2018 SALARY AND COMPENSATION SURVEY RESULTS

ENGINEERS GEOSCIENTISTS MANITOBA,
JULY 2018

ENGINEERS GEOSCIENTISTS MANITOBA

PROBE RESEARCH INC.

METHODOLOGY

- Probe Research Inc. was retained by Engineers Geoscientists Manitoba to conduct a survey among human resource and management personnel in Manitoba companies that employ its engineers and geoscientists.
- 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.
- Probe Research surveyed 110 employers using a 16-minute (average) online survey. The survey was open for completion between May 15 and June 27, 2018.
- The total sample of 811 companies with contact information was provided by Engineers Geoscientists Manitoba and included approximately 648 companies with email addresses and 163 with contact information other than email addresses.
- Engineers Geoscientists Manitoba was responsible for sending a unique, secure survey link (provided by Probe Research) to those 648 companies with email addresses. It was also responsible for mailing an announcement letter to 163 companies without email addresses explaining the purpose of the survey and encouraging participation.
- In an effort to encourage participation, a generic email reminder was sent by Engineers Geoscientists Manitoba part way through the data collection window, and Probe Research followed up with telephone calls to companies which had not yet responded to the survey.
- As an online survey is a sample of convenience, no margin-of-error can be ascribed. However, a random and representative non-convenience sample of 110 adults would have a margin of error of ± 9.34 percentage points, 19 times out of 20.

PROFILE OF RESPONDENTS

PROBE

PROFILE OF RESPONDENTS

Bases	Total (n=110) (%)	Single Practitioners (n=50) (%)	Companies employing more than 1 engineer/geoscientist (n=60) (%)
AREAS OF OPERATION*:			
Winnipeg	77	82	73
Southern Manitoba	45	46	43
Northern Manitoba	19	16	22
HEAD OFFICE:			
Winnipeg	59	64	55
Southern Manitoba	13	10	15
Northern Manitoba	3	2	3
Elsewhere in Canada	15	16	15
Outside Canada	10	8	12
PRIMARY EMPLOYMENT SECTOR:			
Private	77	76	78
Non Profit	5	6	5
Federal gov't	5	6	5
Municipal gov't	3	4	2
Provincial gov't	3	2	3
Crown Corporation	4	4	3
Educational	3	2	3

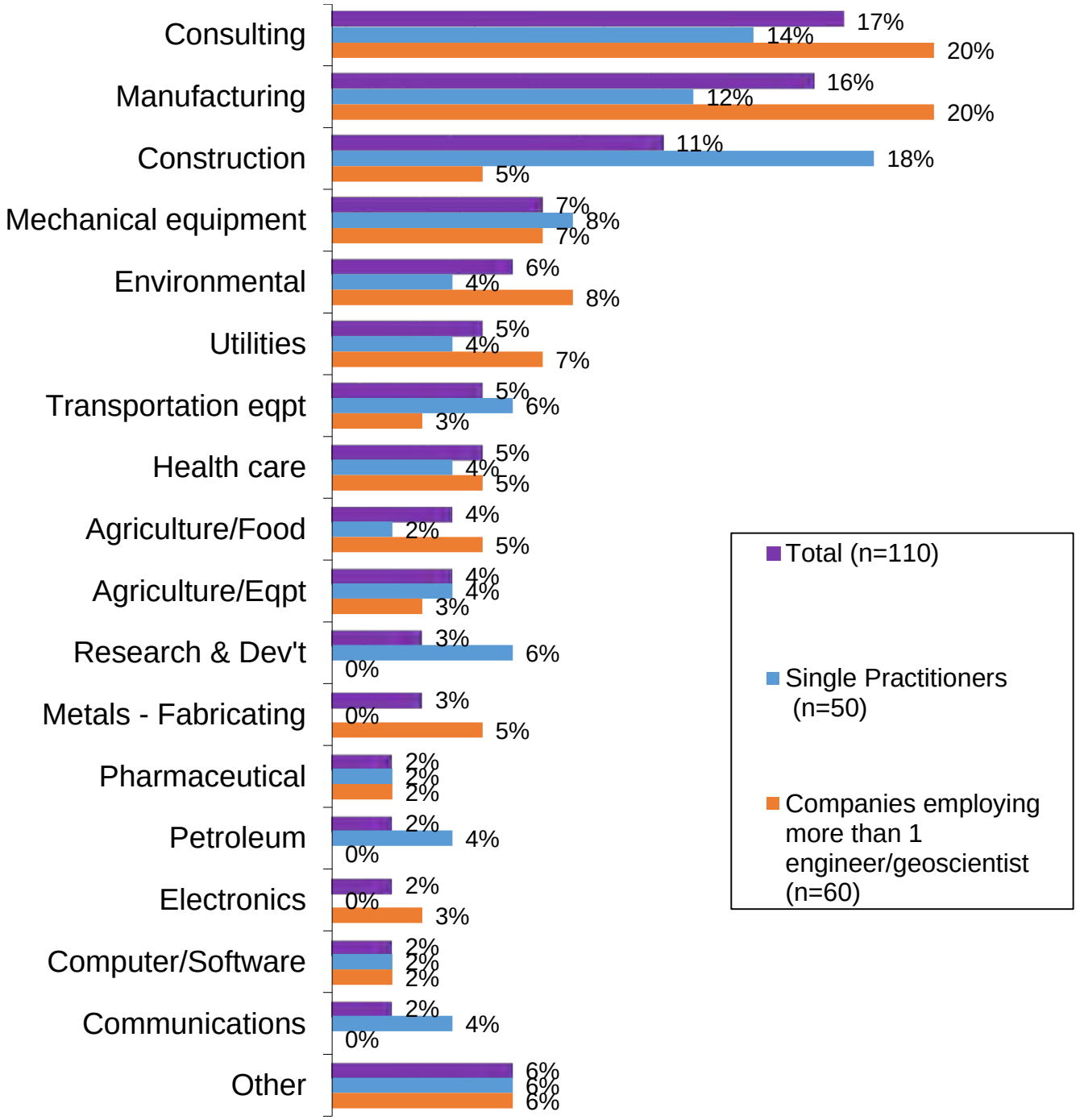
*Multiple mentions accepted, therefore totals will exceed 100%

PROFILE OF RESPONDENTS (CONT'D)

Bases	Total (n=110) (%)	Single Practitioners (n=50) (%)	Companies employing more than 1 engineer/geoscientist (n=60) (%)
ENGINEERS/GEOSCIENTISTS EMPLOYED IN MANITOBA:			
One	45	100	-
Two	15	-	27
Three	12	-	22
Four to Nine	14	-	26
Ten or more	14	-	25

INDUSTRY SECTOR CATEGORY

QA4. "And which category best describes your industry sector?" (n=110)

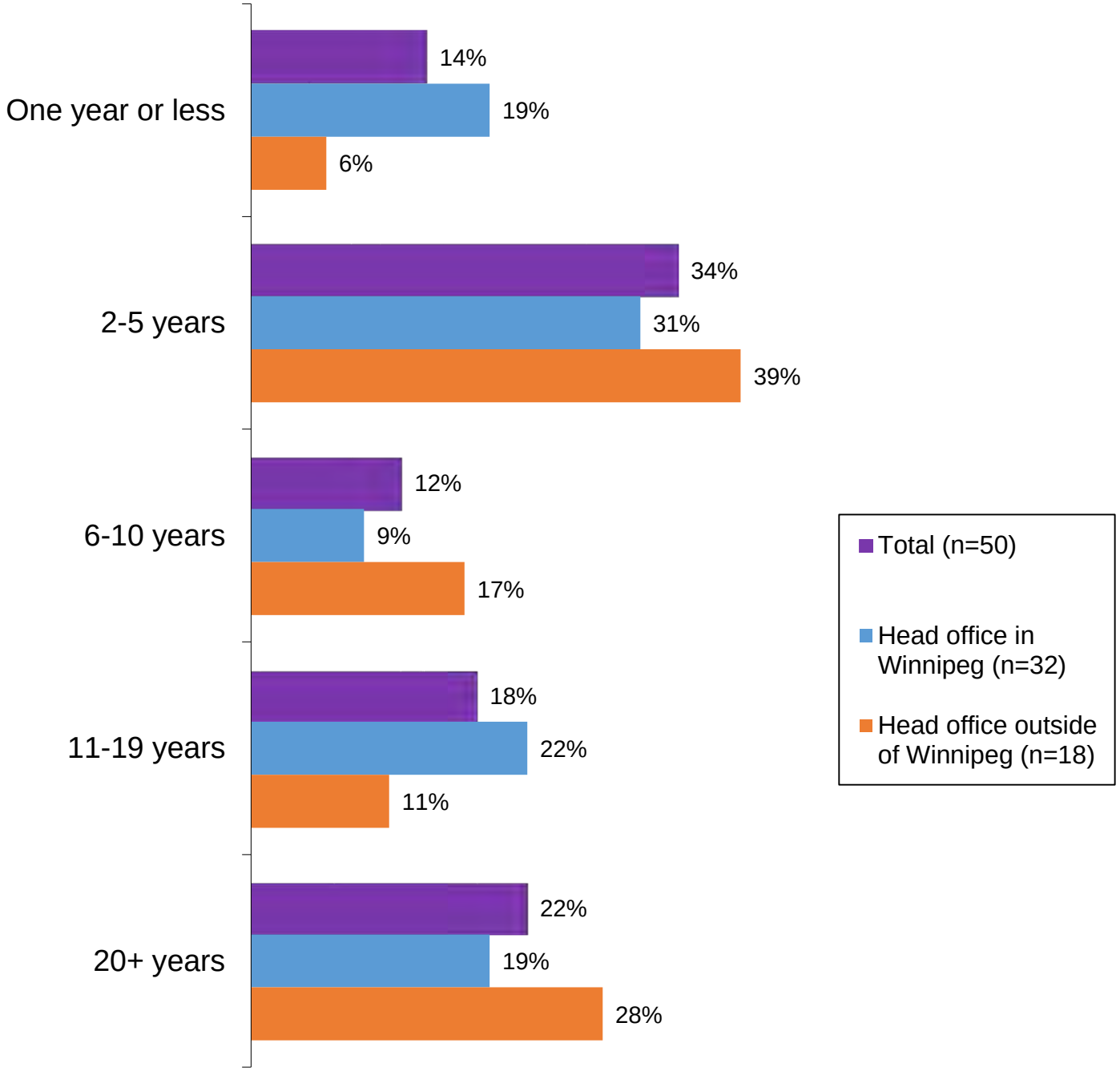


Base: All companies

PROBE

YEARS IN PRACTICE – SINGLE PRACTITIONERS

QF3. "How long have you been operating as a single practitioner?" (n=50)



Base: All single practitioners

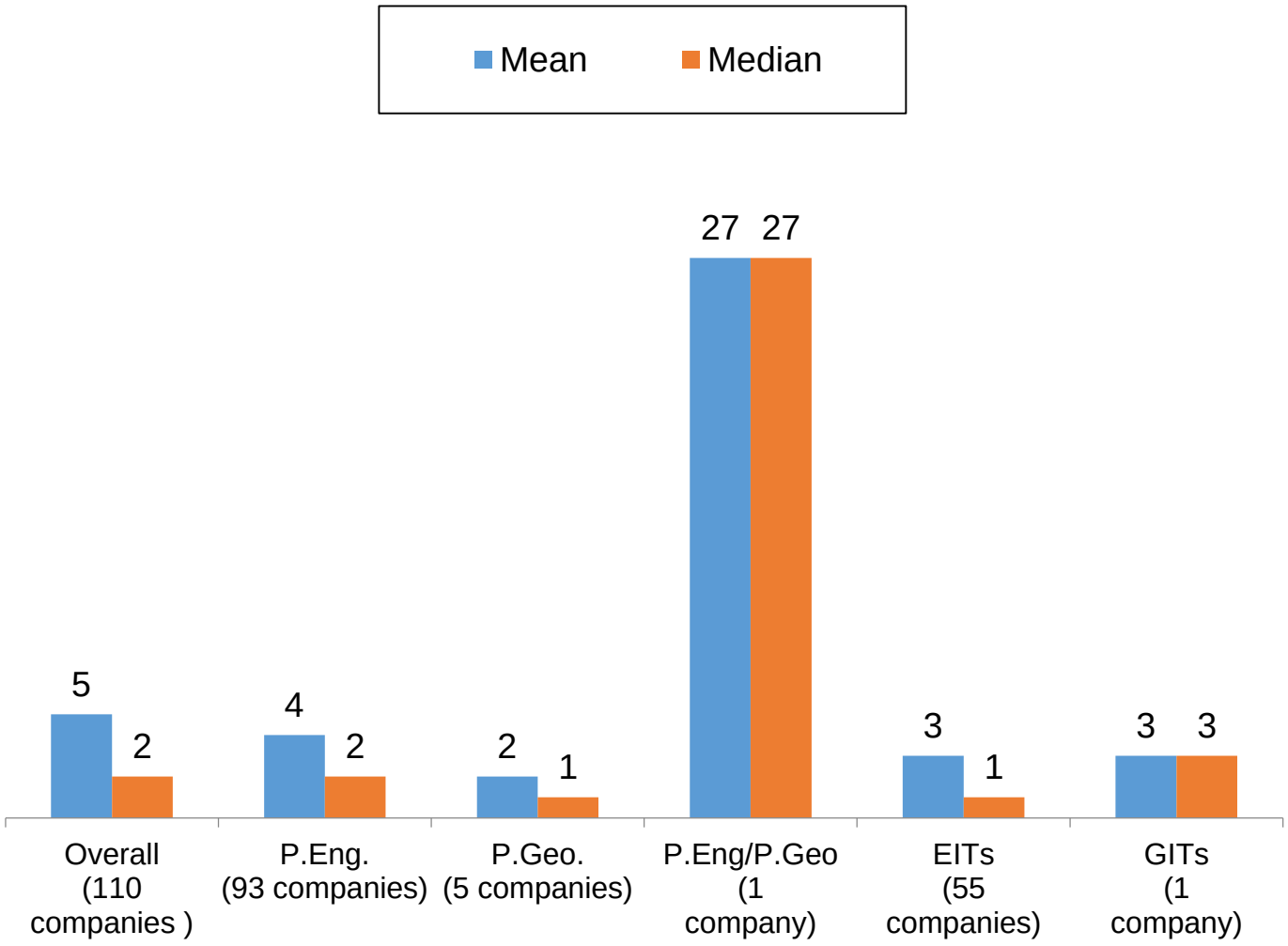
PROBE

EMPLOYEE OVERVIEW

PROBE

AVERAGE NUMBER OF TYPES OF ENGINEERS AND GEOSCIENTISTS EMPLOYED BY MANITOBA COMPANIES

QB1. "How many of the following types of employees does your company employ in Manitoba?" (n=110)

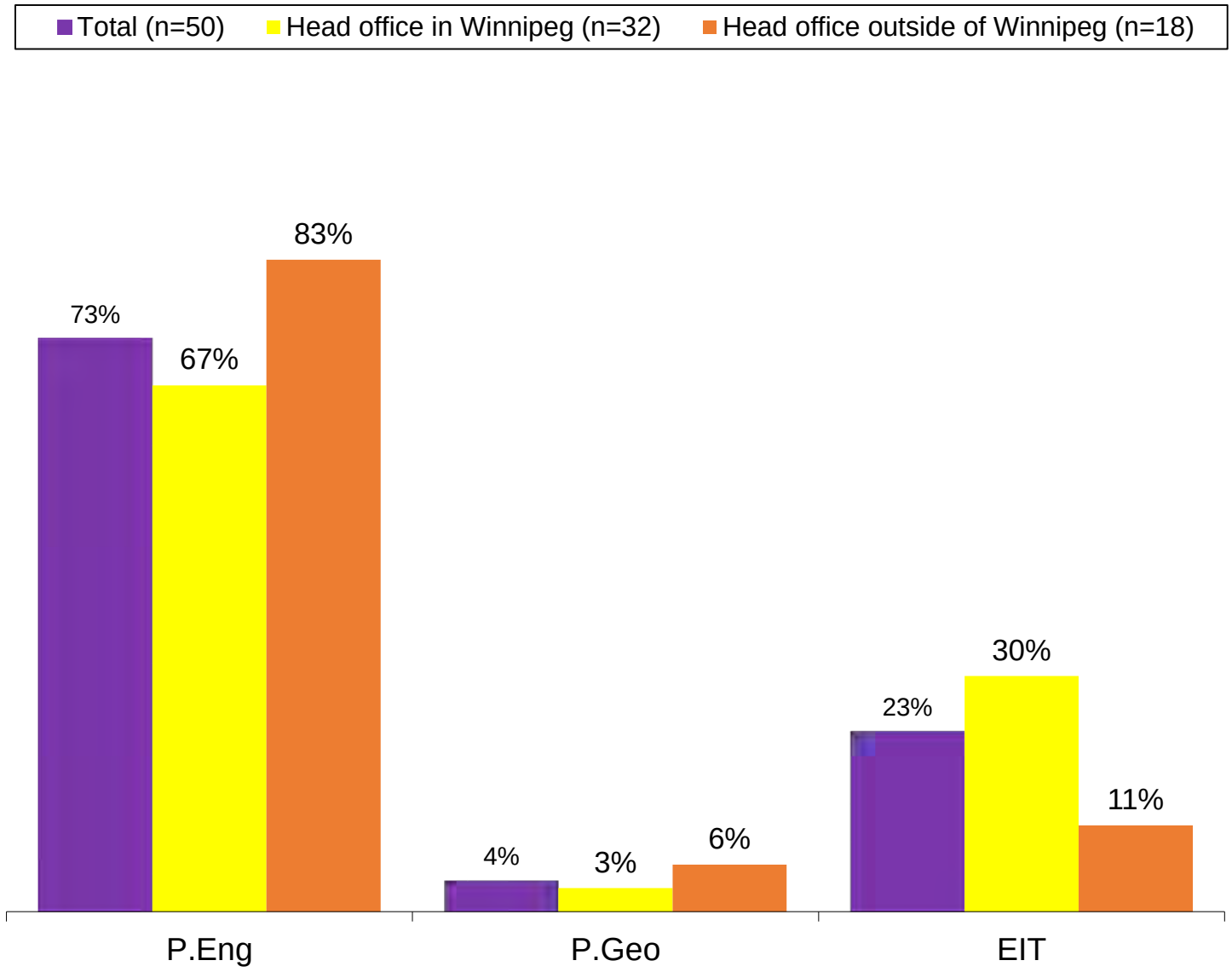


Base: All respondents

PROBE

DESIGNATION – SINGLE PRACTITIONERS

QF1. "Which of the following categories best describes your designation?" (n=50)



Base: All single practitioners

"Unsure" removed

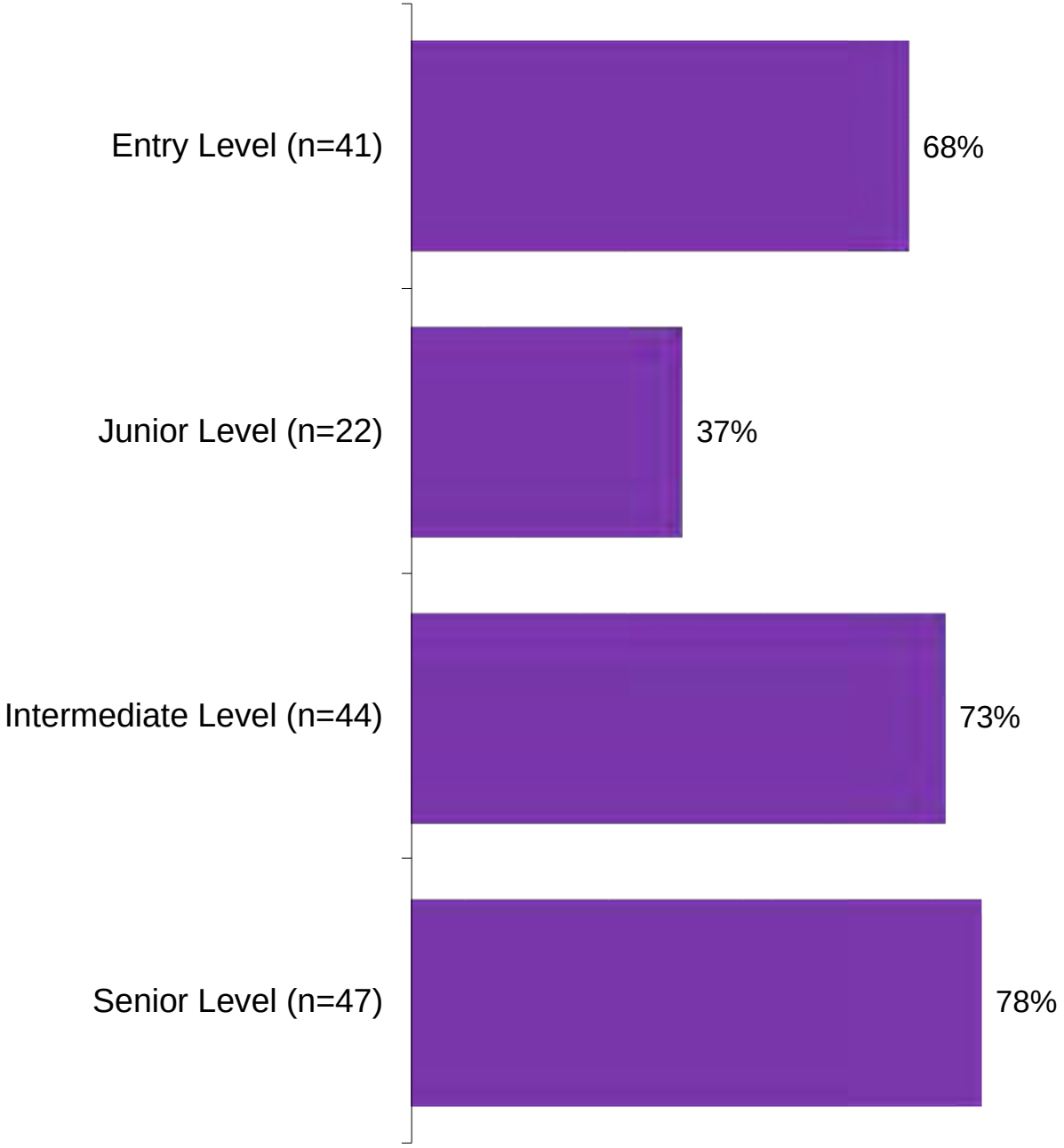
PROBE

INCIDENCE OF LEVELS OF ENGINEERS/ GEOSCIENTISTS EMPLOYED BY MANITOBA COMPANIES

Q1. "Do you have any …employed by your company?" (n=60)

Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

Base: All companies employing more than one engineer/geoscientist

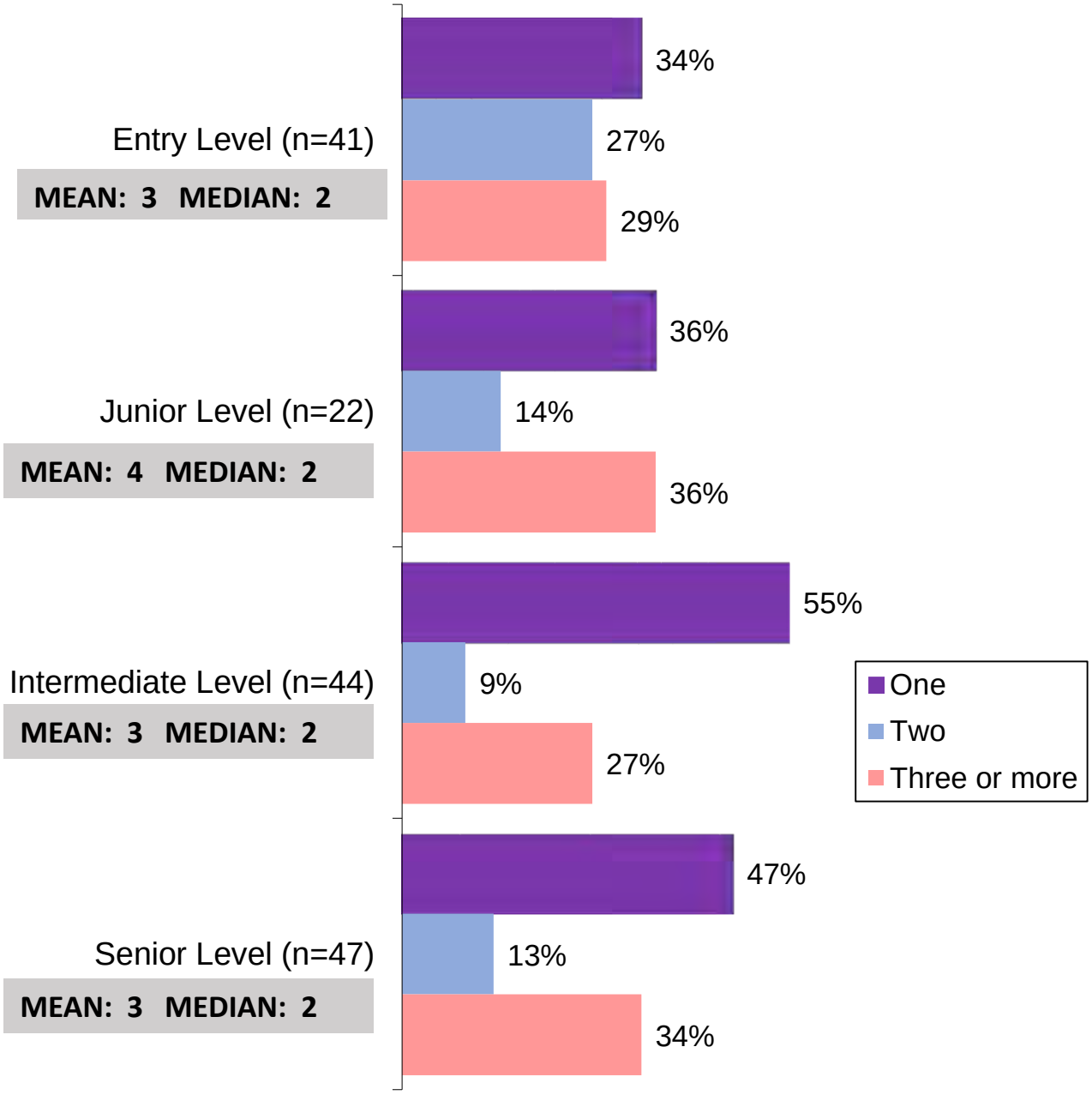


NUMBER OF ENGINEERS / GEOSCIENTISTS EMPLOYED

Q.2 "How many of these ….level engineers / geoscientists does your organization currently employ on a full or part-time basis?" (n=60)

Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

Base: All companies employing more than one engineer/geoscientist



AVERAGE PERCENTAGE OF FULL-TIME AND PART-TIME PROFESSIONALS

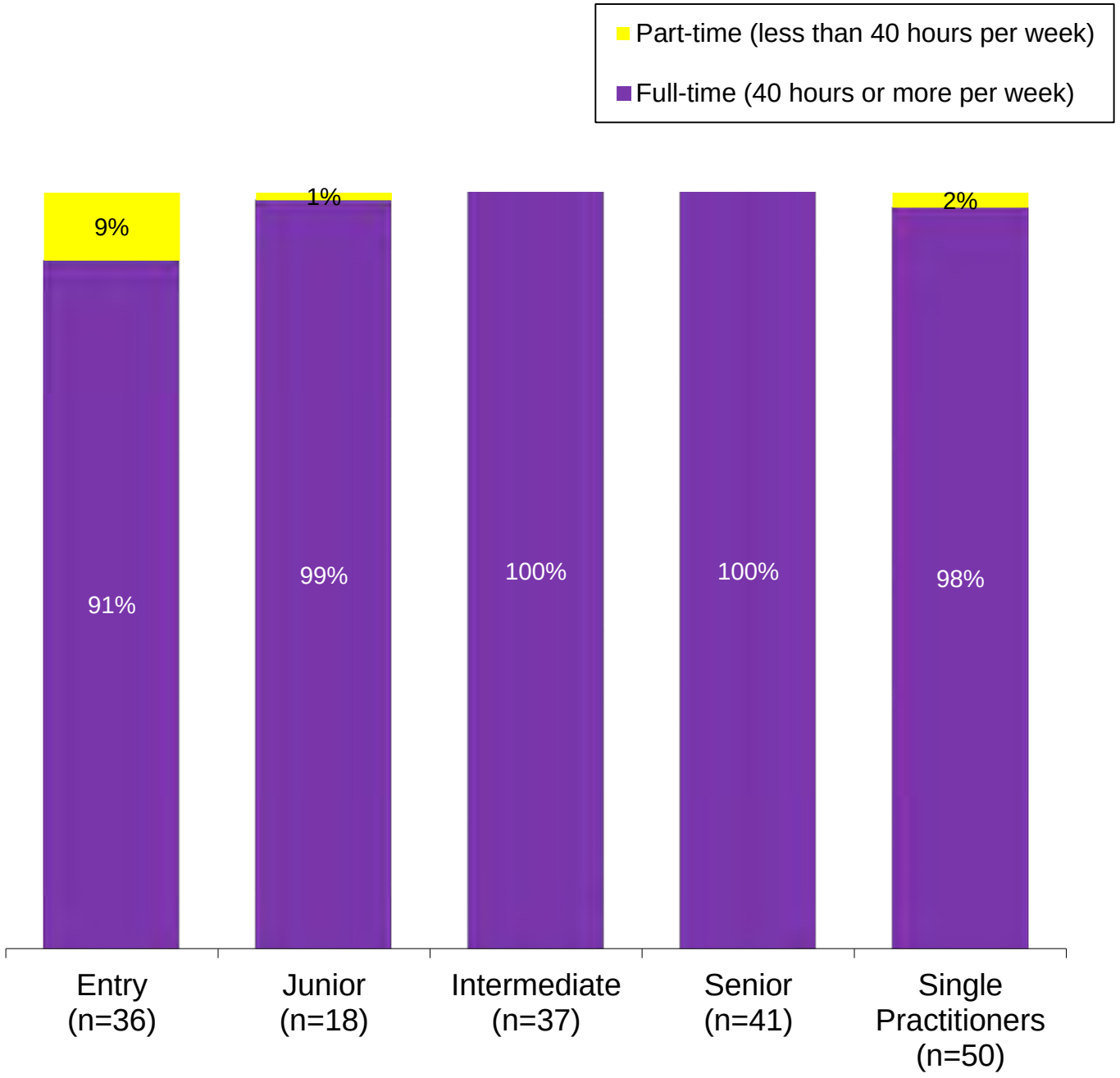
Q.3 "How many of these….level engineers / geoscientists are full-time, part-time or independent contractors?" (n=60)

QF4. "Would you say you are employed on average...?" (n=50)

Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

Base: All companies employing more than one engineer/geoscientist

"Unsure" removed from calculations



EDUCATION LEVELS

PROBE

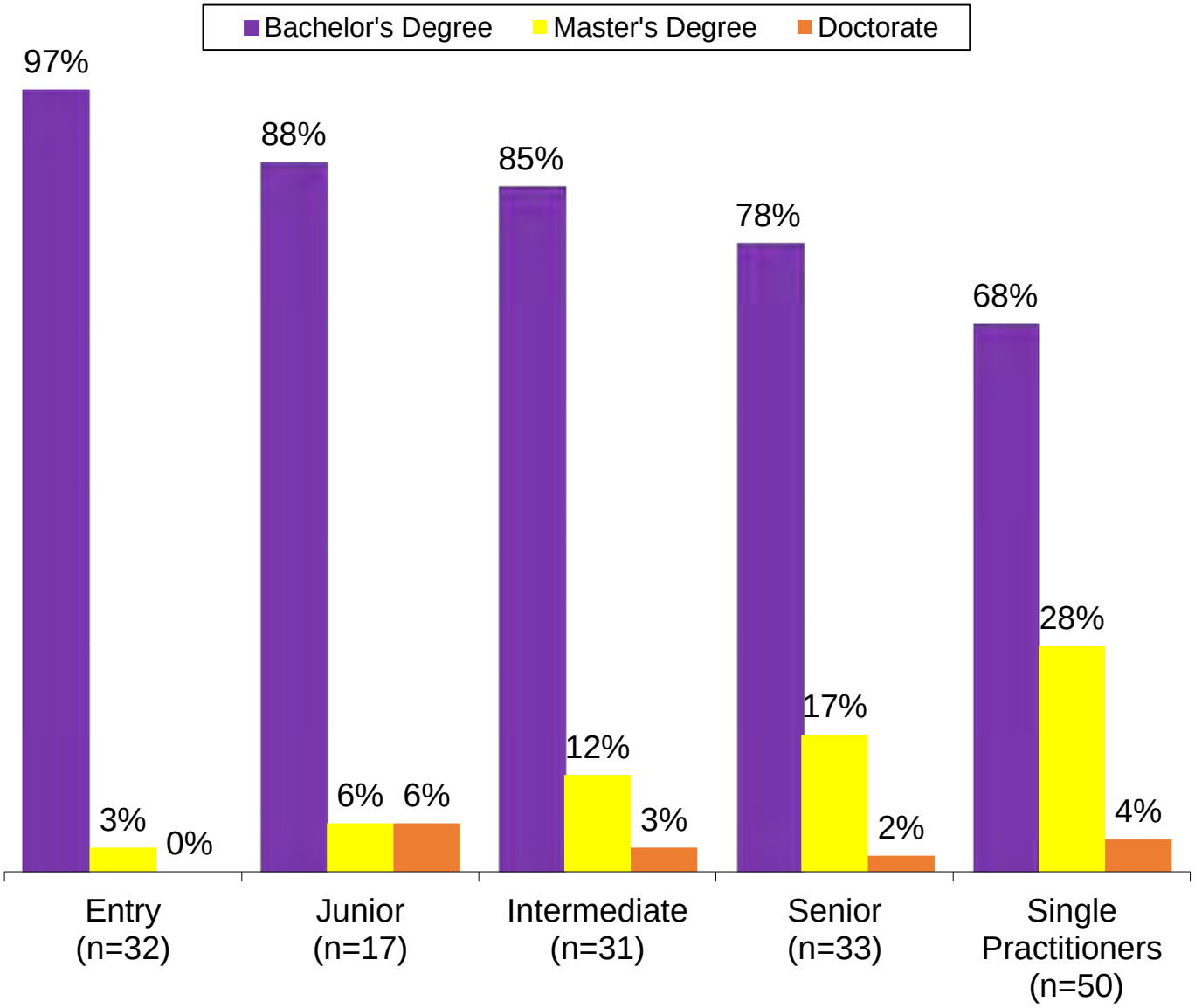
AVERAGE LEVELS OF EDUCATION ATTAINED

Q.5 "Approximately how many of these … level engineers / geoscientists have…..?" (n=60)

QF2. "What is the highest level of education you have obtained?" (n=50)

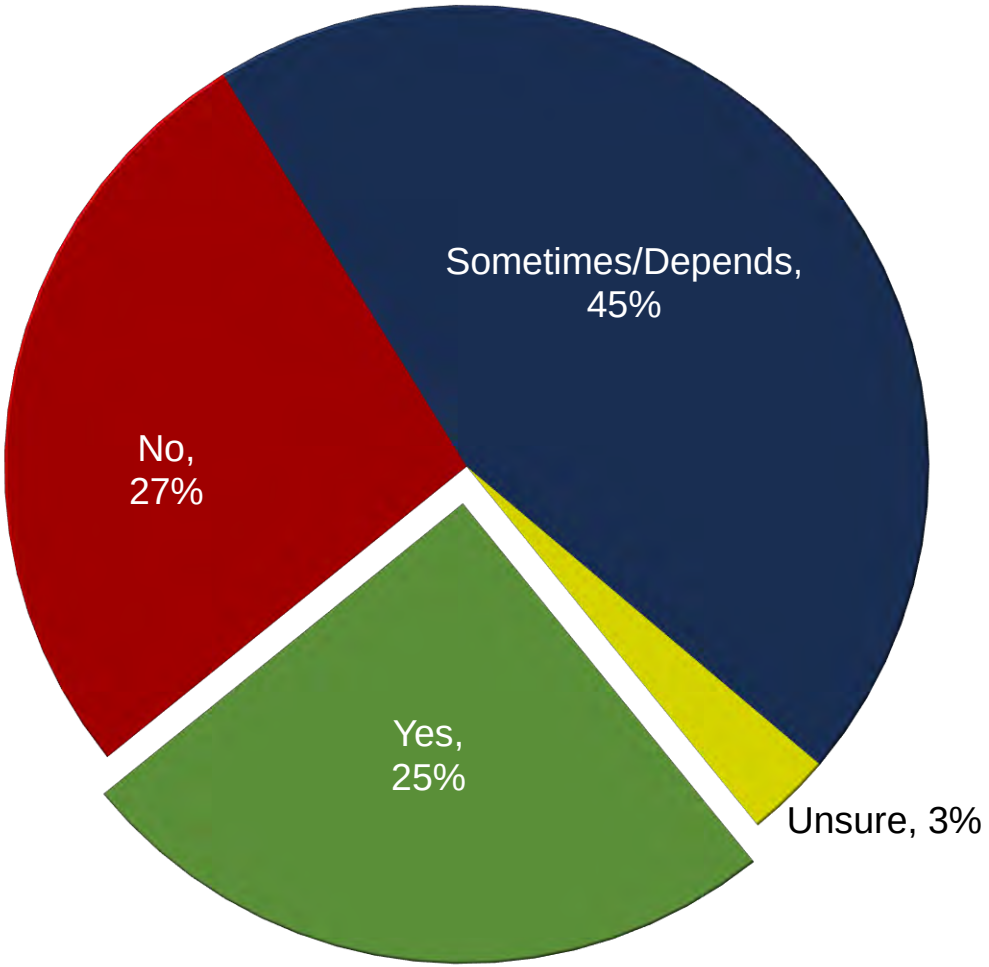
Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

Base: All respondents



RECOGNITION OF ADDITIONAL DEGREES IN SALARY COMPENSATION

Q.E1 "Does your organization recognize additional degrees or qualifications when setting salary levels for engineers/ geoscientists?" (n=60)



Base: All companies employing more than one engineer/geoscientist

PROBE

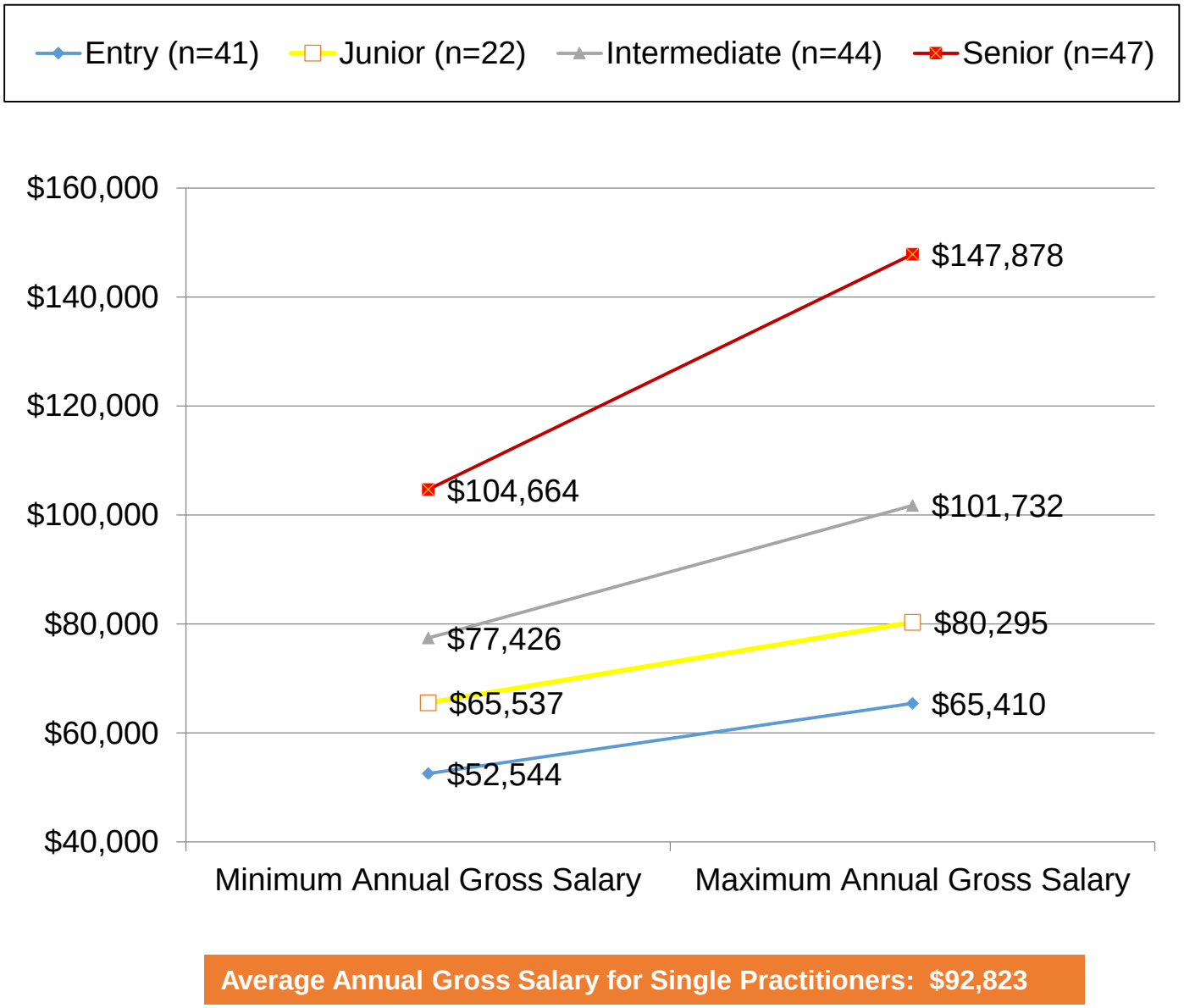
CURRENT AND FUTURE SALARY RANGES

AVERAGE SALARY RANGES

Q.4 "Although there are sometimes exceptions, what is the general salary range for this … level position in your organization?" (n=60)

Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

Base: All companies employing more than one engineer/geoscientist



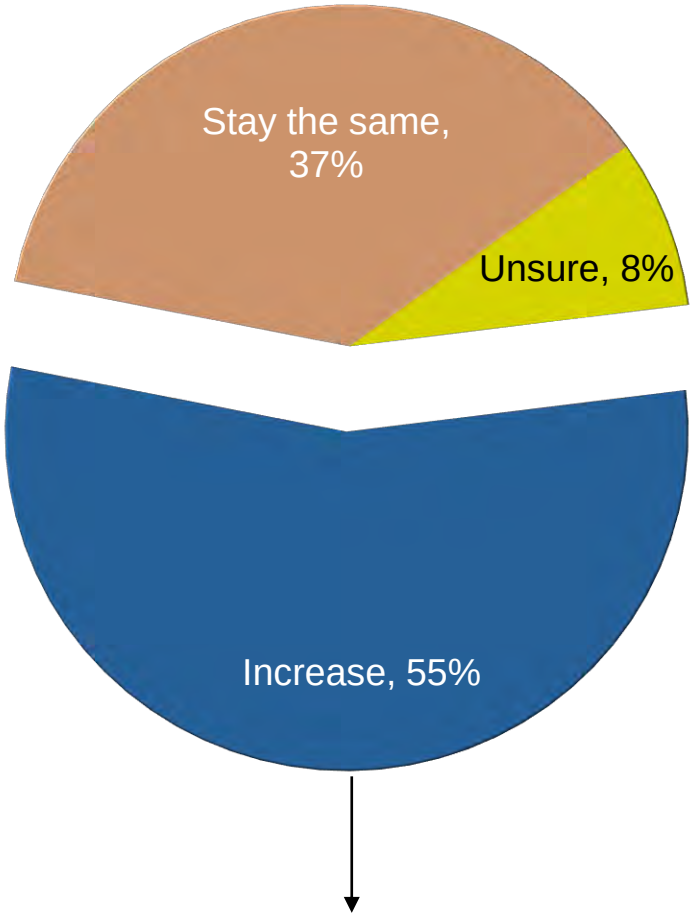
Average Annual Gross Salary for Single Practitioners: $92,823

PERCEPTIONS OF CHANGES TO SALARY AND COMPENSATION LEVELS

Q.E2 "Do you anticipate the salary and compensation levels for engineers and geoscientists employed in your firm will increase or stay the same in the next two years?" (n=60)

Q.E2a) "Overall, what percentage increase do you anticipate engineers / geoscientists in your organization will receive in two years' time?" (n=33)

Base: All companies employing more than one engineer/geoscientist



Will increase by an average of 6% overall

- 7% among those with head offices in Winnipeg
- 5% among those with head offices outside of Winnipeg

EMPLOYEE COMPENSATION AND BENEFITS

PROBE

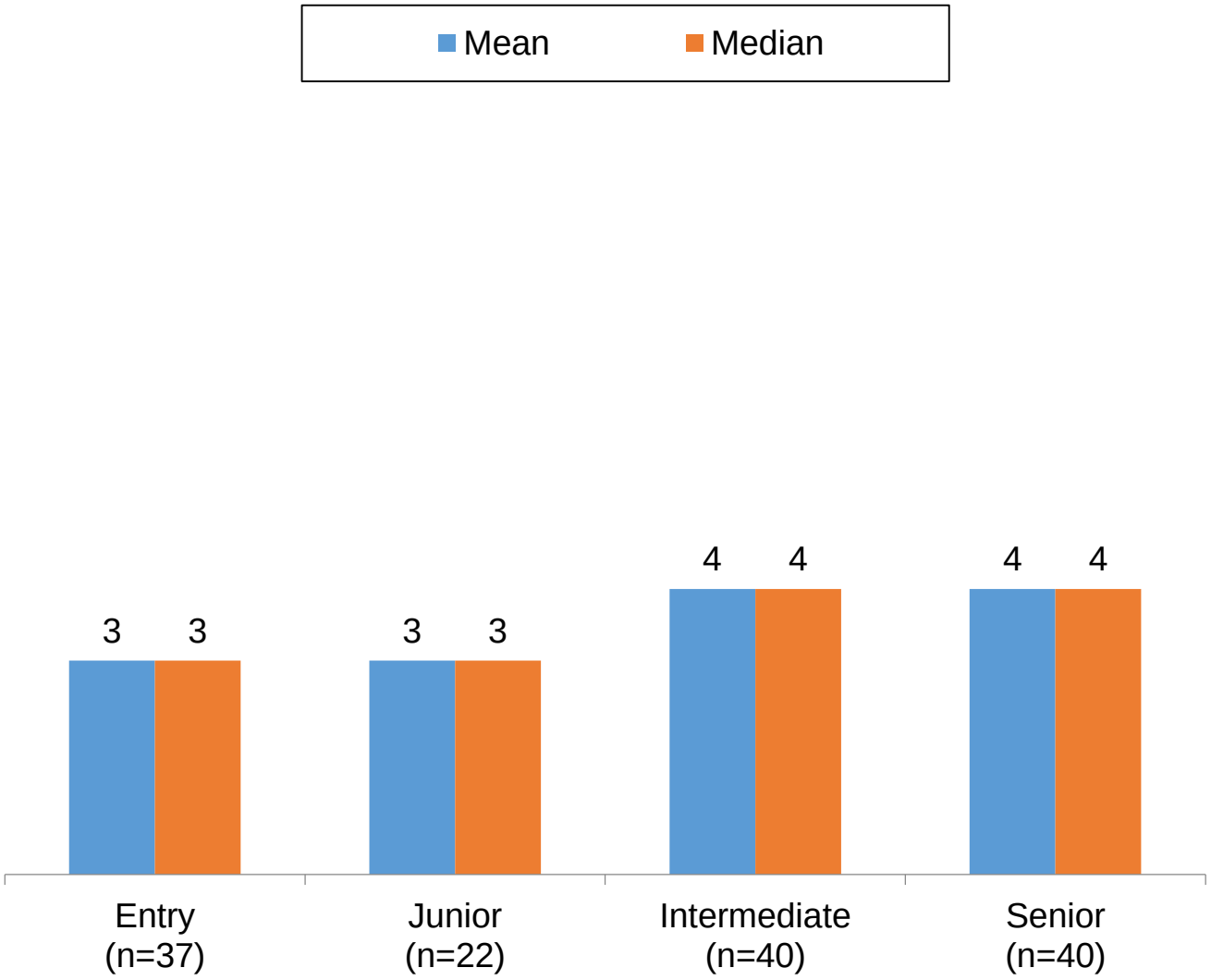
AVERAGE NUMBER OF VACATION WEEKS PER YEAR

Q.6 "How many weeks of vacation do these …. level engineers / geoscientists typically receive per year?" (n=60)

Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

Base: All companies employing more than one engineer/geoscientist

"Unsure" removed from calculations



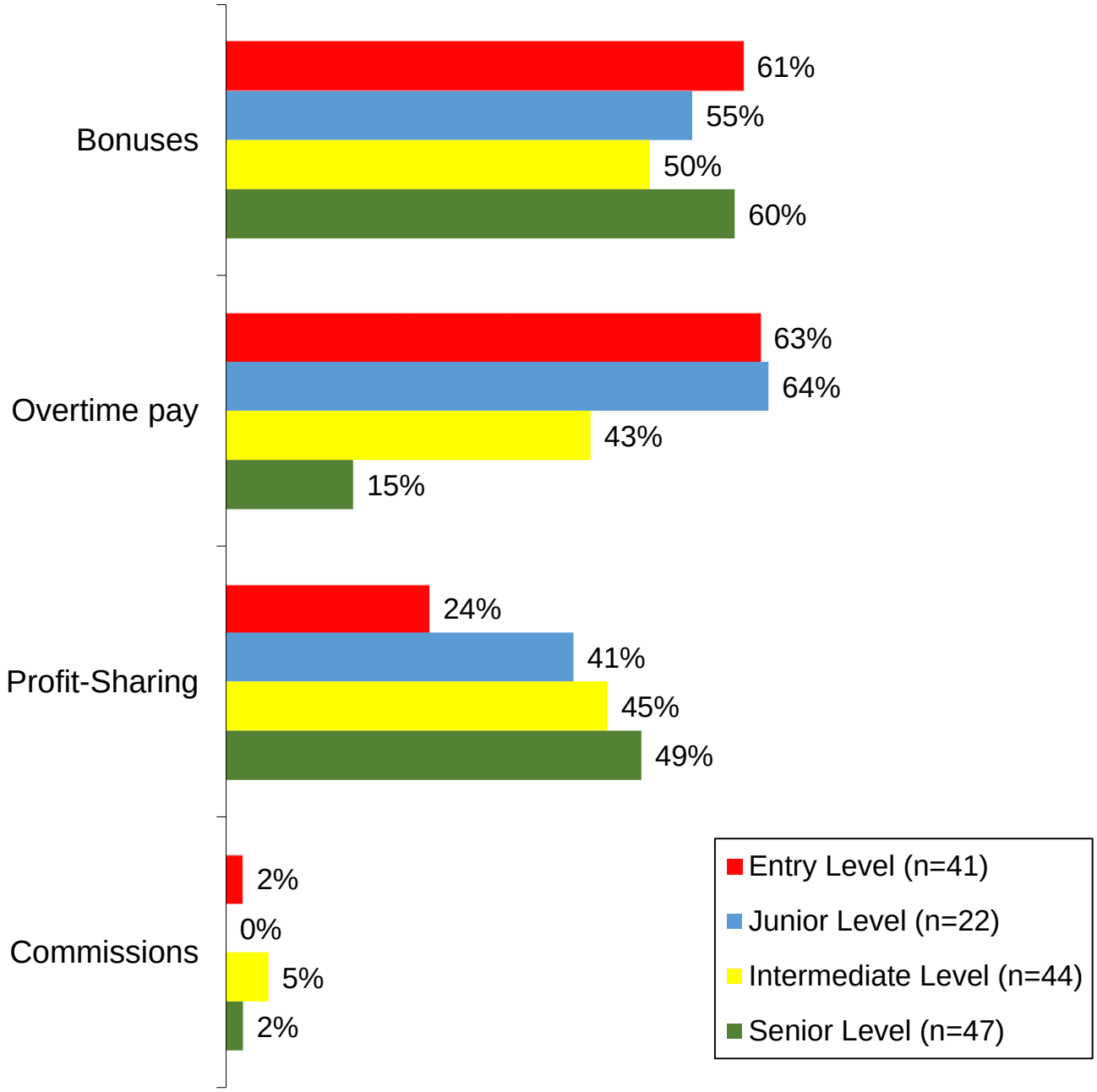
PROBE

PROVISION OF ADDITIONAL PAY STRUCTURES

Q7. "Generally, do these … level engineers / geoscientists receive …..?"

Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

Base: All companies employing more than one engineer/geoscientist



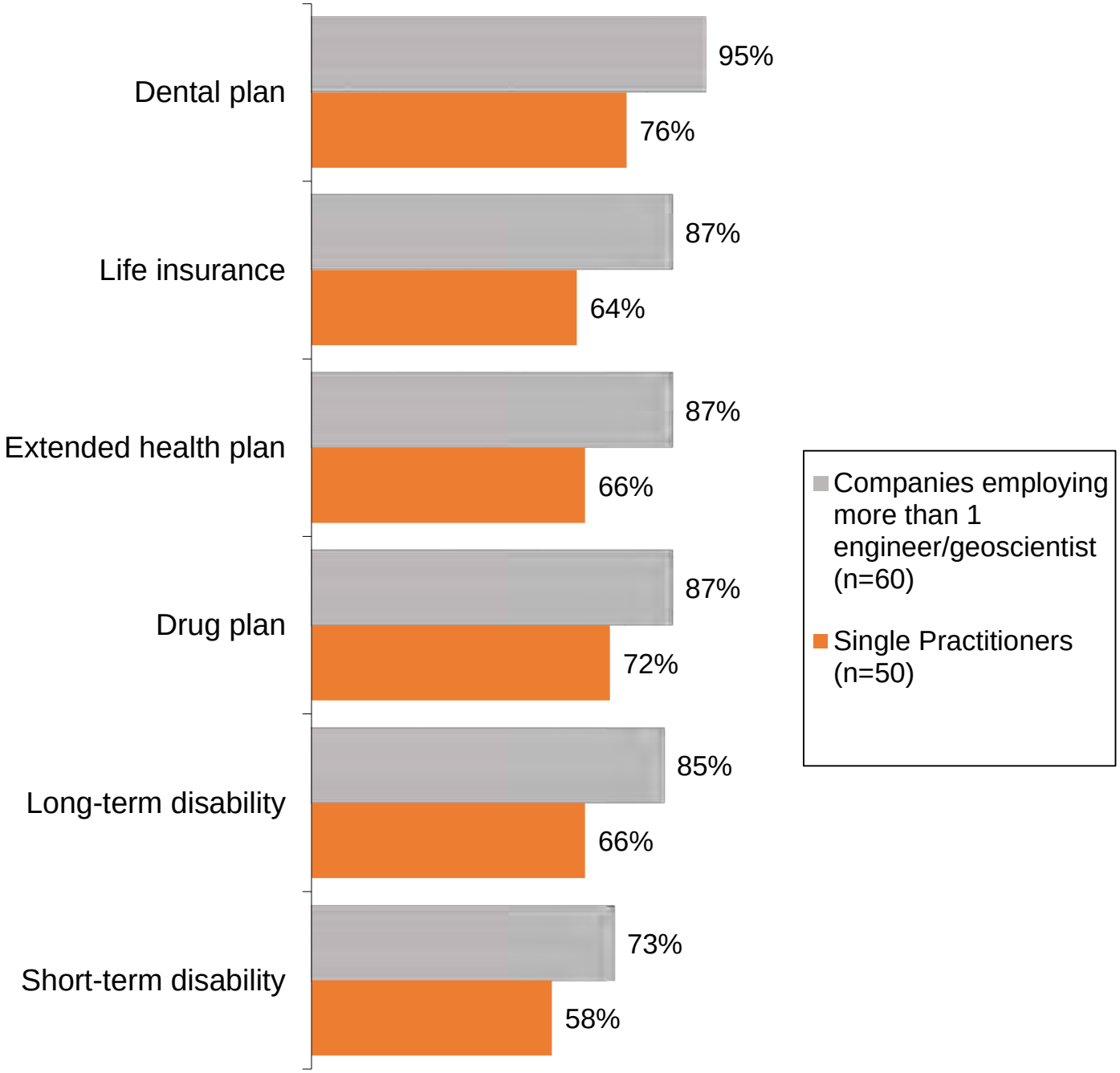
PROVISION OF HEALTH BENEFITS

QC1. "Which of the following benefits, if any, does your organization provide to the professional engineers / geoscientists employed by your company?" (n=60)

Q.F6 "Which, if any of the following do you have through a business benefits plan?" (n=50)

Base: All respondents

All mentions accepted therefore total may exceed 100%



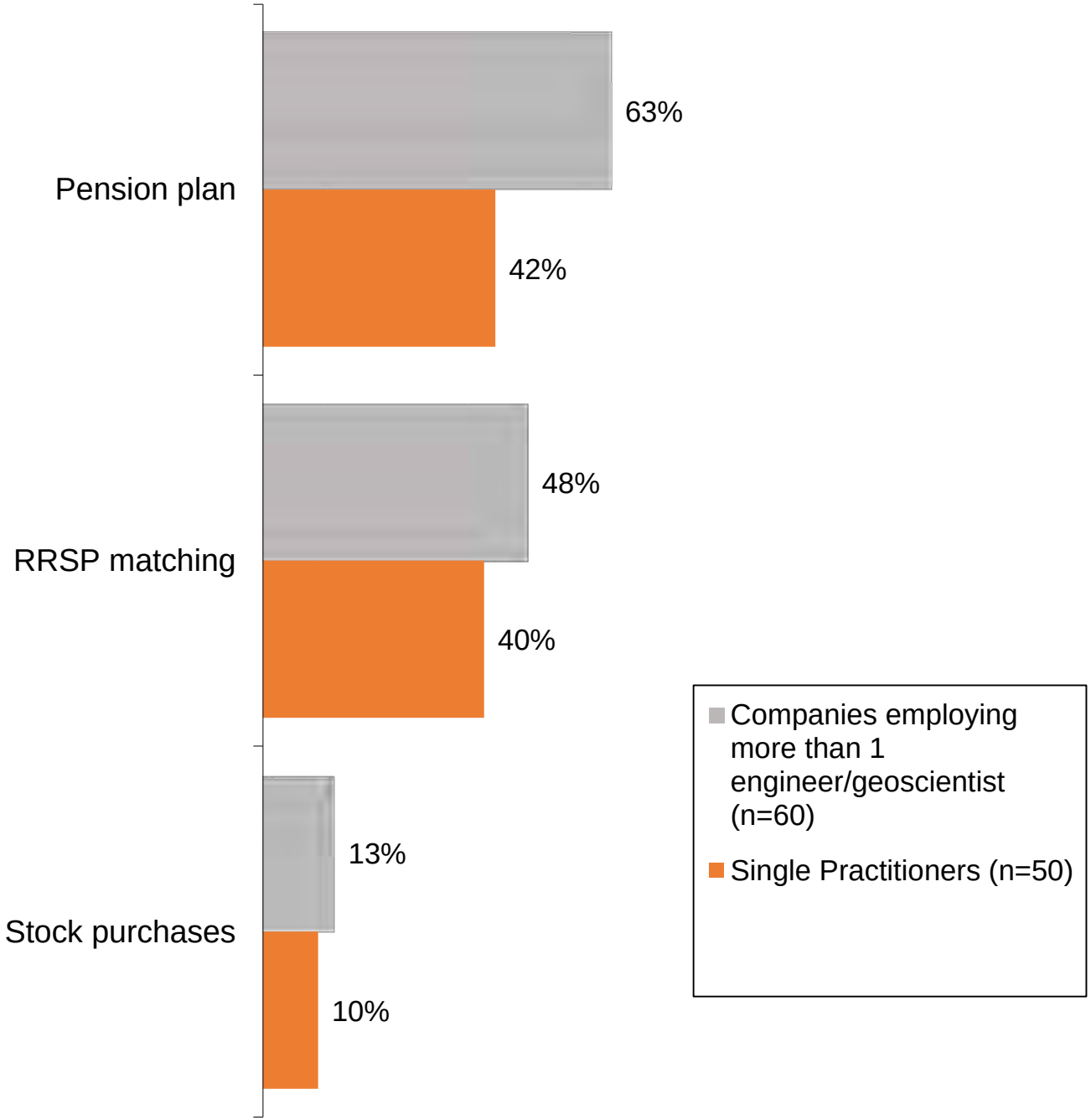
PROVISION OF ADDITIONAL FINANCIAL BENEFITS

QC1. "Which of the following benefits, if any, does your organization provide to the professional engineers / geoscientists employed by your company?" (n=60)

Q.F6 "Which, if any, of the following do you have through a business benefits plan?" (n=50)

Base: All respondents

All mentions accepted therefore total may exceed 100%



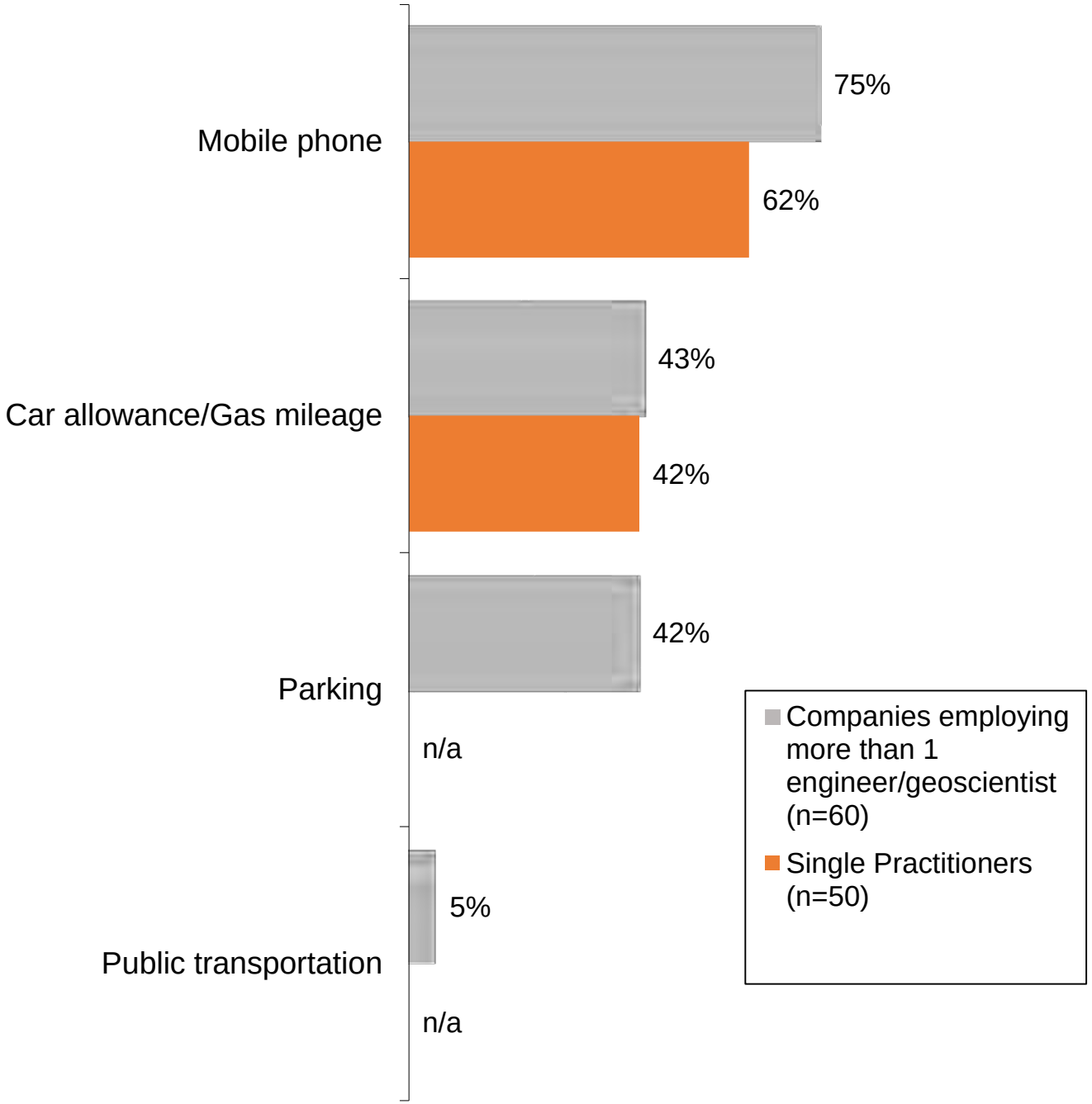
PROVISION OF ADDITIONAL BENEFITS

QC1. "Which of the following benefits, if any, does your organization provide to the professional engineers / geoscientists employed by your company?" (n=60)

Q.F6 "Which, if any, of the following do you have through a business benefits plan?" (n=50)

Base: All respondents

All mentions accepted therefore total may exceed 100%

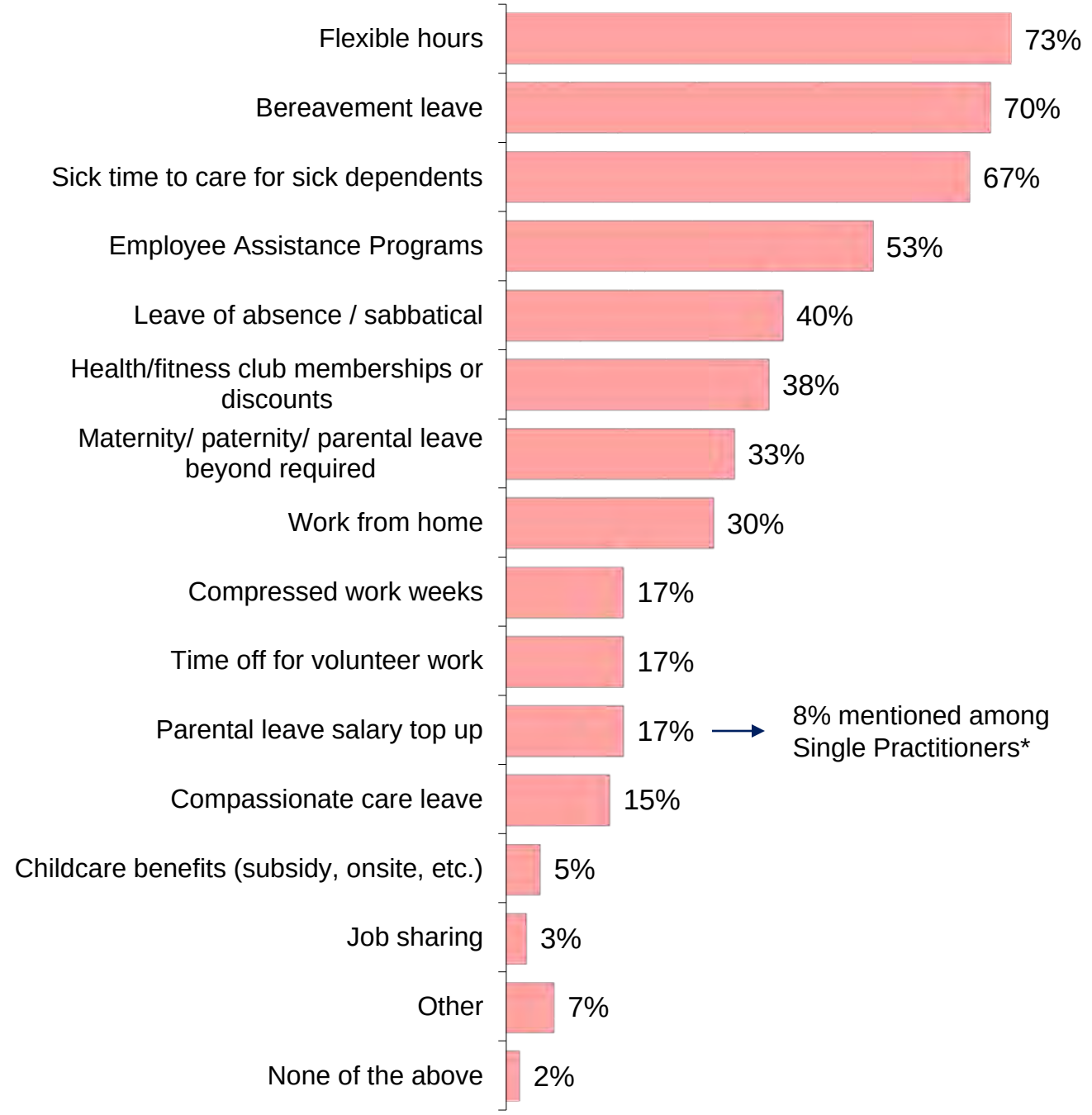


PROVISION OF WORK/LIFE BALANCE BENEFITS

QC2. Some organizations offer different types of "work-life balance" programs to their employees. Which, if any, of the following does your organization offer in full or in part to your professional engineers/geoscientists?" (n=60)

Base: All companies employing more than one engineer/geoscientist

All mentions accepted therefore total may exceed 100%



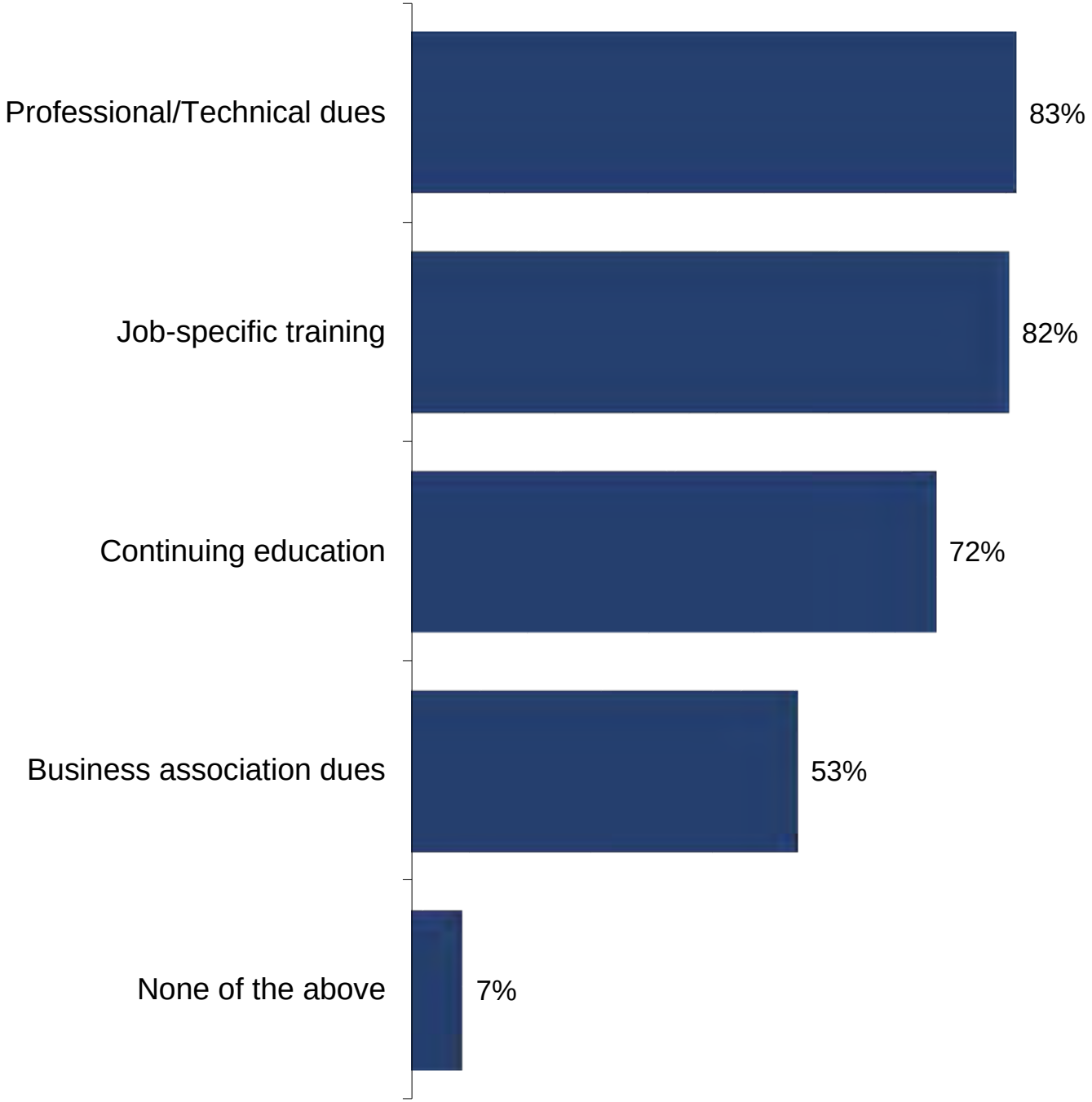
*The only work/life balance benefit asked of Single Practitioners

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

QC3. Which, if any, of the following types of professional development activities does your organization pay in full or in part for your professional engineers/geoscientists?" (n=60)

Base: All companies employing more than one engineer/geoscientist

All mentions accepted therefore total may exceed 100%



CURRENT AND PROJECTED EMPLOYMENT NEEDS

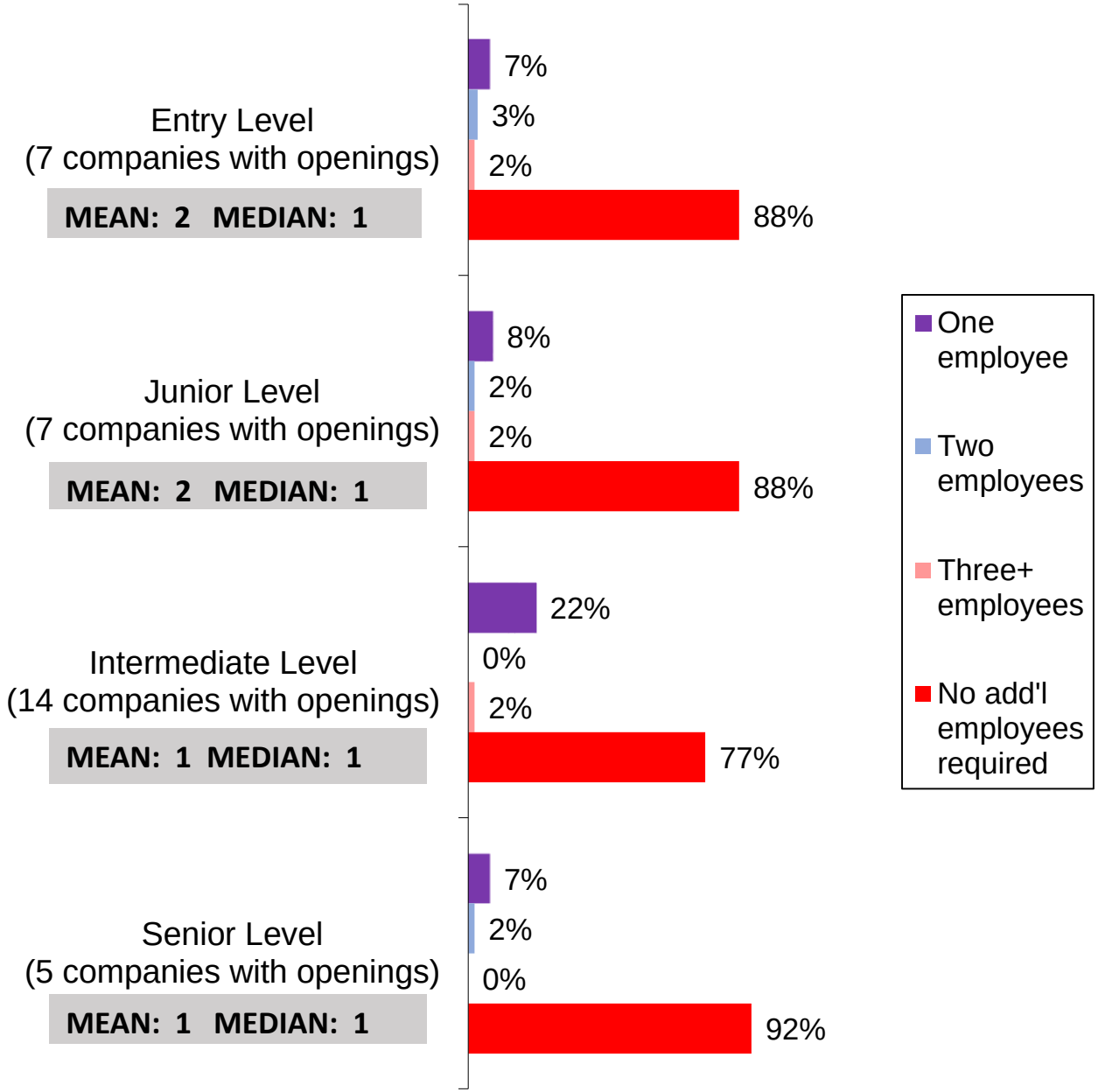
PROBE

NUMBER OF ENGINEERS / GEOSCIENTISTS REQUIRED

Q.D1 "Do you currently have any openings for the following engineers/geoscientists positions? If yes, please indicate the number of positions you require." (n=60)

Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

Base: All companies employing more than one engineer/geoscientist

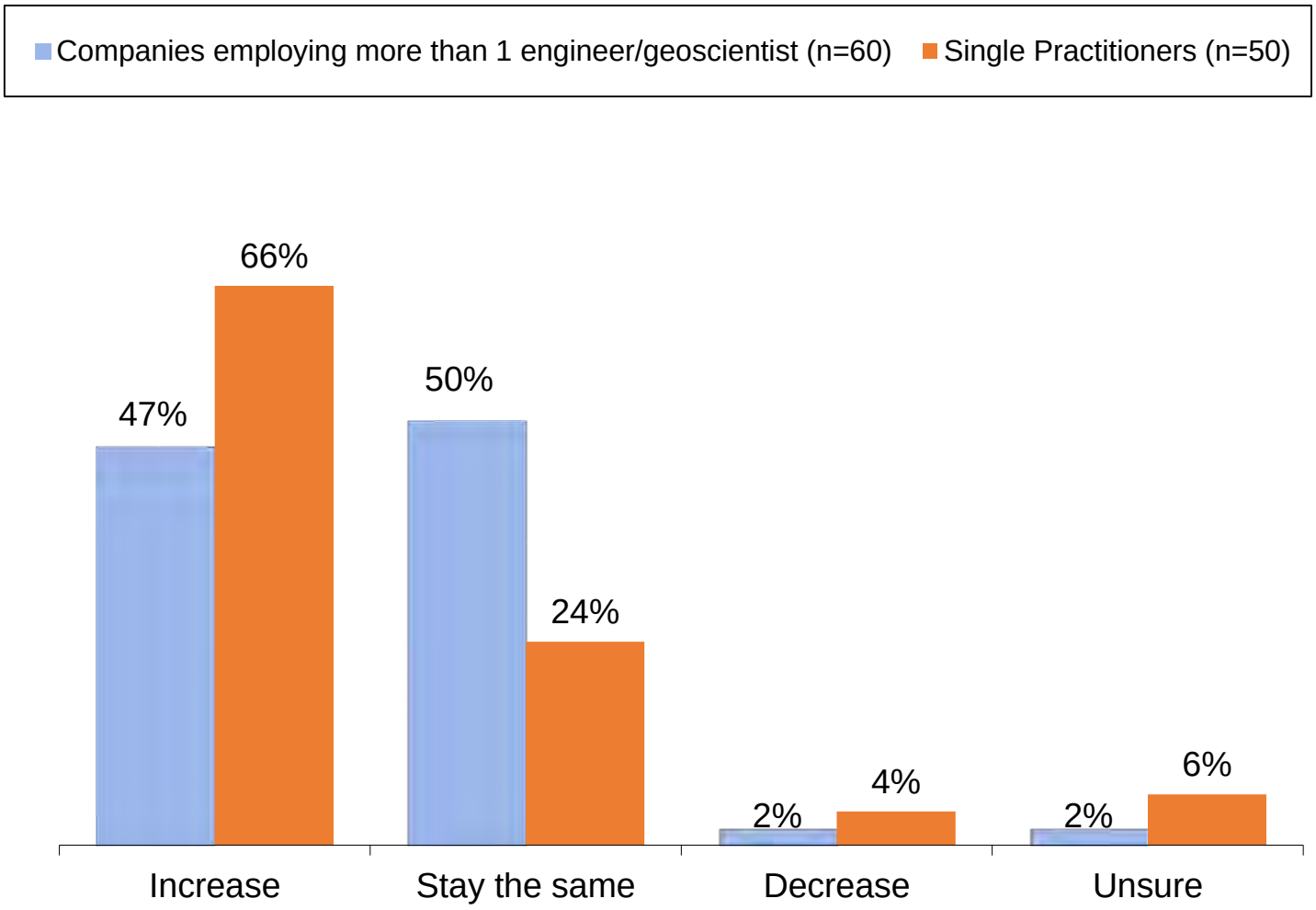


EXPECTATIONS FOR CHANGES IN NUMBER OF ENGINEERS / GEOSCIENTISTS EMPLOYED

QD2. "Overall, do you expect the number of professional engineers/geoscientists employed in your organization to increase, decrease or stay the same in the next five years?" (n=60)

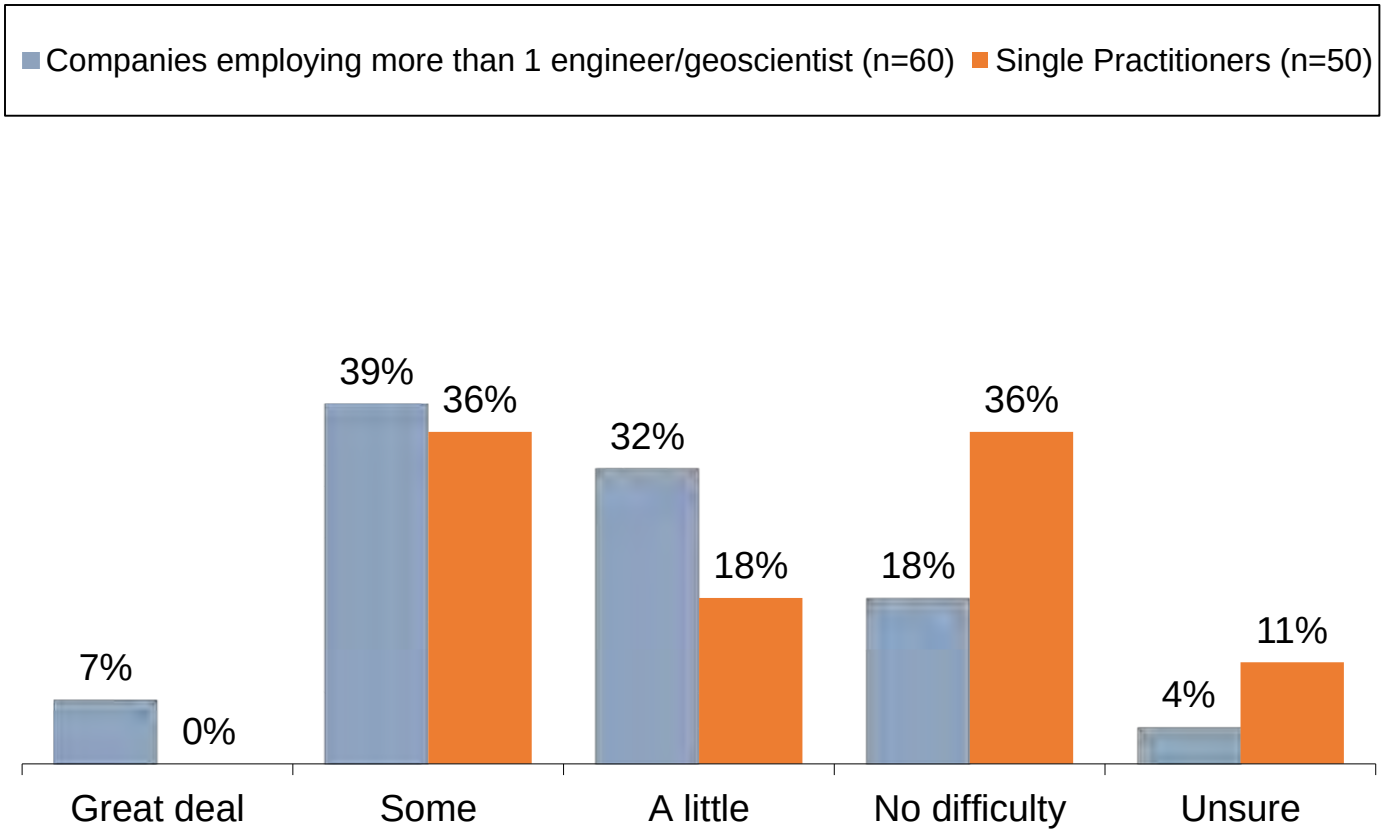
Q.F7. "Do you anticipate your business will increase, decrease or stay the same in the next five years?" (n=50)

Base: All respondents



EXPECTATIONS FOR DEGREE OF DIFFICULTY FILLING FUTURE POSITIONS

QD3/F9. "What degree of difficulty, if at all, do you anticipate you will have filling any of these positions in the next five years?" (n=56)

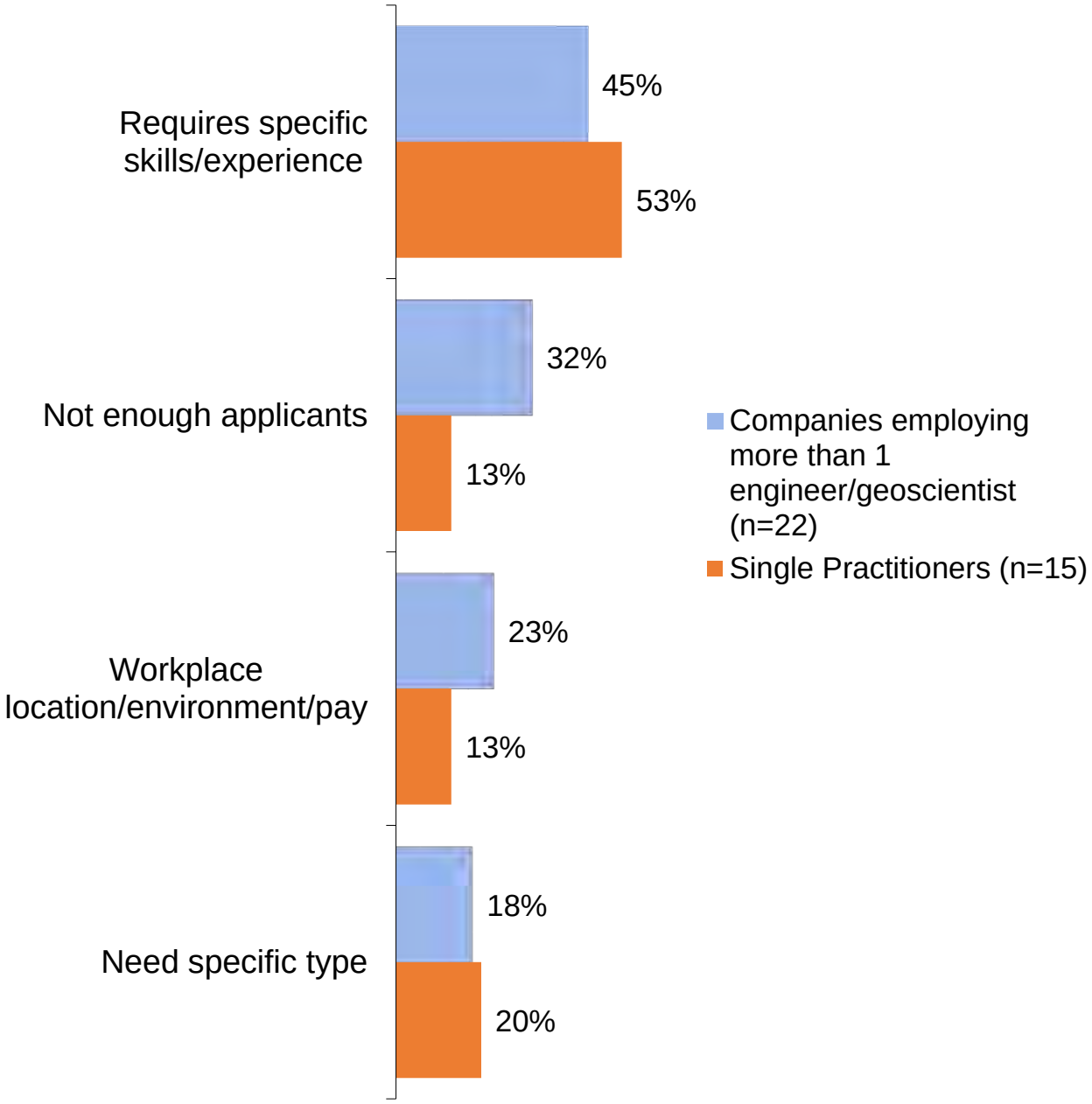


Base: All respondents expecting to increase these types of employees

PROBE

REASONS FOR DIFFICULTY FILLING FUTURE POSITIONS

QD3a/F9a. "Why do you think you may have some difficulty filling these engineering/ geoscientist positions? (n=37)



Base: All respondents expecting to experience difficulties hiring these types of employees

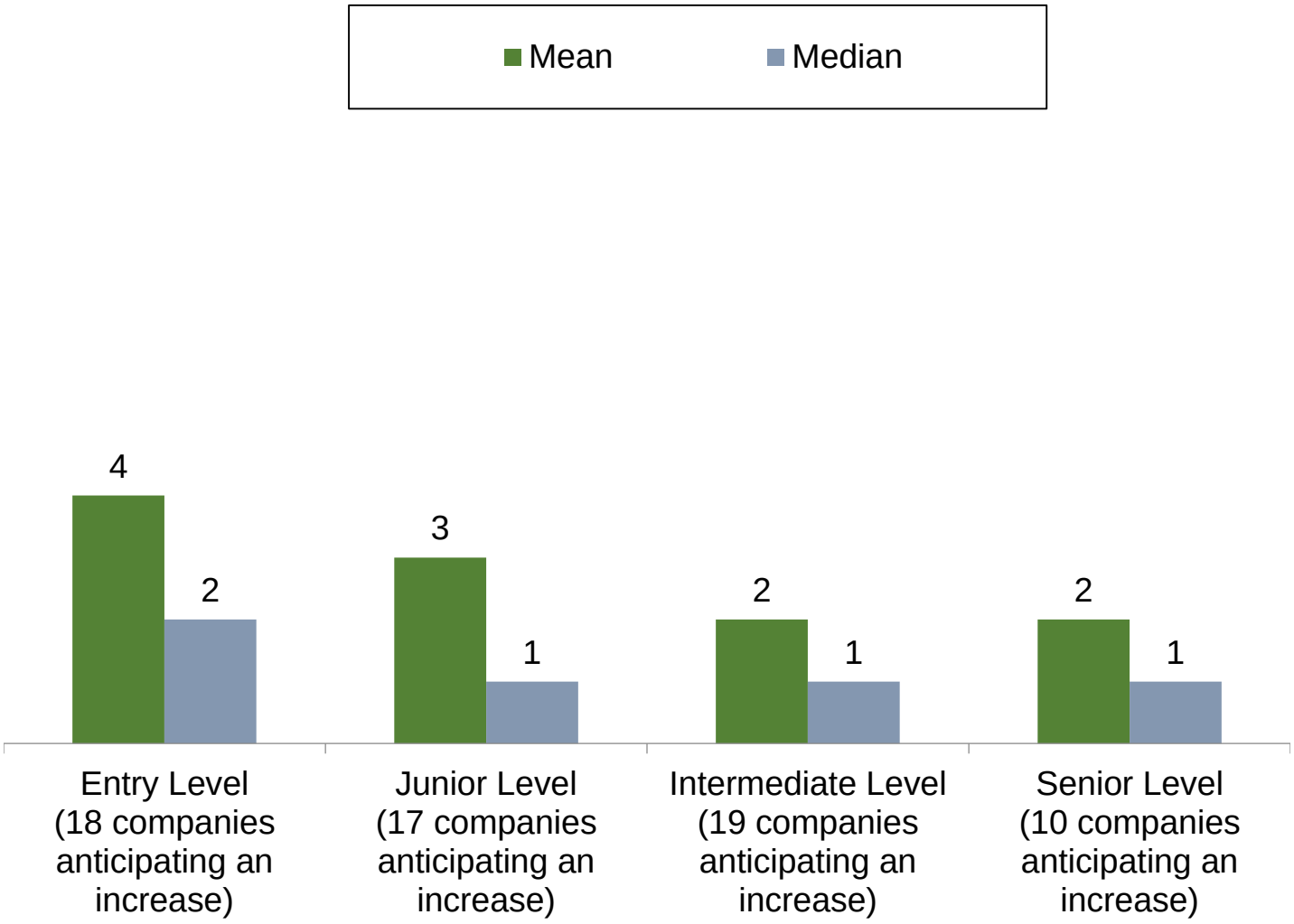
PROBE

AVERAGE NUMBER OF NEW EMPLOYEES ANTICIPATED NEEDING IN THE FUTURE

Q.D4 "How many positions, if any, in each of these categories do you anticipate you will need to fill in the next five years?" (n=28)

Definitions:
Entry – less than 3 years working in the industry
Junior – 3-5 years
Intermediate – 5-15 years
Senior – 15+ years

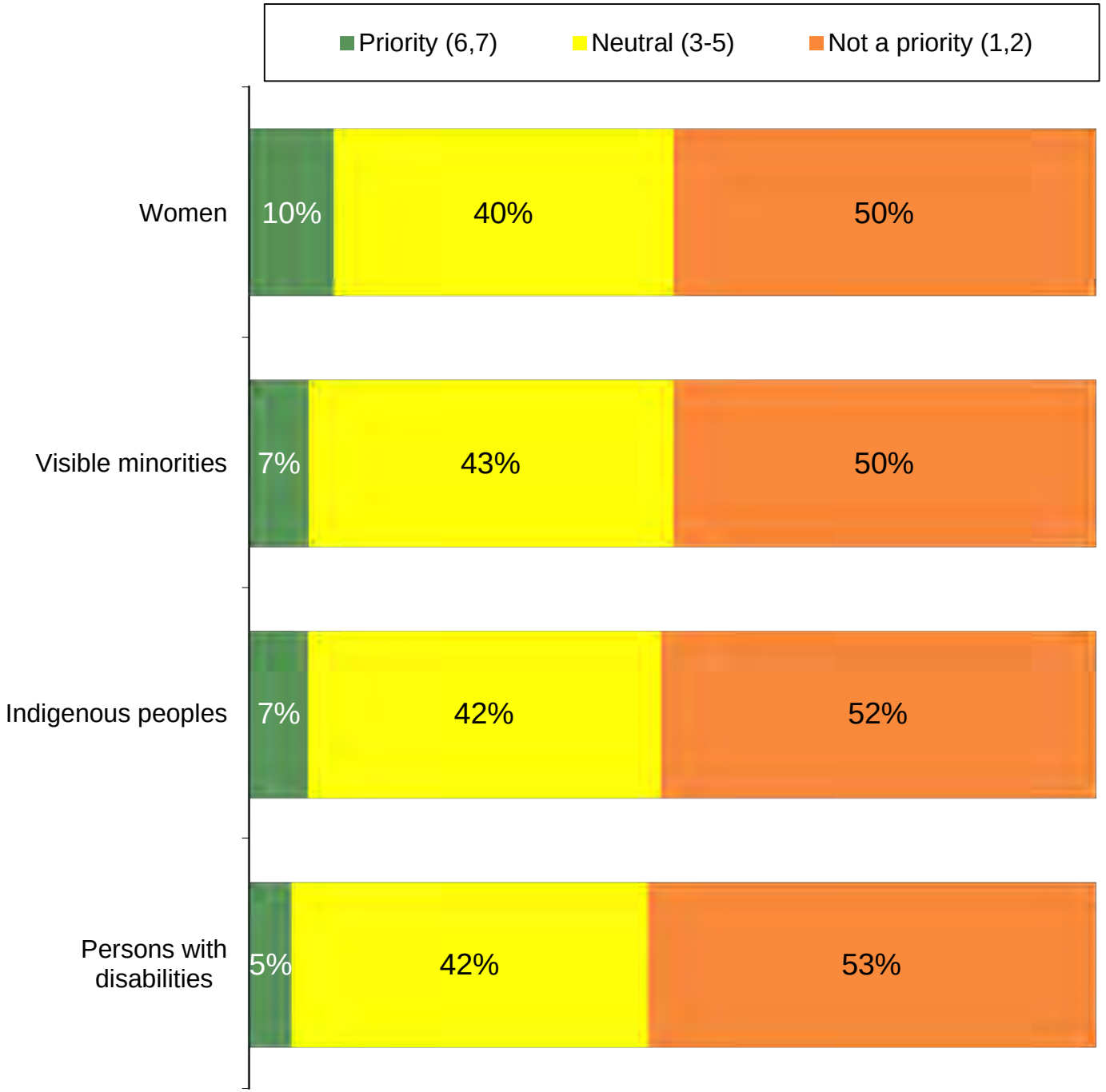
Base: All companies employing more than one engineer/ geoscientist who say they anticipate an increase in these positions



PREVALENCE OF HIRING PRIORITIES

QE3. "Please indicate how much of a priority, if any, your company gives to ensuring the engineers and geoscientists you hire are…:" (n=60)

Base: All companies employing more than one engineer/geoscientist

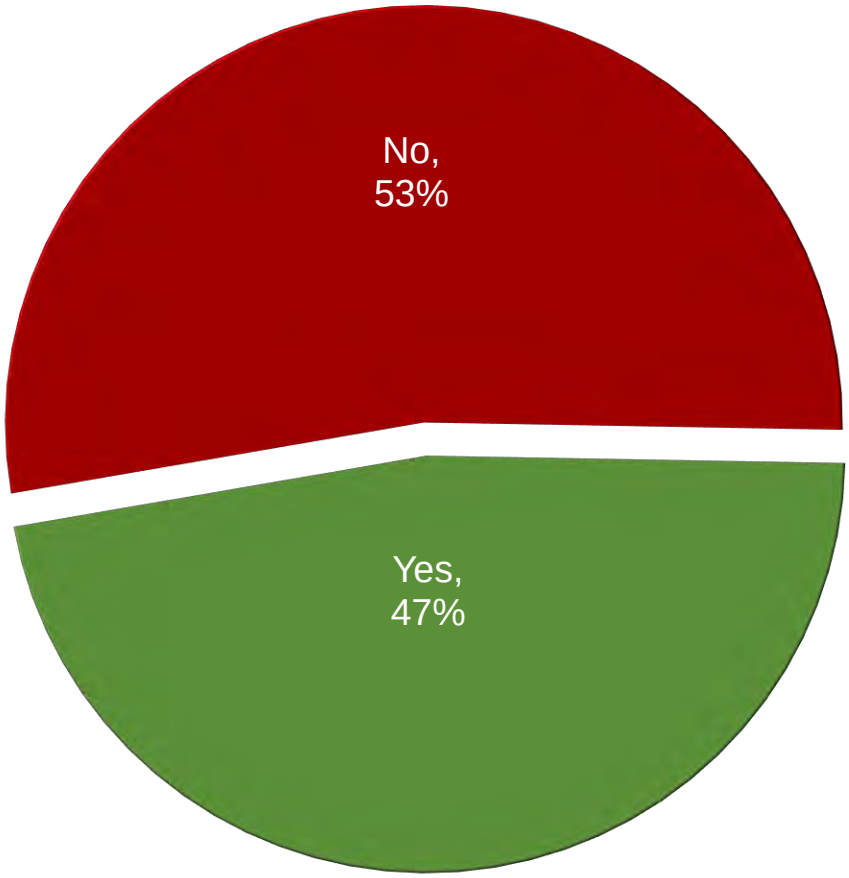


USE OF SALARY AND COMPENSATION SURVEYS

PROBE

USE OF ENGINEERS GEOSCIENTISTS MANITOBA SALARY AND COMPENSATION SURVEY

Q.E4 "Does your organization use the results of this Engineers Geoscientists Manitoba salary survey when setting compensation levels for your engineers/ geoscientists?" (n=60)

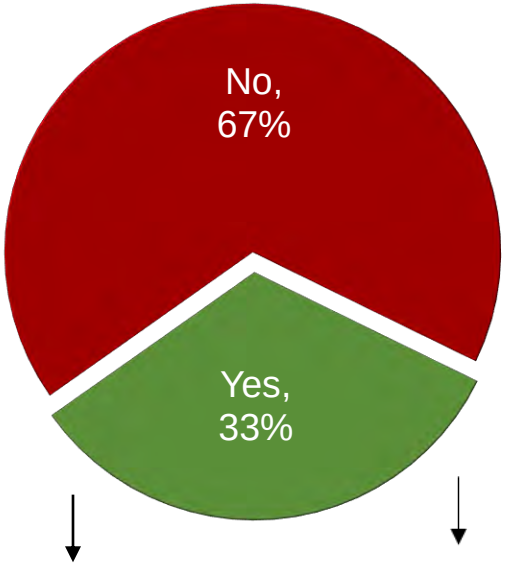


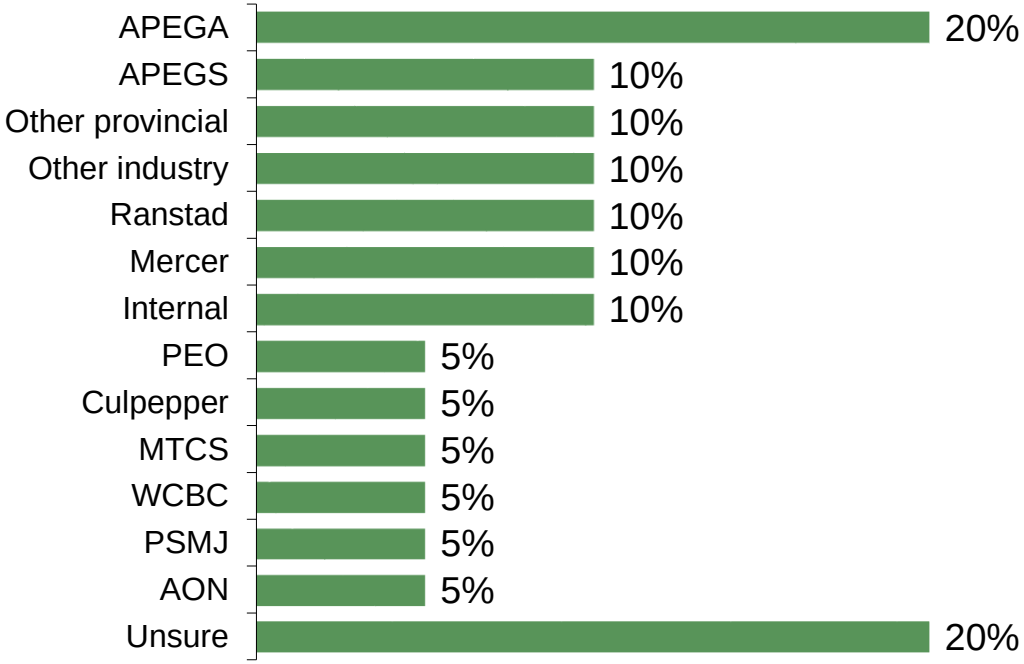
Base: All companies employing more than one engineer/geoscientist

PROBE

USE OF OTHER SALARY SURVEYS

Q.E5 "Do you use the results of any other salary survey for your engineers/geoscientists when setting compensation? Which others?" (n=60)





Base: All companies employing more than one engineer/geoscientist

PROBE