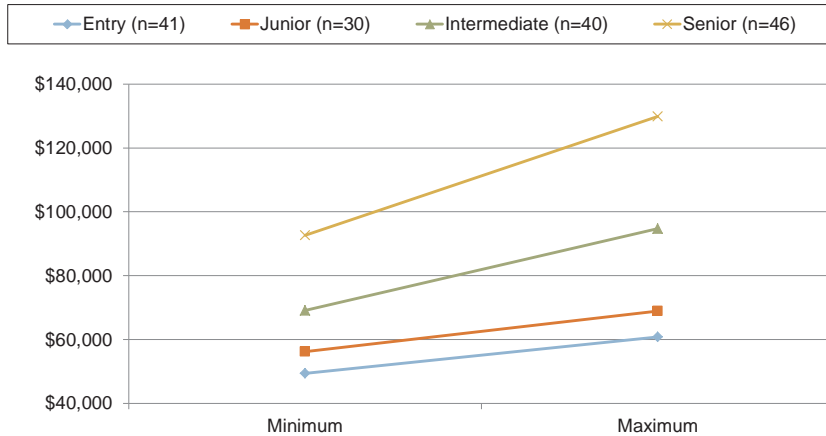
Base: All Respondents

### 3.3 SALARY RANGES

As would be expected, salary ranges are typically higher for those employees with more experience. Salaries for *entry level* employees, for example, cover a range of approximately \$10,000 (\$49,356-\$60,842), while jobs for *junior level* engineers/geoscientists typically have a salary range of approximately \$15,000 (\$56,223-\$68,879). *Intermediate* and *senior level* employees, however, enjoy a broader range between minimum and maximum ranges. This includes an average of \$69,105-\$94,703 for *intermediate-level* and \$92,585-\$129,847 for *senior-level* employees.



Q. B I,II,III,IV 3) "What is the salary range for this position in your organization?"



Base: All Respondents

Both maximum and minimum median salary ranges are revealed in the table below alongside the mean for the same positions.

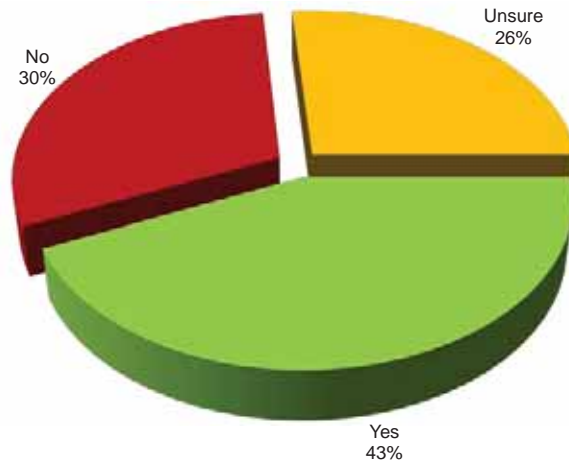
SALARY RANGE				
Q. B I,II,III,IV 3) "What is the salary range for this position in your organization?"				
	Minimum		Maximum	
	Mean	Median	Mean	Median
Entry Level (n=41)	\$49,356	\$49,000	\$60,842	\$58,650
Junior Level (n=30)	\$56,222	\$56,500	\$68,879	\$65,519
Intermediate Level (n=40)	\$69,105	\$68,182	\$94,705	\$92,904
Senior Level (n=46)	\$92,585	\$87,679	\$129,847	\$120,605

### 3.6 USE OF APEGM ANNUAL SALARY SURVEY

More than one-third of companies surveyed (43%) indicated they *did* consult the APEGM annual salary report when setting salary levels for their engineer/geoscientist employees, while another third (30%) indicated they *did not* do so. Around one-quarter (26%) were *unsure* or unable to answer this question.

**PRBE** RESEARCH INC. Use of APEGM Salary Survey

**Q.E2** "Does your organization use the results of the APEGM salary survey when setting compensation levels for its employees?" (n=53)



Base: All Respondents