



2020 SALARY AND COMPENSATION SURVEY RESULTS



JULY 2020

ENGINEERS GEOSCIENTISTS MANITOBA

PROBE RESEARCH INC.

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KEY FINDINGS

The following table summarizes salary and other information regarding the four levels of engineers /geoscientists employed in Manitoba as of 2020:

	SUMMARY OF LEVELS OF ENGINEERS/GEOSCIENTISTS			
	Entry	Junior	Inter-mediate	Senior
% employed in MB companies	78%	50%	67%	70%
EMPLOYMENT STATUS:				
Full-time	89%	98%	96%	98%
Part-time	6%	2%	4%	1%
Independent	5%	0%	0%	1%
EDUCATION LEVEL:				
Bachelor	86%	81%	74%	84%
Masters	13%	14%	20%	10%
Doctorate	1%	5%	6%	6%
SALARY RANGE (2020):				
Minimum	\$56,047	\$70,205	\$91,200	\$118,677
Maximum	\$69,087	\$88,627	\$112,143	\$148,831
VACATION:				
# of weeks (average)	3	3	4	4
OTHER COMPENSATION:				
Overtime	58%	66%	51%	31%
Bonuses	44%	59%	51%	51%
Profit Sharing	26%	31%	37%	40%
Commission	2%	0%	7%	4%
SHORTAGES: (# of engineers/geoscientists)	-2	-1	-1	-1
INTENTIONS TO HIRE: (# of engineers/geoscientists)	+3	+2	+2	+3

KEY FINDINGS (cont'd)

- **Single Practitioners:**
 - Nearly half of companies participating in this research are single practitioners. These engineers/geoscientists are mostly employed in the construction, manufacturing and consulting industries.
 - Nearly one-half have been operating for less than five years and almost all are employed on a full-time basis (35+ hours per week).
 - Virtually all single practitioners hold the P.Eng designation. Three-quarters have a Bachelor's degree; 21% a Masters and 2% a doctorate.
 - Their average salary is \$112,214 (up from a reported average of \$92,823 in 2018).
 - This cohort is somewhat less likely to have extended health benefits, financial benefits (like a pension plan) or other work/life balance benefits, compared to those working in larger companies. However, they are much more likely to have a car allowance/mileage compared to others.
 - Two-thirds of single practitioners expect their business will increase in the coming years and, like larger companies, they expect they may have difficulty filling positions due to the lack of applicants and specific skill requirements.

KEY FINDINGS (cont'd)

- **Highest Salary Paid:**
 - Companies report the highest compensation amount paid to an employee including salary and all benefits is \$214,594 (average). Four-in-ten companies report this top salary is paid to an engineer or geoscientist employed in their company.
- **Potential Increases to Salaries:**
 - One-half of those speaking on behalf of larger companies intend to give a salary increase to their engineers/geoscientists, with an average of 7% increase in the next two years.
- **Other Benefits:**
 - Most employers include basic supplemental health benefits such as dental, drug, extended health and life insurance, with long term and short term disability benefits offered less often.
 - Just over one-half of companies participating in this survey provide their engineers/geoscientists a pension plan and RRSP matching, while fewer offer stock options.
 - Mobile phones and parking is covered by more than one-half of employers while travel allowances are offered less often.
 - Most work/Life balance offerings include flexible hours, bereavement leave, sick time to care for sick dependents and employee assistance plans. Less than half offer other work/life balance programs. Compared to 2018, fewer firms are now offering their employees a leave of absence, but more are allowing staff to work from home.
- **Professional Development:**
 - Most companies are continuing to pay for engineers/geoscientists professional dues and job specific training, but fewer are paying for continuing education or business association dues.

KEY FINDINGS (cont'd)

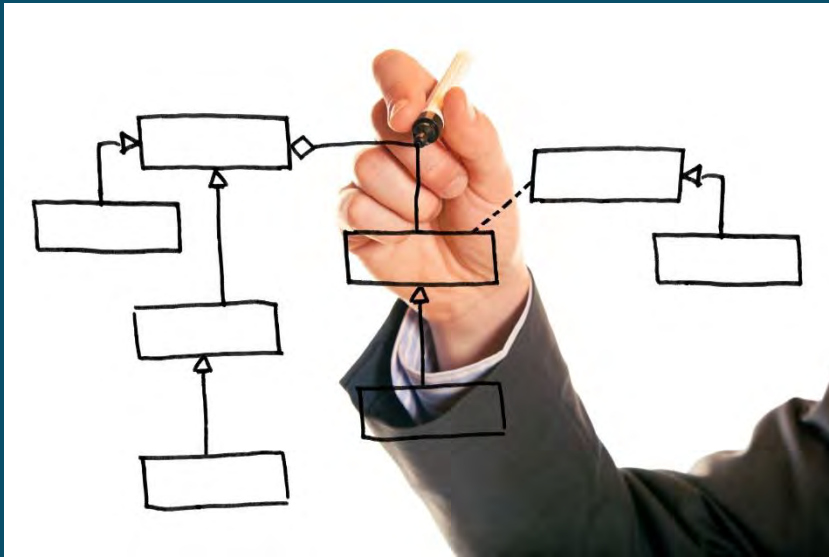
○ **Future Employment Needs:**

- Four-in-ten companies intend to increase the number of engineers/geoscientists in the next five years while 48% intend to retain the same number they currently have.
- Employers expect some difficulty in finding the specific skills required or indeed enough applicants to fill their demands.
- There have been slight increases in the number of companies who are prioritizing hiring under-represented segments – most especially women (+6% as a priority from 2018) and visible minority job candidates (+5%).

○ **Inputs Used to Determine Salaries:**

- One-quarter always consider additional degrees or qualifications to set salaries, while 45% report these may or may not factor into compensation deliberations
- As was the case in 2018, nearly half of companies participating in this research use this data to guide compensation levels for the engineers/geoscientists working in their company.
- Three-in-ten use data from other sources including other HR or company information, APEGS, APEGA and PEO results.

METHODOLOGY



- Probe Research Inc. was retained by Engineers Geoscientists Manitoba to conduct an online survey among Manitoba companies that employ 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 exploring retention and recruitment issues.
- Probe Research surveyed 120 employers using a 10-minute (average) online survey. The survey was open for completion between June 17 and July 17, 2020.
- The total sample of 850 companies with contact information was provided by Engineers Geoscientists Manitoba and included approximately 791 companies with email addresses and 59 with phone numbers only.
- Engineers Geoscientists Manitoba was responsible for sending a unique, secure survey link (provided by Probe Research) to those companies with email addresses.
- 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 live operator telephone calls to companies who had not yet responded to the survey.
- A random and representative sample of 120 companies would have a margin of error of ± 8.30 percentage points, 19 times out of 20, finite population corrected.

RESEARCH RESULTS NOTE

Below are the definitions used to describe the four levels of engineers/geoscientists covered in this survey, which differs from the 2018 survey:

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

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

Intermediate level: These include engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and with 10-19 years experience after graduation.

Senior level: These include engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and 20+ years experience after graduation.

PROFILE OF RESPONDENTS

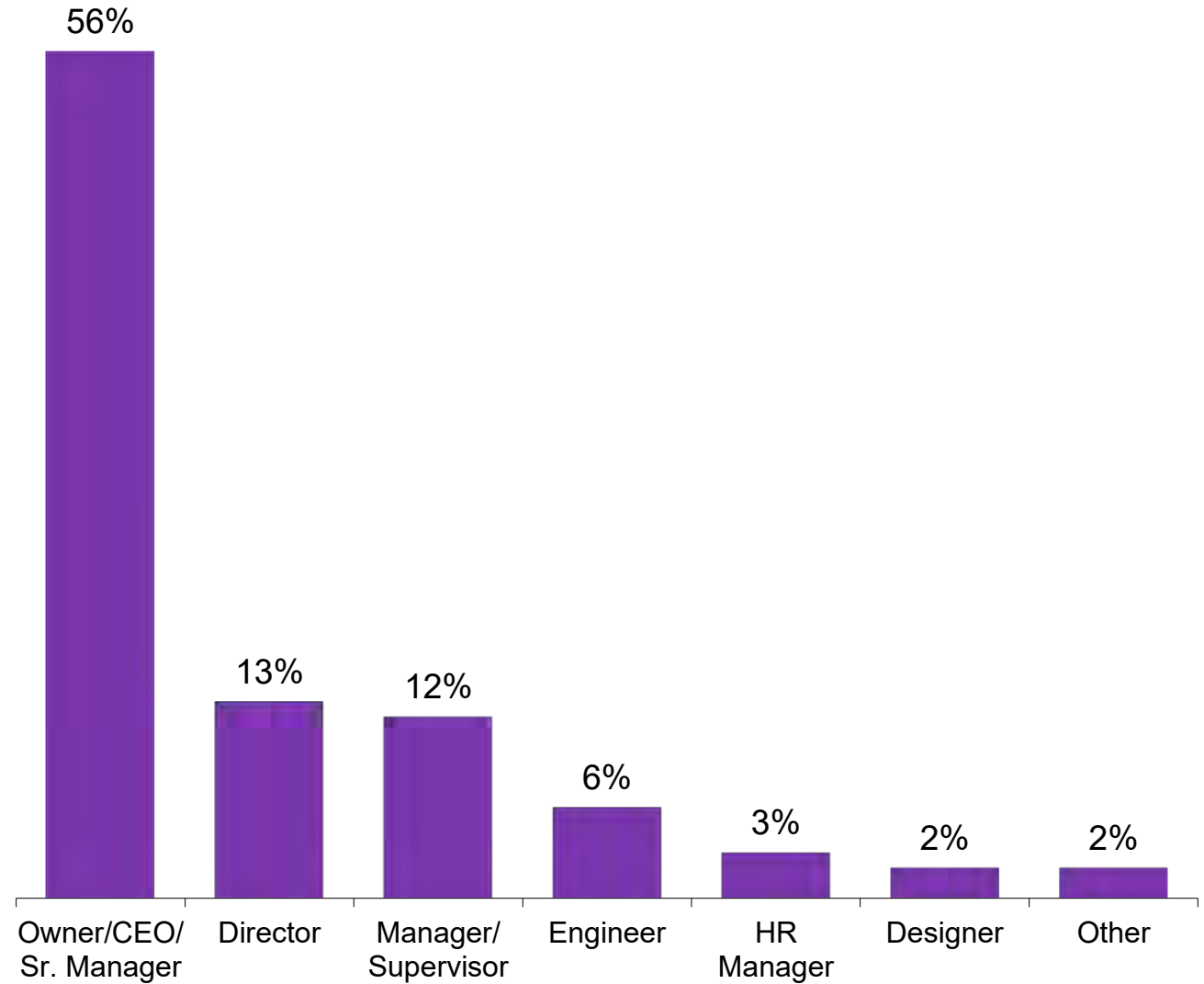


PROFILE OF RESPONDENTS

Bases	Total (n=120) (%)	Single practitioners (n=56) (%)	Companies employing more than 1 engineer/geoscientist (n=64) (%)
AREAS OF OPERATION*:			
Winnipeg	74	75	73
Southern Manitoba	48	52	44
Western Manitoba	36	29	42
Northern Manitoba	23	21	25
HEAD OFFICE:			
Winnipeg	65	66	64
Southern Manitoba	11	18	5
Western Manitoba	9	4	14
Elsewhere in Canada	9	7	11
Outside Canada	6	5	6
PRIMARY EMPLOYMENT SECTOR:			
Private	85	88	83
Non Profit	5	5	5
Federal gov't	2	2	2
Municipal gov't	4	4	5
Provincial gov't	2	-	5
Crown Corporation	1	-	2
Educational	1	2	-

MOST RESPONDENTS ARE OWNERS OR SENIOR MANAGERS WITHIN THEIR COMPANY

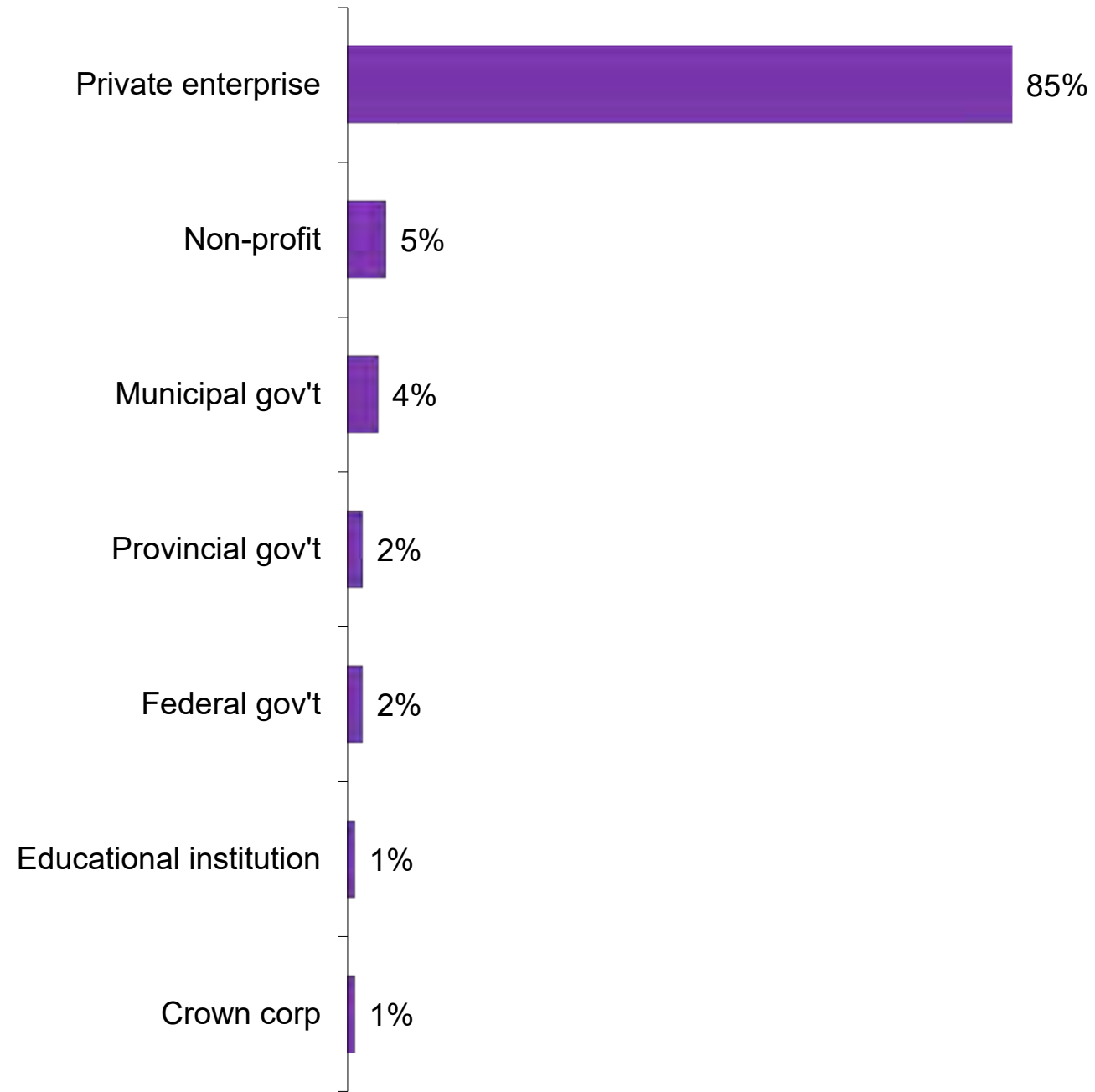
QS1. "Which one category best describes your current position in the company?"



Base: All respondents (N=120)

MOST EMPLOYED IN PRIVATE SECTOR

QA3. "Which of the following categories best describes your primary employment sector?"

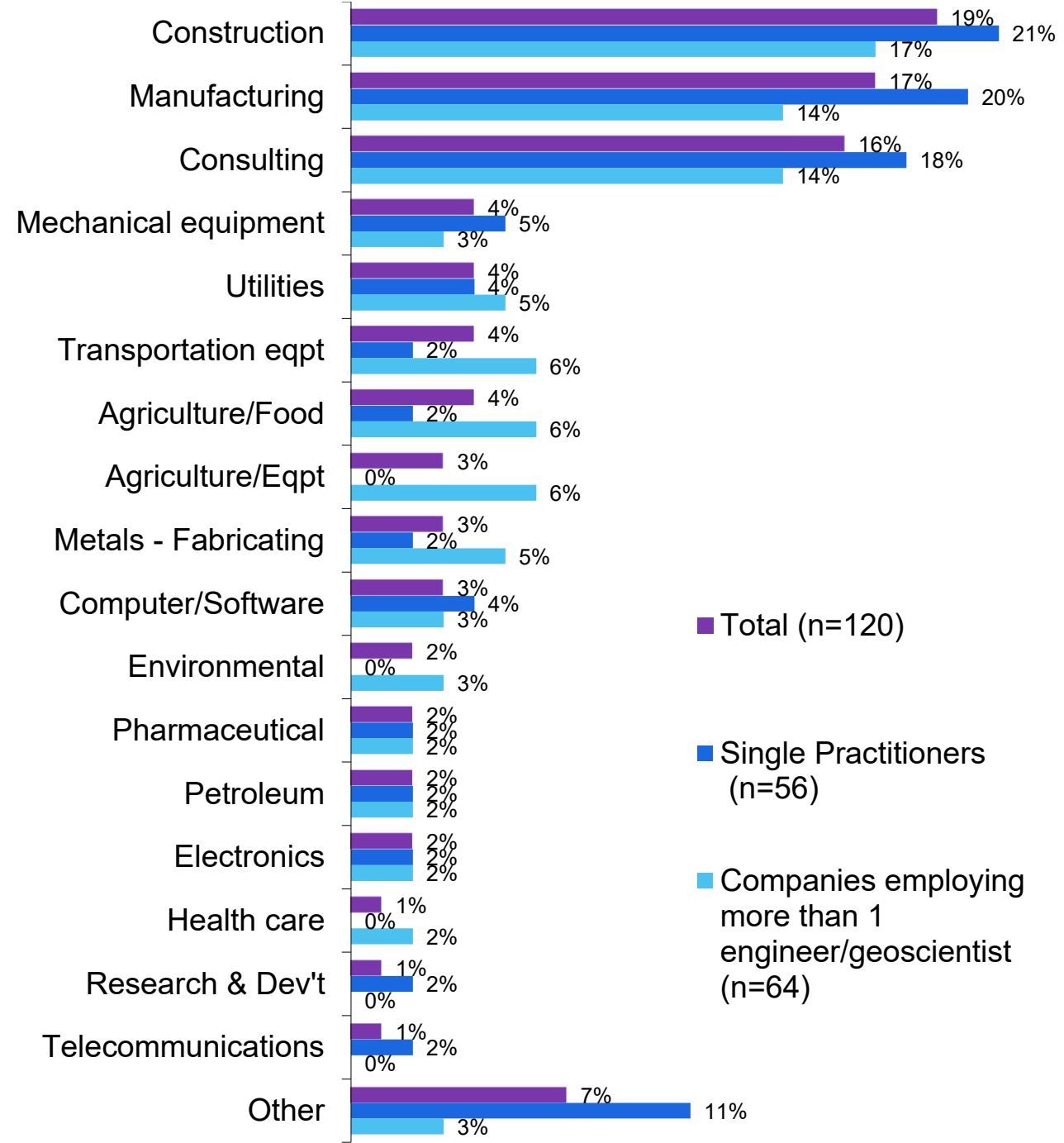


Base: All respondents (N=120)

CONSTRUCTION, MANUFACTURING & CONSULTING SECTORS WELL REPRESENTED IN SURVEY SAMPLE

QA4. "And which category best describes your industry sector?"

Base: All respondents (N=120)

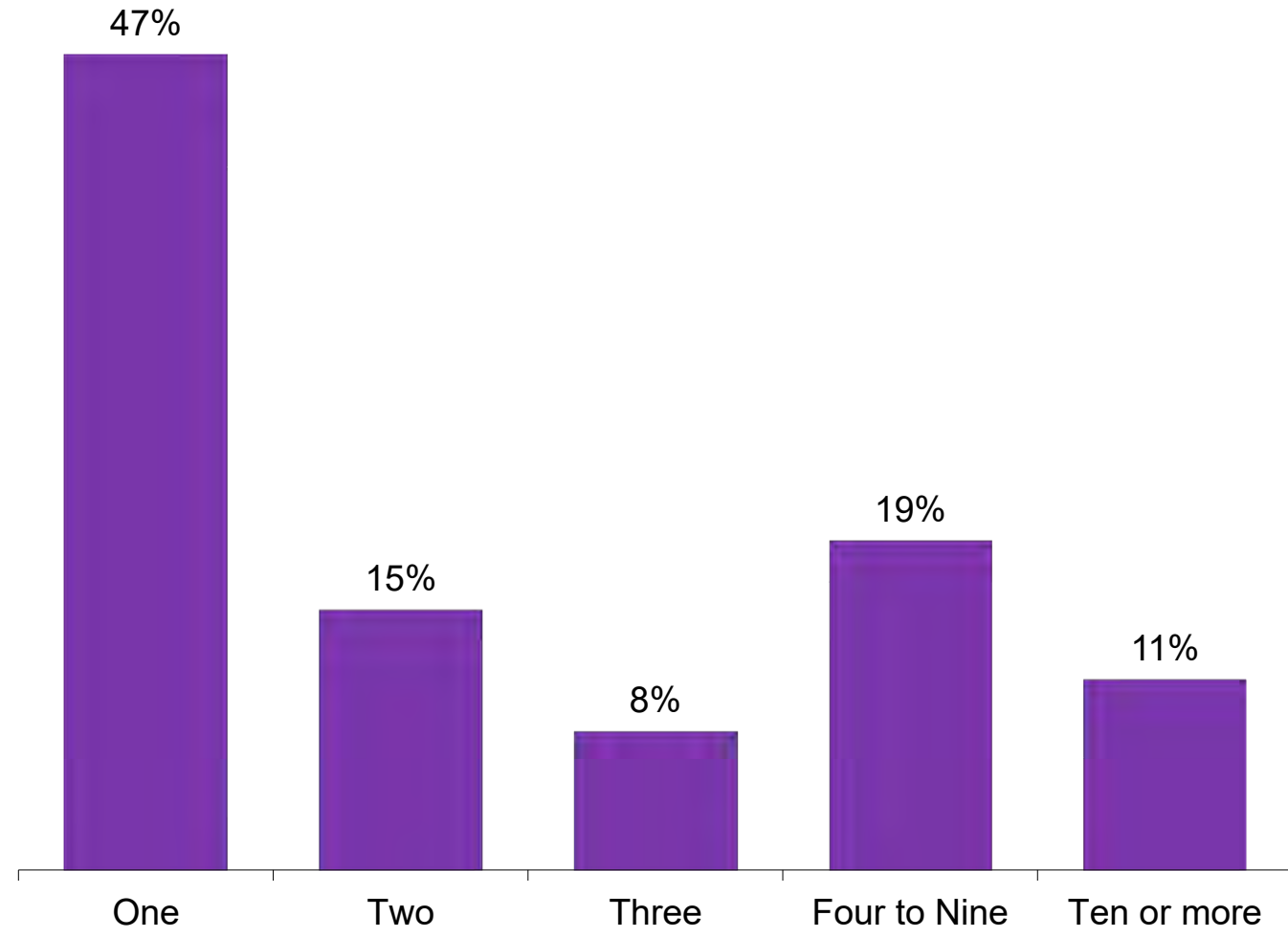


SINGLE PRACTITIONERS MAKE UP AROUND ONE-HALF OF MANITOBA COMPANIES EMPLOYING ENGINEERS/ GEOSCIENTISTS

QA5. "How many engineers and/or geoscientists does your company have working in Manitoba? This includes full and part-time?"

Base: All respondents (N=120)

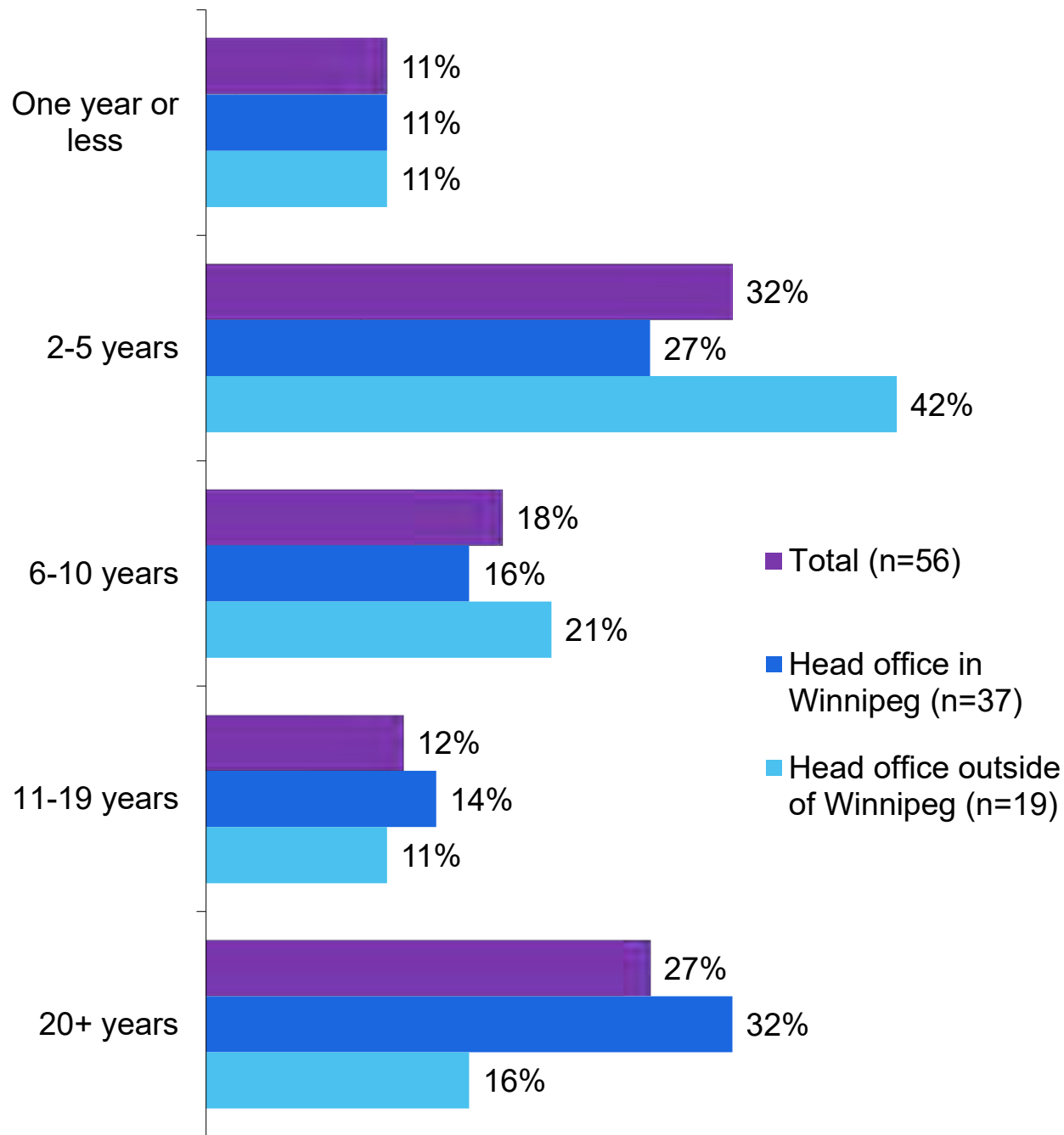
MEAN = 9 engineers/geoscientists
MEDIAN = 2 engineers/geoscientists



NEARLY ONE-HALF OF SINGLE PRACTITIONERS HAVE BEEN OPERATING FOR LESS THAN 5 YEARS

QF3. "How long have you been operating as a single practitioner?"

Base: All single practitioners

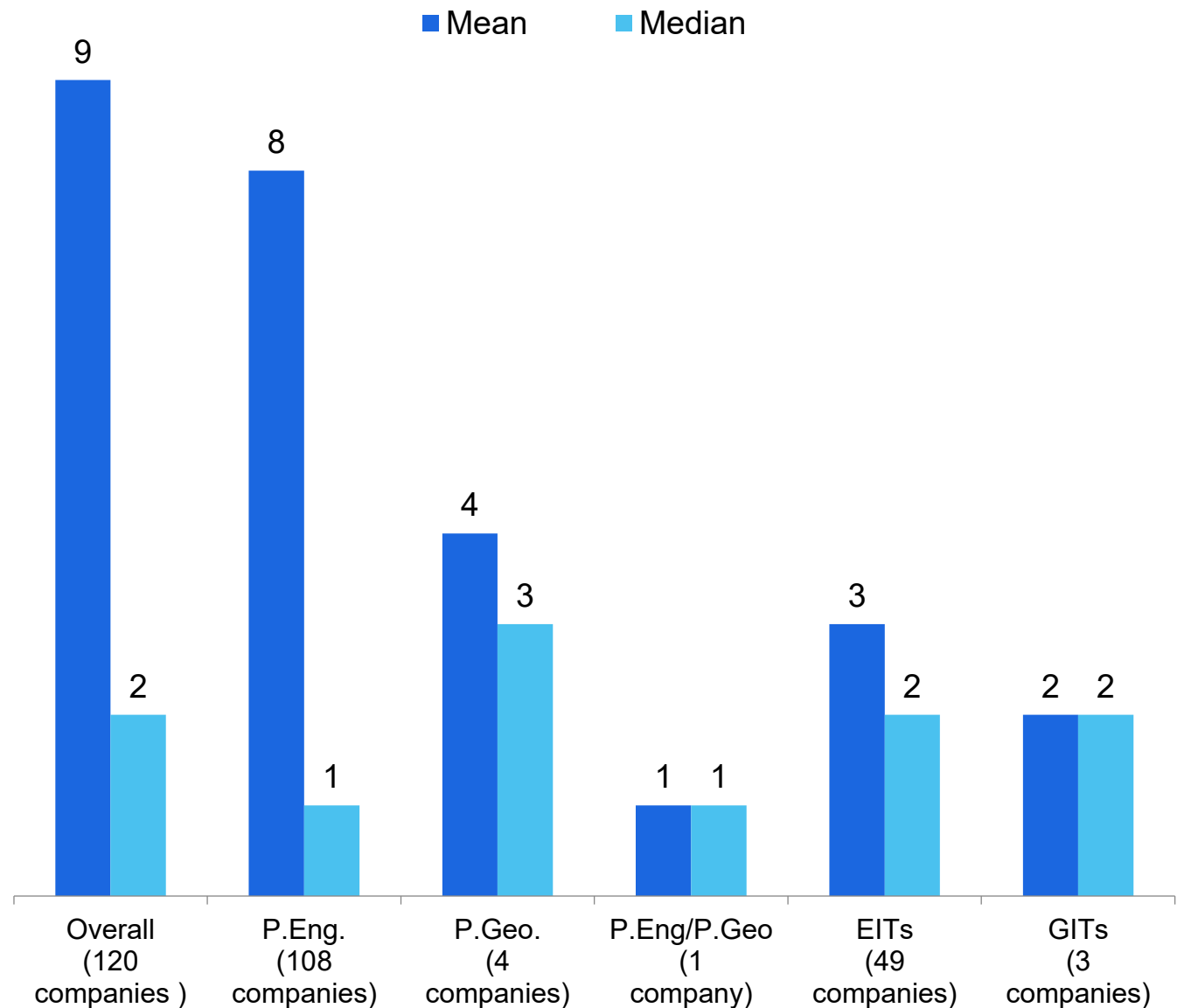


EMPLOYEE OVERVIEW



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?"

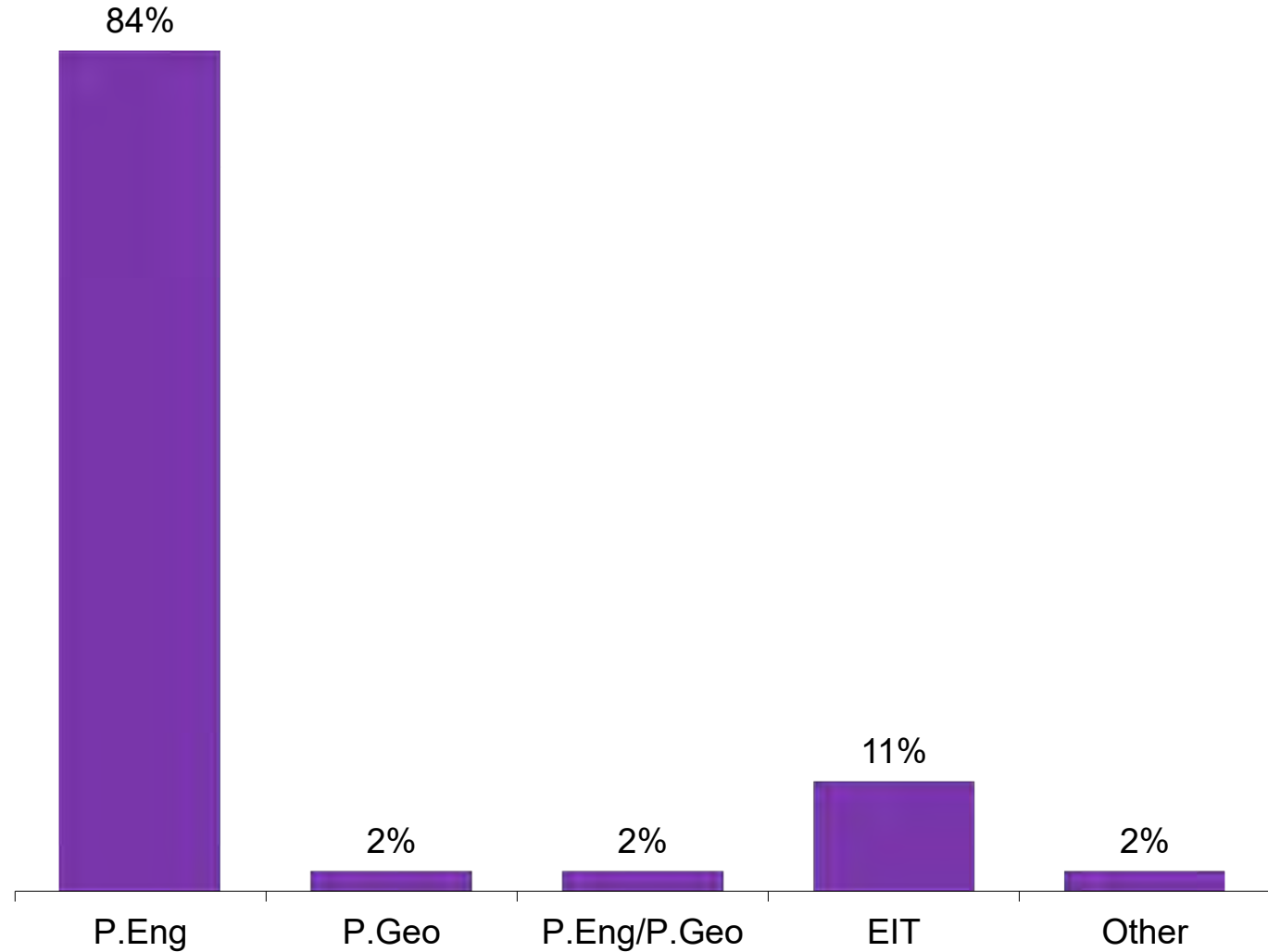


Base: All respondents (N=120)

VIRTUALLY ALL SINGLE PRACTITIONERS ARE P.ENGs

QF1. "Which of the following categories best describes your designation?"

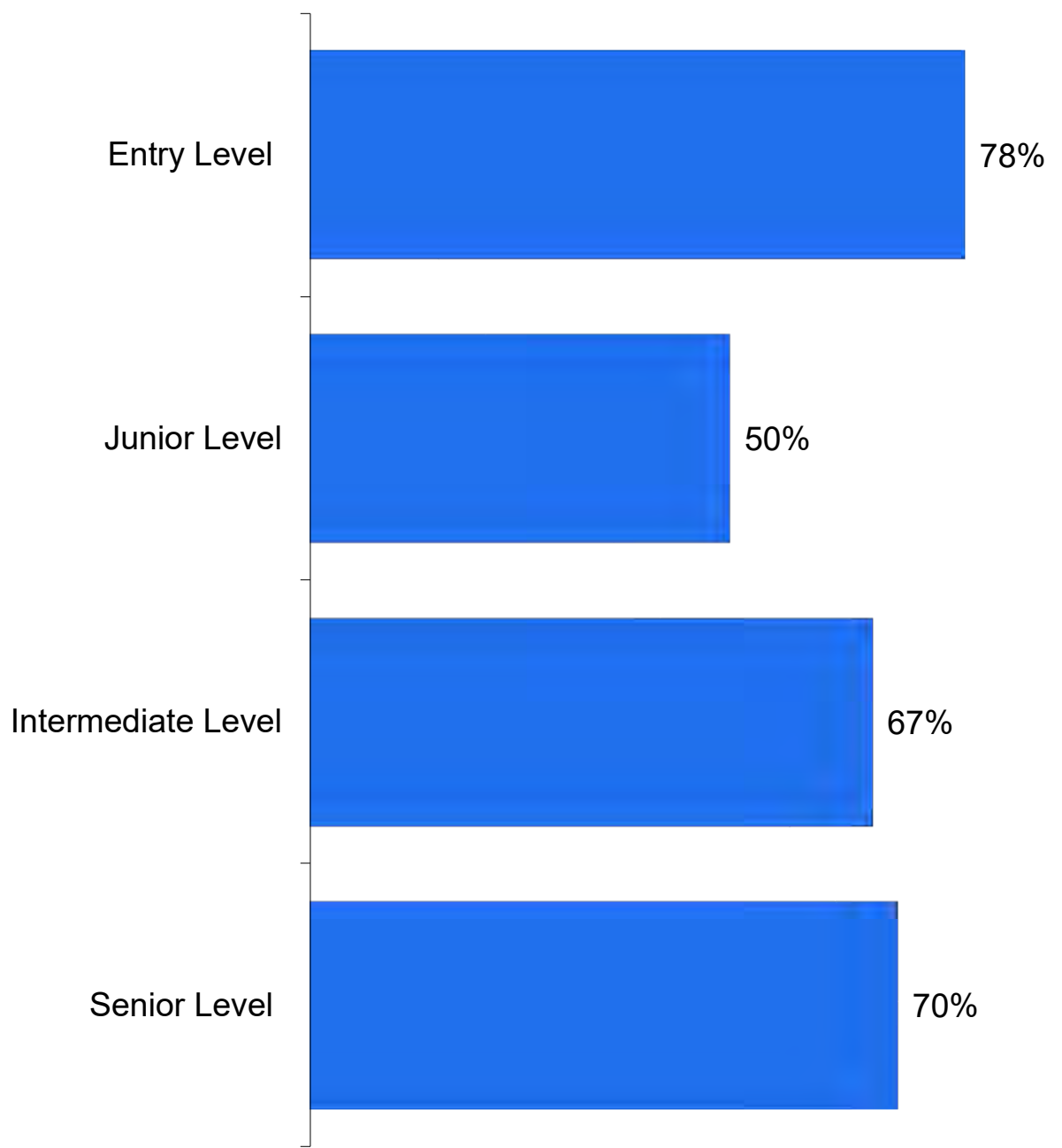
Base: All single practitioners (n=56)



JUNIOR LEVEL ENGINEERS/ GEOSCIENTISTS LEAST LIKELY TO BE EMPLOYED BY MANITOBA COMPANIES

Q1. "Do you have any...employed by your company?"

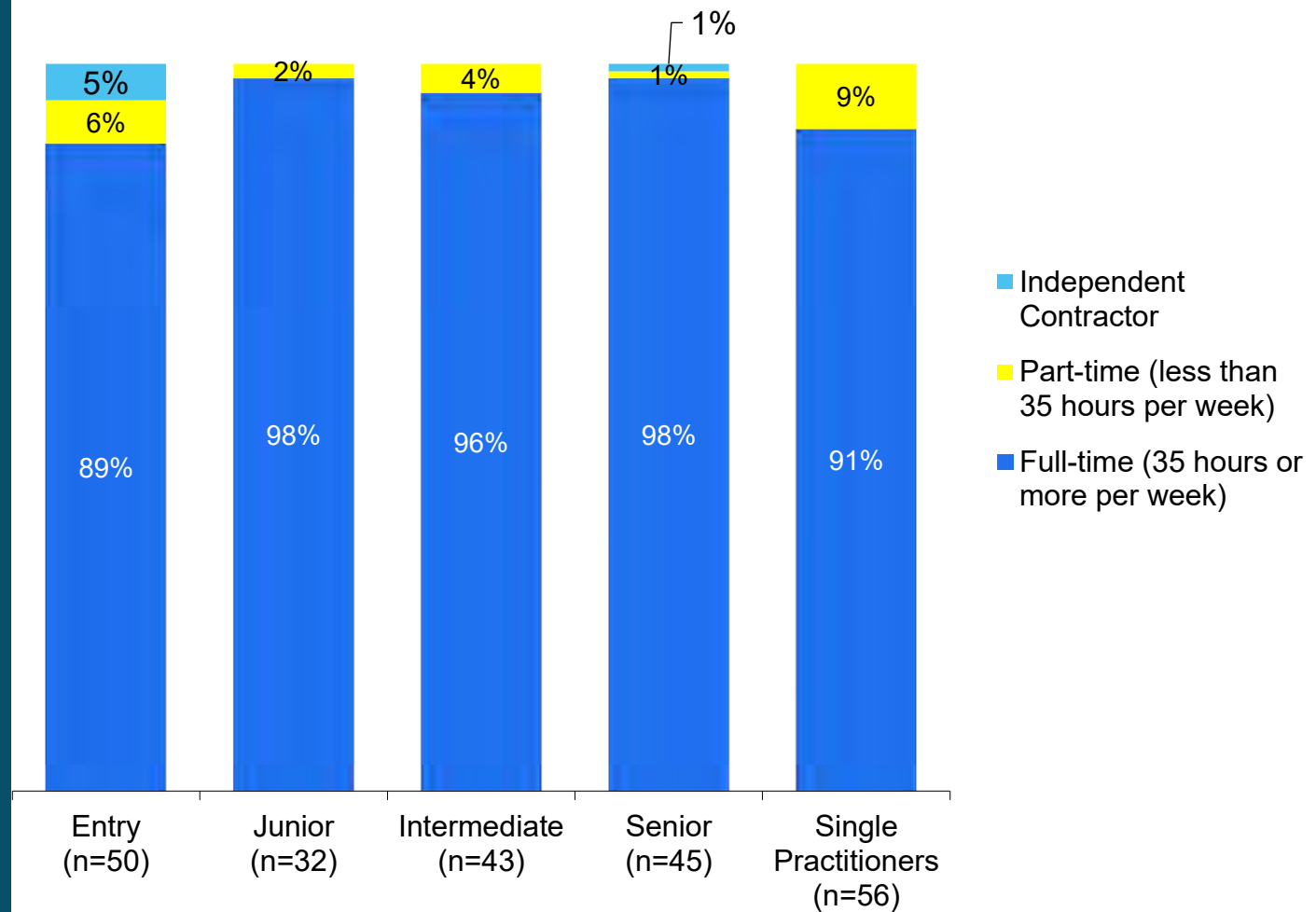
Base: All companies employing more than one engineer/geoscientist (n=64)



VIRTUALLY ALL PROFESSIONALS ARE EMPLOYED ON A FULL-TIME BASIS

Q3. "How many of theselevel engineers / geoscientists are full-time, part-time or independent contractors?"

QF4. "Would you say you are employed on average..?"



	ENTRY	JUNIOR	INTERMEDIATE	SENIOR
Mean:	4	8	8	5
Median:	2	2	1	1
MEAN/MEDIAN NUMBER OF ENGINEERS/GEOSCIENTISTS EMPLOYED FULL-TIME				

Base: All respondents

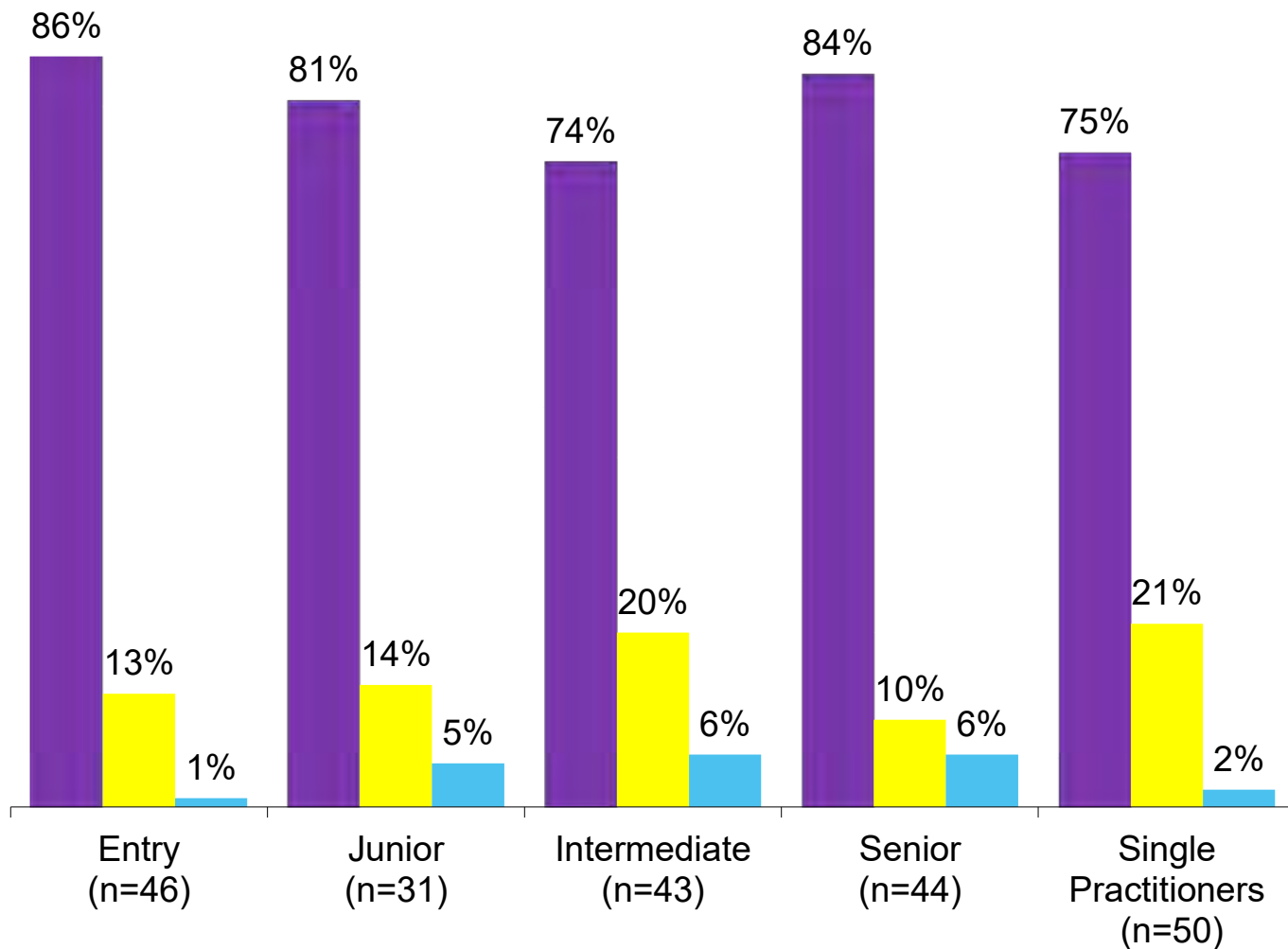
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EDUCATION LEVELS



MASTER'S AND DOCTORATE LEAST ATTAINED DEGREES AMONG ALL LEVELS

■ Bachelor's Degree ■ Master's Degree ■ Doctorate



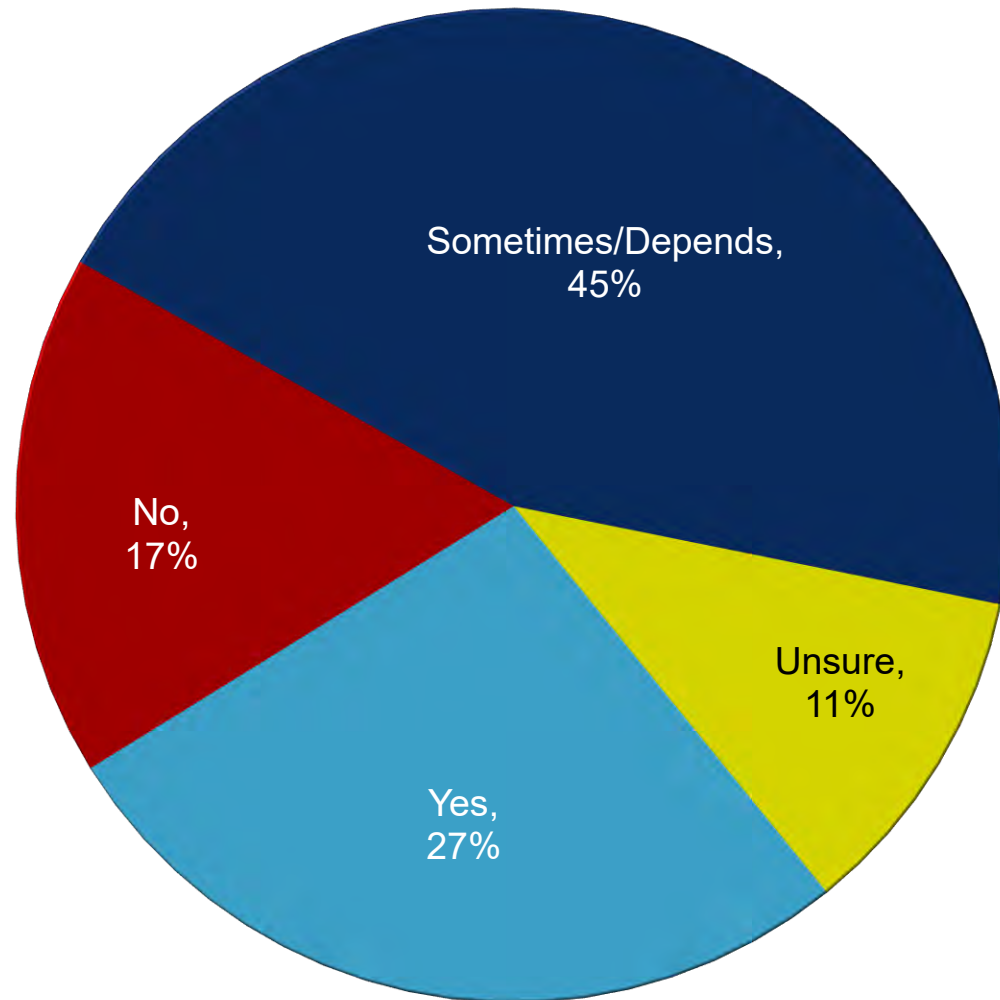
Q4. "Approximately how many of these ... level engineers / geoscientists have...?"

QF2. "What is the highest level of education you have obtained?"

Base: All respondents

ADDITIONAL DEGREES SOMETIMES IMPACT SALARY COMPENSATION

QE1. "Does your organization recognize additional degrees or qualifications when setting salary levels for engineers/geoscientists?"



Base: All companies employing more than one engineer/geoscientist (n=64)

CURRENT AND FUTURE SALARY RANGES



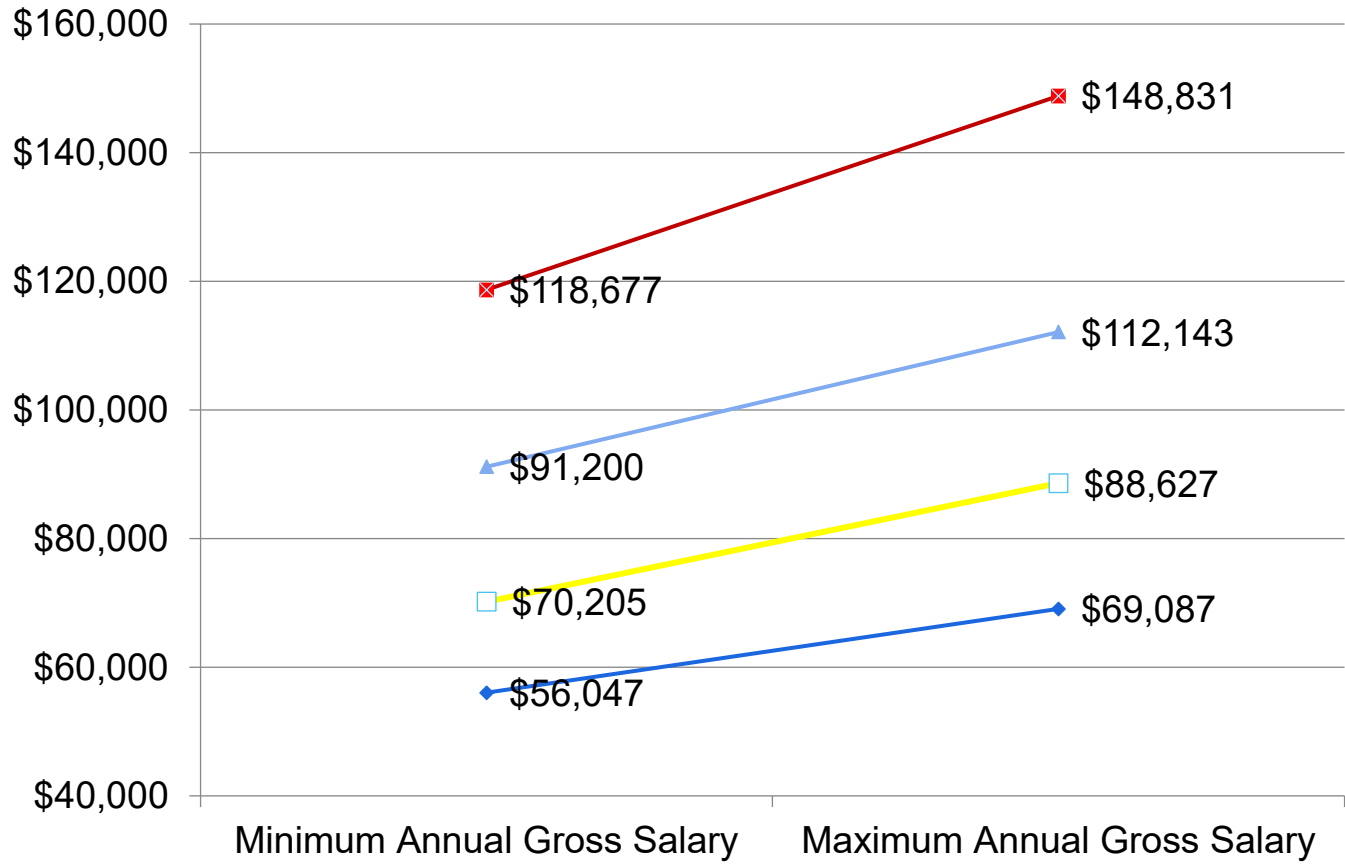
AVERAGE SALARY RANGES - 2020

Q4. "Although there are sometimes exceptions, what is the gross general salary range for this... level position in your organization?"

QF5. "Approximately what is your gross salary per year, on average?" (n=56)

Base: All companies employing more than one engineer/geoscientist (n=64)

◆ Entry (n=44) ◻ Junior (n=30) ▲ Intermediate (n=41) ✕ Senior (n=39)



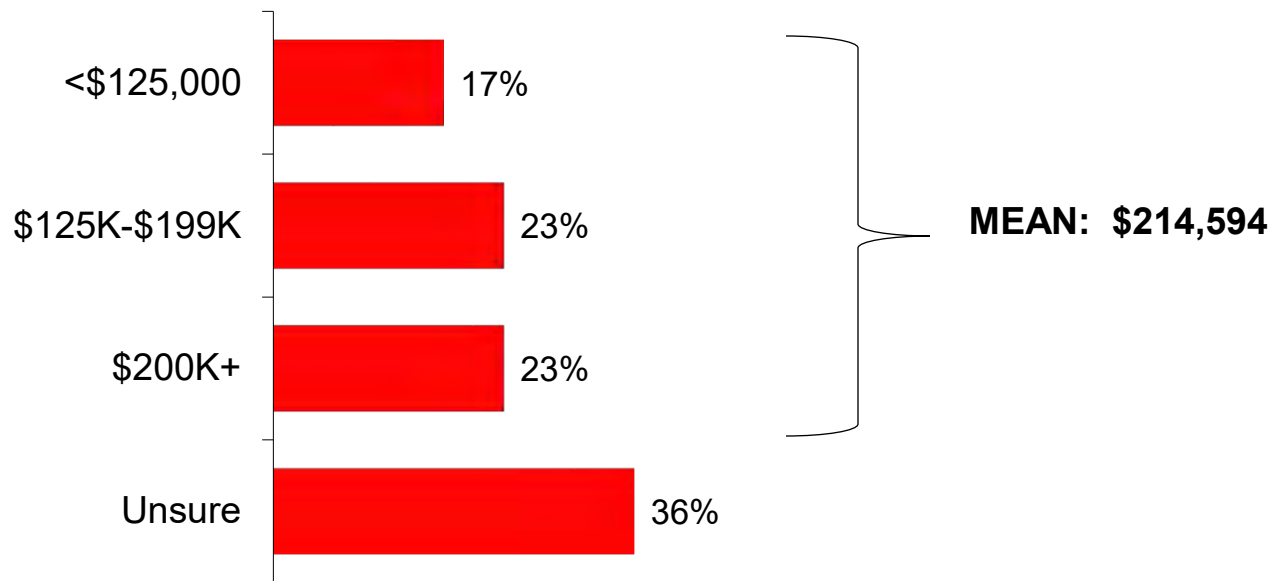
Average Annual Gross Salary for Single Practitioners: \$112,214

HIGHEST COMPENSATION PAID TO A STAFF MEMBER NOT NECESSARILY AN ENGINEER OR GEOSCIENTIST

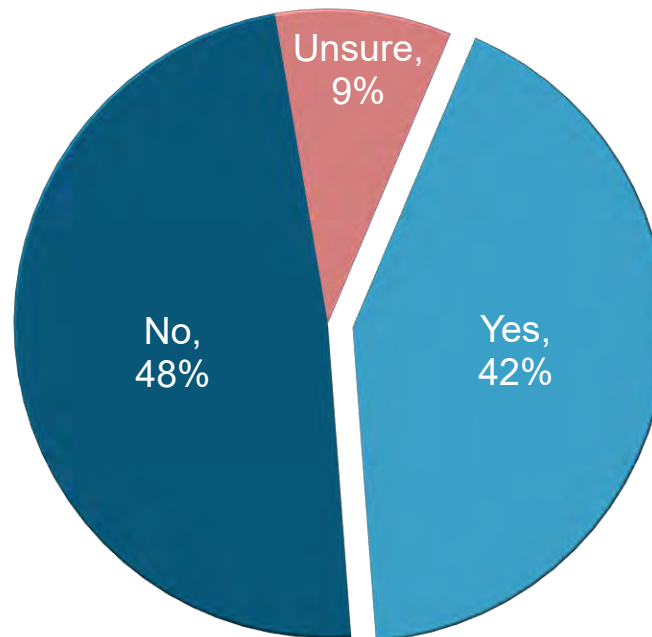
QH1. "Now thinking about the salary and compensation paid to all members of your staff, what was the highest gross annual income your company paid a staff member in 2019? "

H2. "And was this highest earning staff member a professional engineer or professional geoscientist?"

Base: All companies employing more than one engineer/geoscientist (n=64)



Was it a professional engineer or geoscientist?

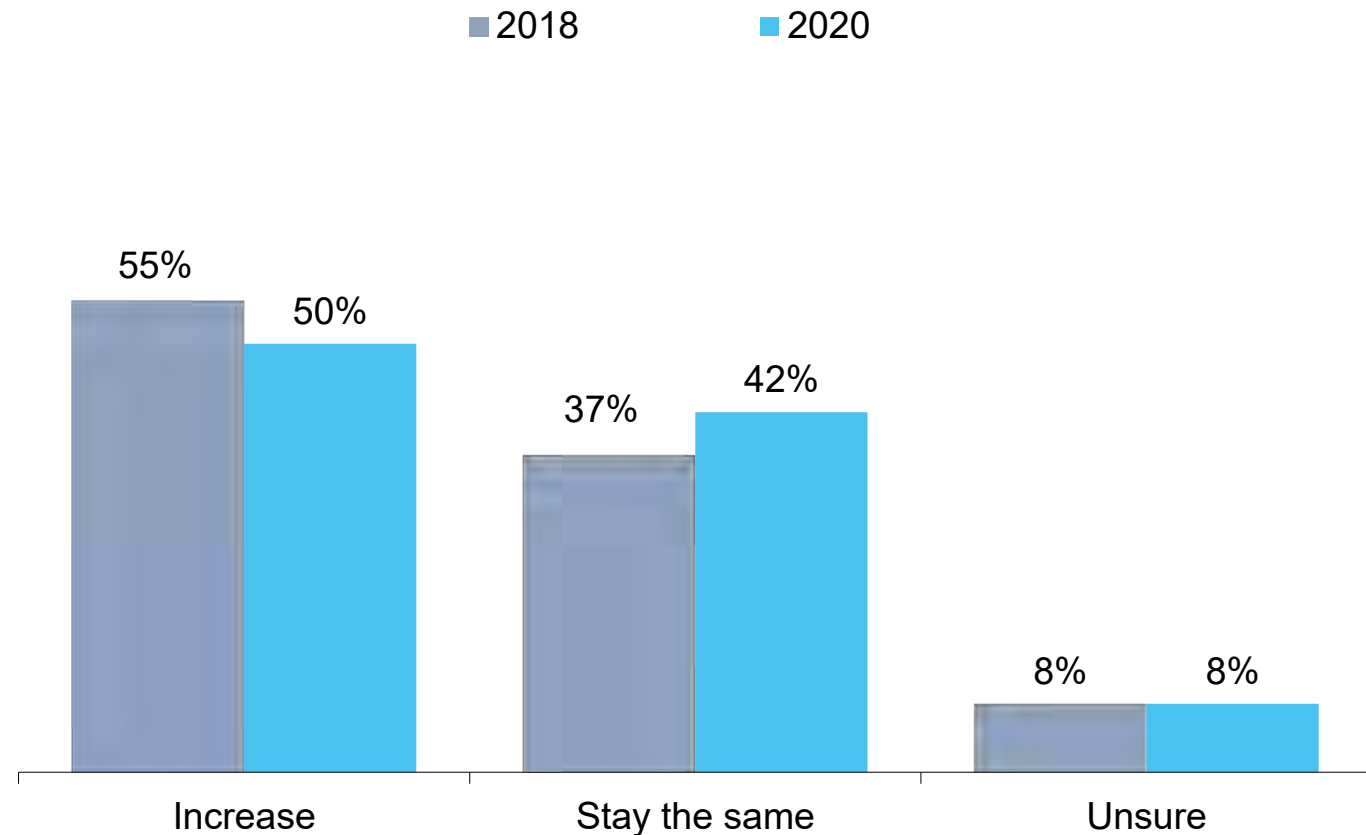


HALF OF COMPANIES INTEND TO INCREASE THESE PROFESSIONALS' SALARIES BY AN AVERAGE OF 7% IN THE NEAR FUTURE

QE2. "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?"

QE2a) "Overall, what percentage increase do you anticipate engineers / geoscientists in your organization will receive in two years' time?"

Base: All companies employing more than one engineer/geoscientist (n=64)



Intend to increase salaries by an average of 7% overall

- 6% among those with head offices in Winnipeg
- 9% among those with head offices outside of Winnipeg

EMPLOYEE COMPENSATION AND BENEFITS

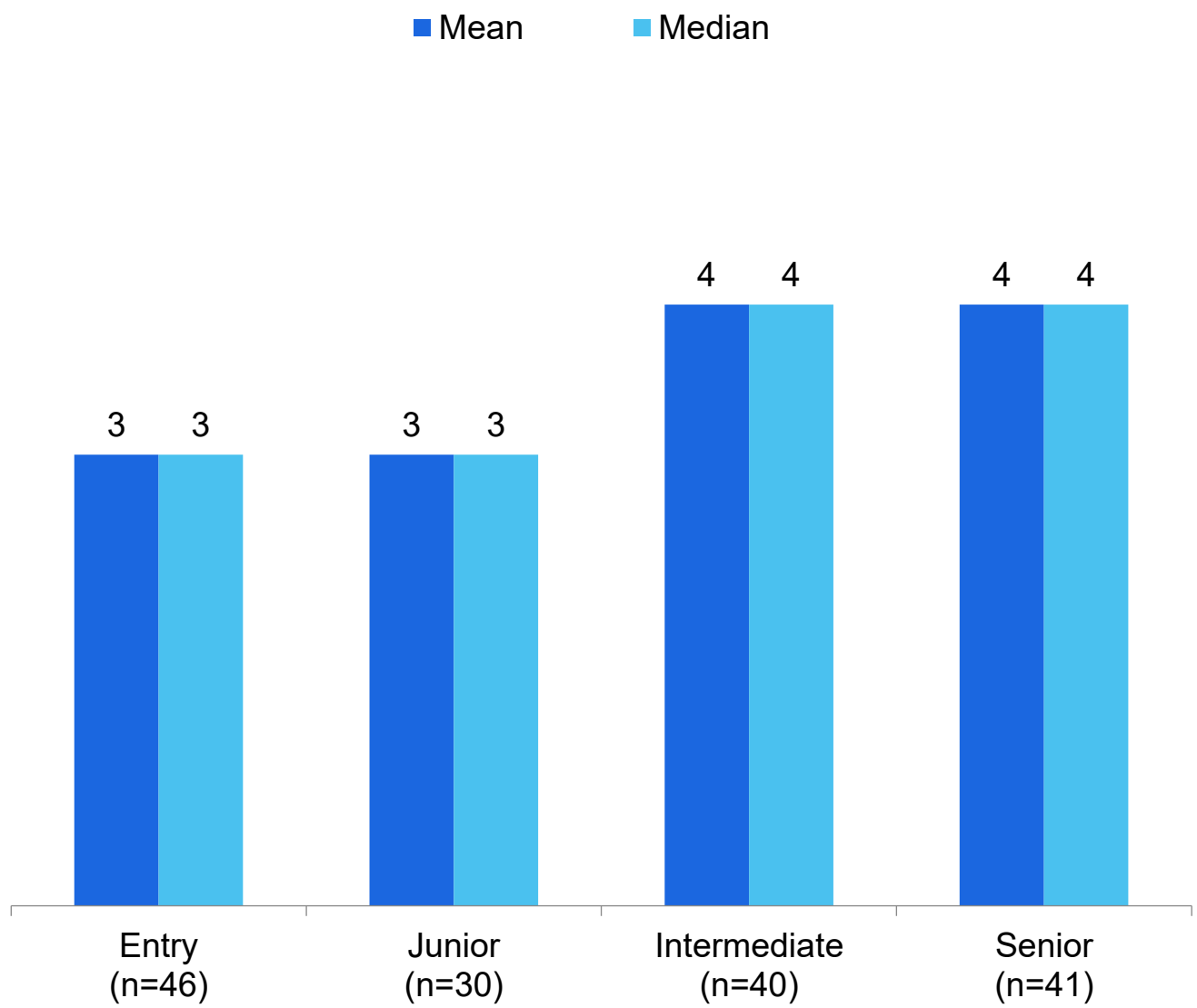


AVERAGE NUMBER OF VACATION WEEKS PER YEAR

Q6. "How many weeks of vacation do these ... level engineers / geoscientists typically receive per year?"

Base: All companies employing more than one engineer/geoscientist

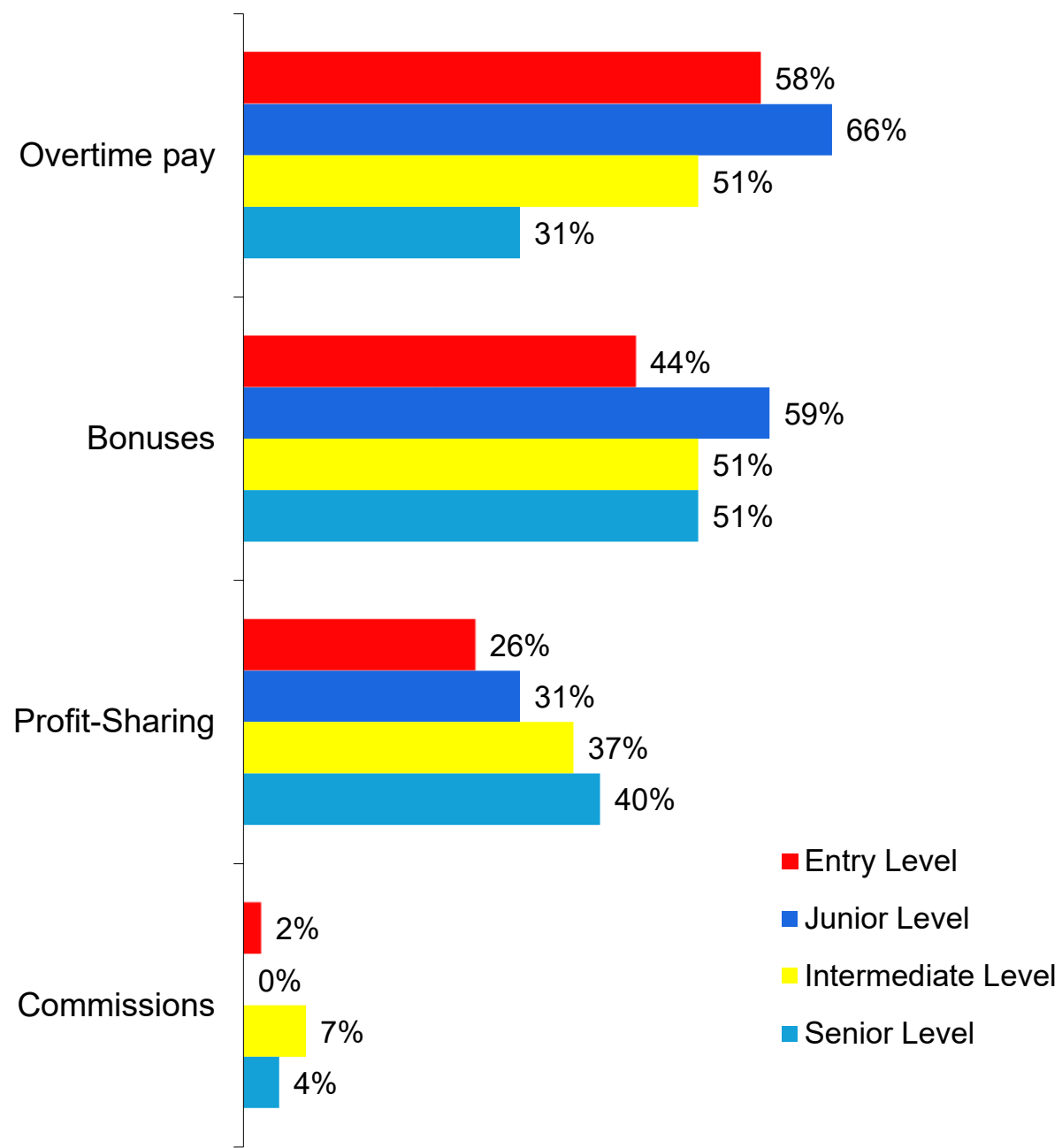
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OVERTIME AND BONUSES PAID OUT MOST FREQUENTLY

Q6. "Generally, do these... level engineers / geoscientists receive...?"

Base: All companies employing more than one engineer/geoscientist (n=64)



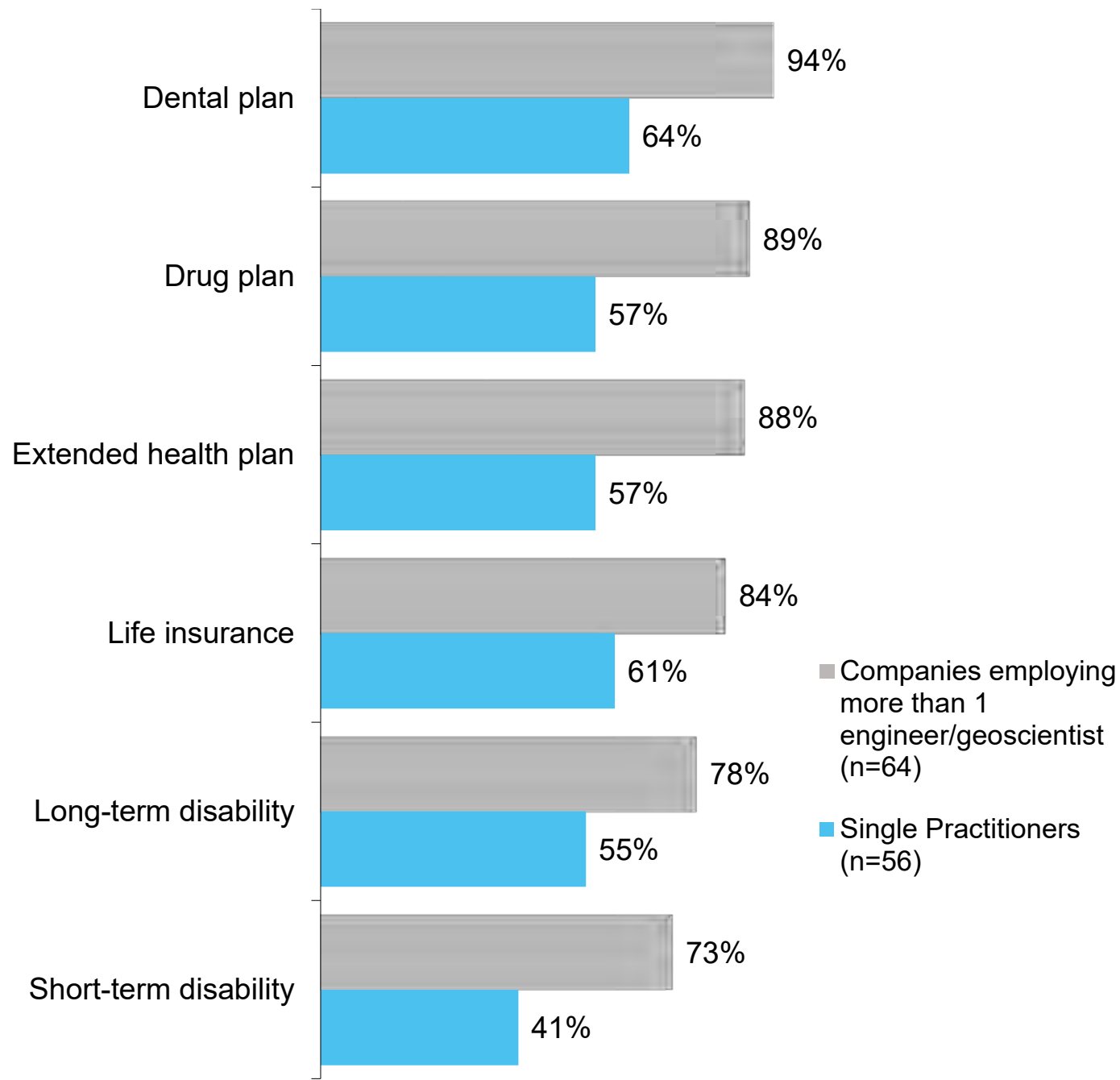
MAIN HEALTH BENEFITS EXTEND TO A MAJORITY, ALTHOUGH SOMEWHAT LESS SO AMONG SINGLE PRACTITIONERS

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

QF6. "Which, if any of the following do you have through a business benefits plan?"

Base: All respondents

All mentions accepted therefore total may exceed 100%



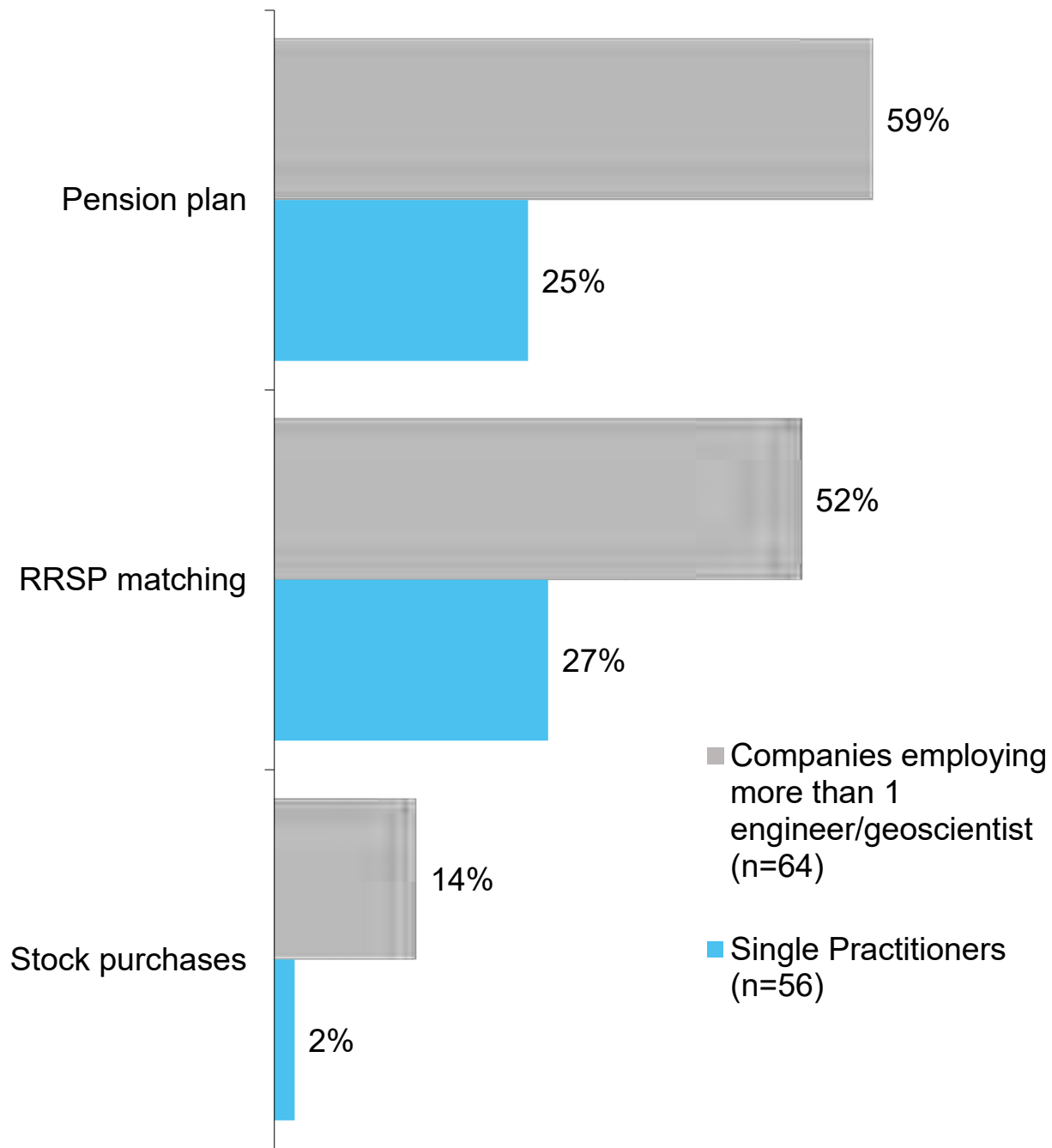
PENSION PLAN AND RRSP MATCHING MOST POPULAR FINANCIAL BENEFIT OFFERED

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

QF6. "Which, if any, of the following do you have through a business benefits plan?"

Base: All respondents

All mentions accepted therefore total may exceed 100%



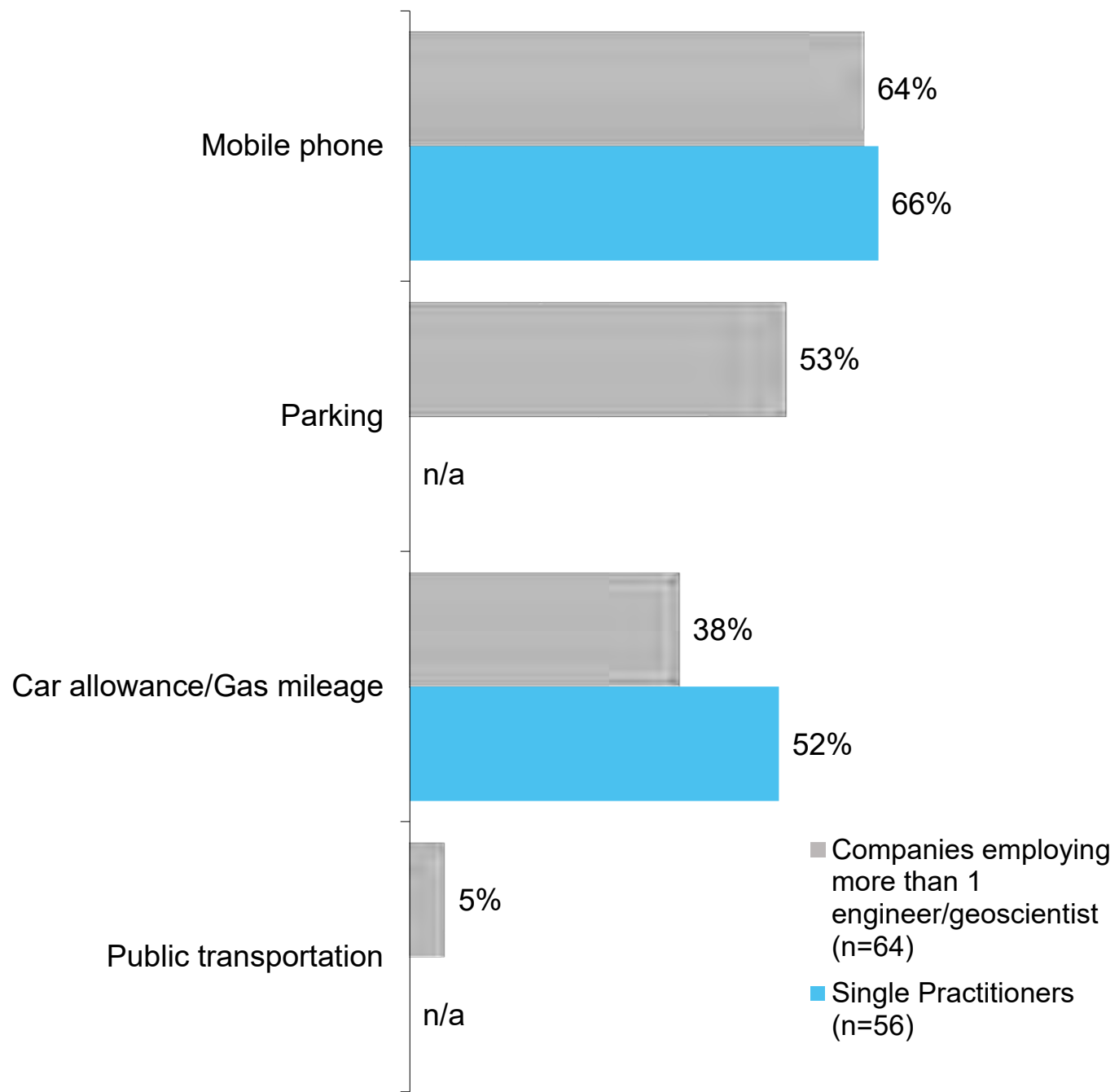
PROVISION OF MOBILE PHONES AND PARKING EXTENDED TO MORE THAN ONE-HALF OF ENGINEERS/ GEOSCIENTISTS

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

QF6. "Which, if any, of the following do you have through a business benefits plan?"

Base: All respondents

All mentions accepted therefore total may exceed 100%



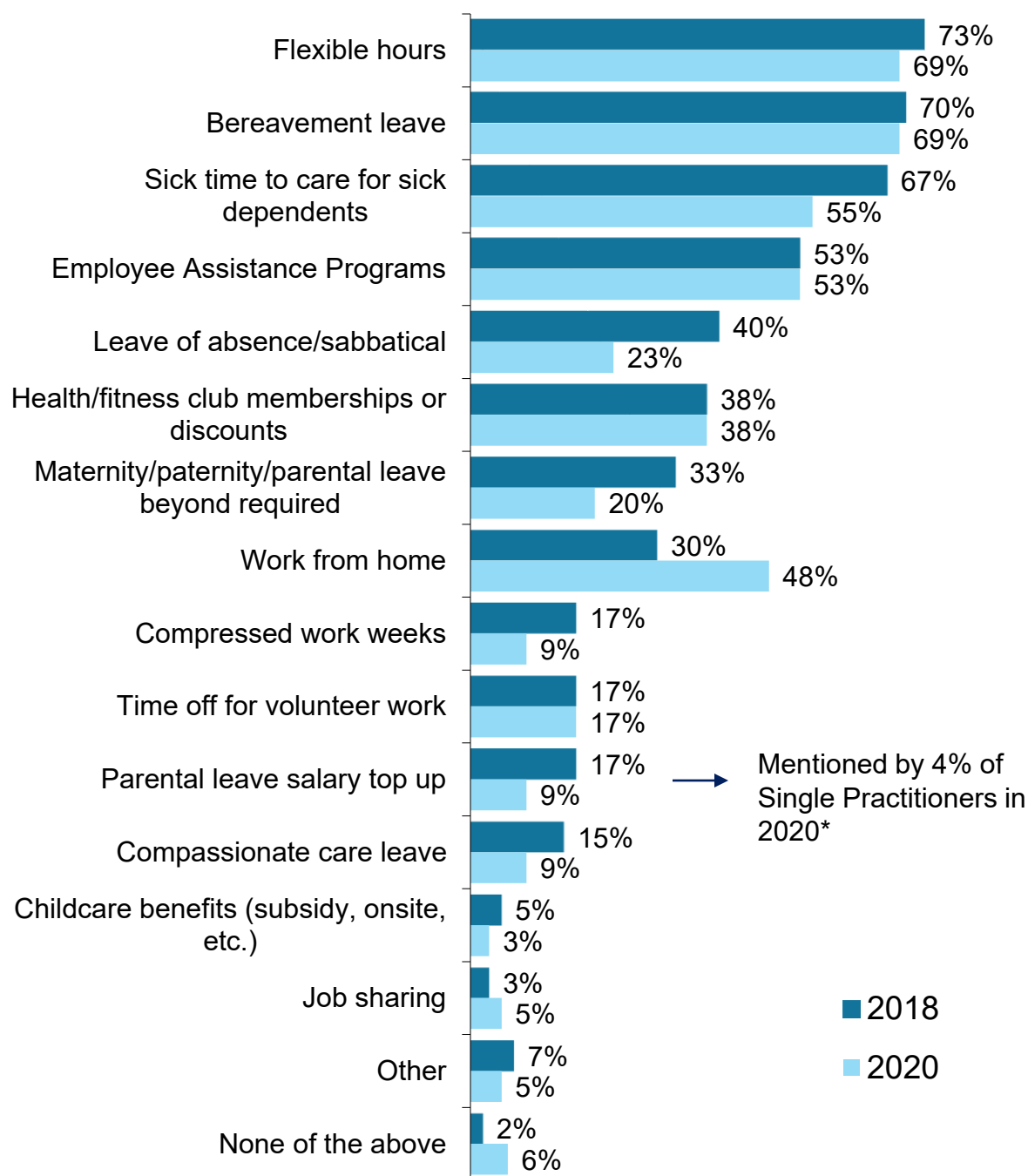
DECLINE IN LEAVE OF ABSENCES ALLOWED WHILE ABILITY TO WORK FROM HOME HAS INCREASED IN THE PAST 2 YEARS

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?”

Base: All companies employing more than one engineer/geoscientist (n=64)

All mentions accepted therefore total may exceed 100%

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

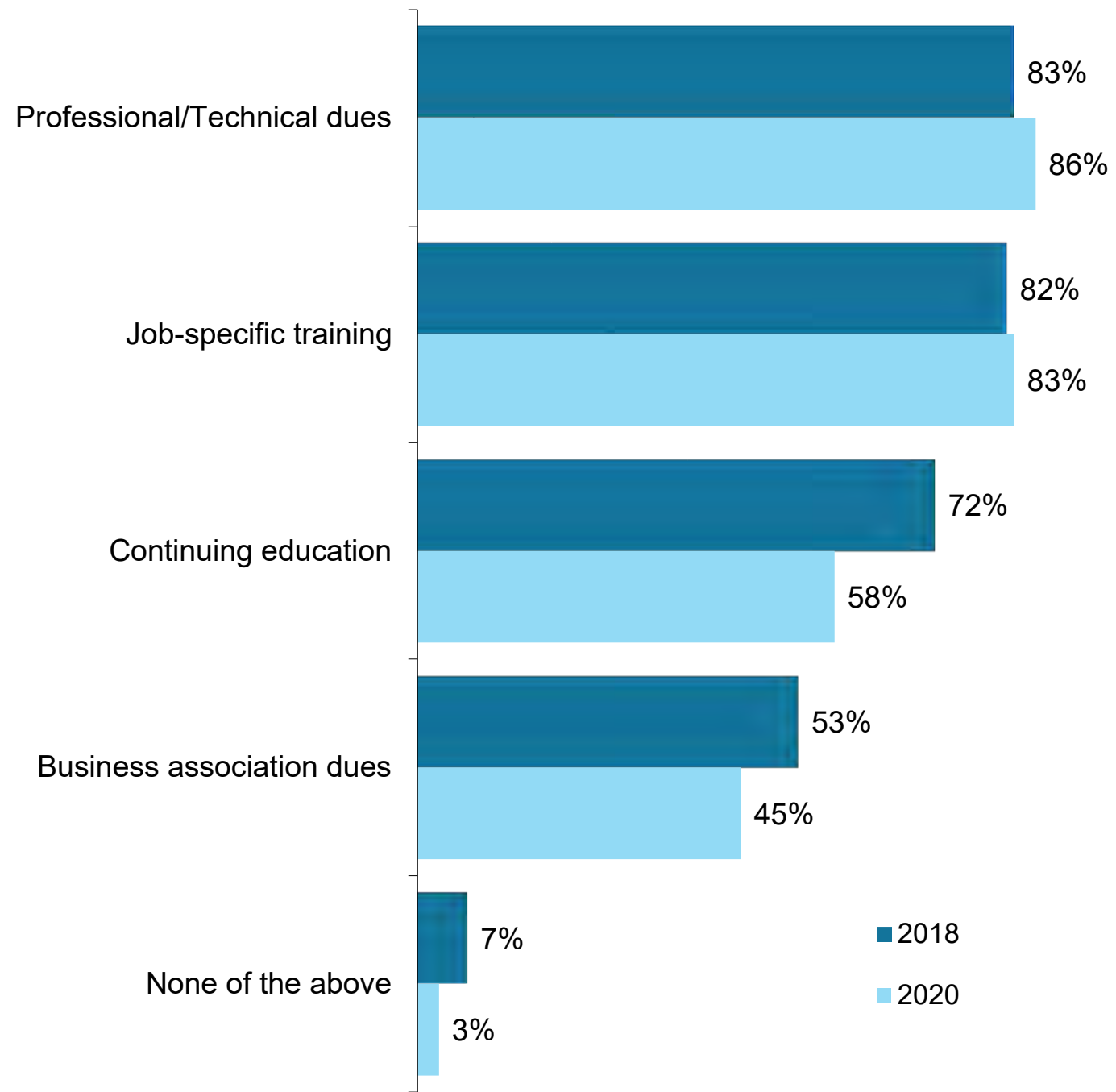


FEWER FIRMS OFFERING TO PAY FOR CONTINUING EDUCATION

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?"

Base: All companies employing more than one engineer/geoscientist (n=64)

All mentions accepted therefore total may exceed 100%



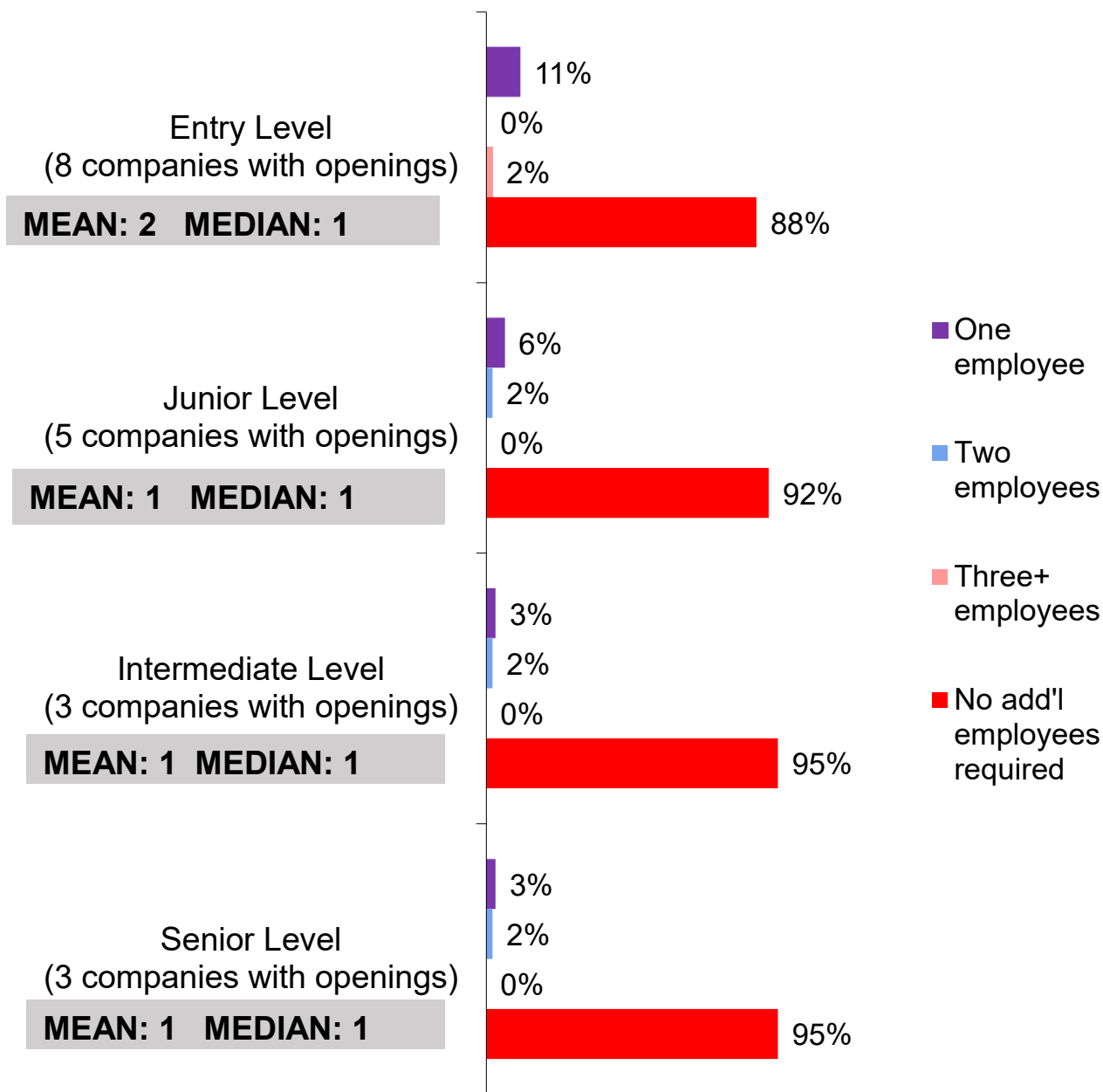
CURRENT AND PROJECTED EMPLOYMENT NEEDS



DEMAND FOR ENTRY LEVEL ENGINEERS/ GEOSCIENTISTS MOST PRONOUNCED

QD1. "Do you currently have any openings for the following engineers/geoscientists positions? If yes, please indicate the number of positions you require."

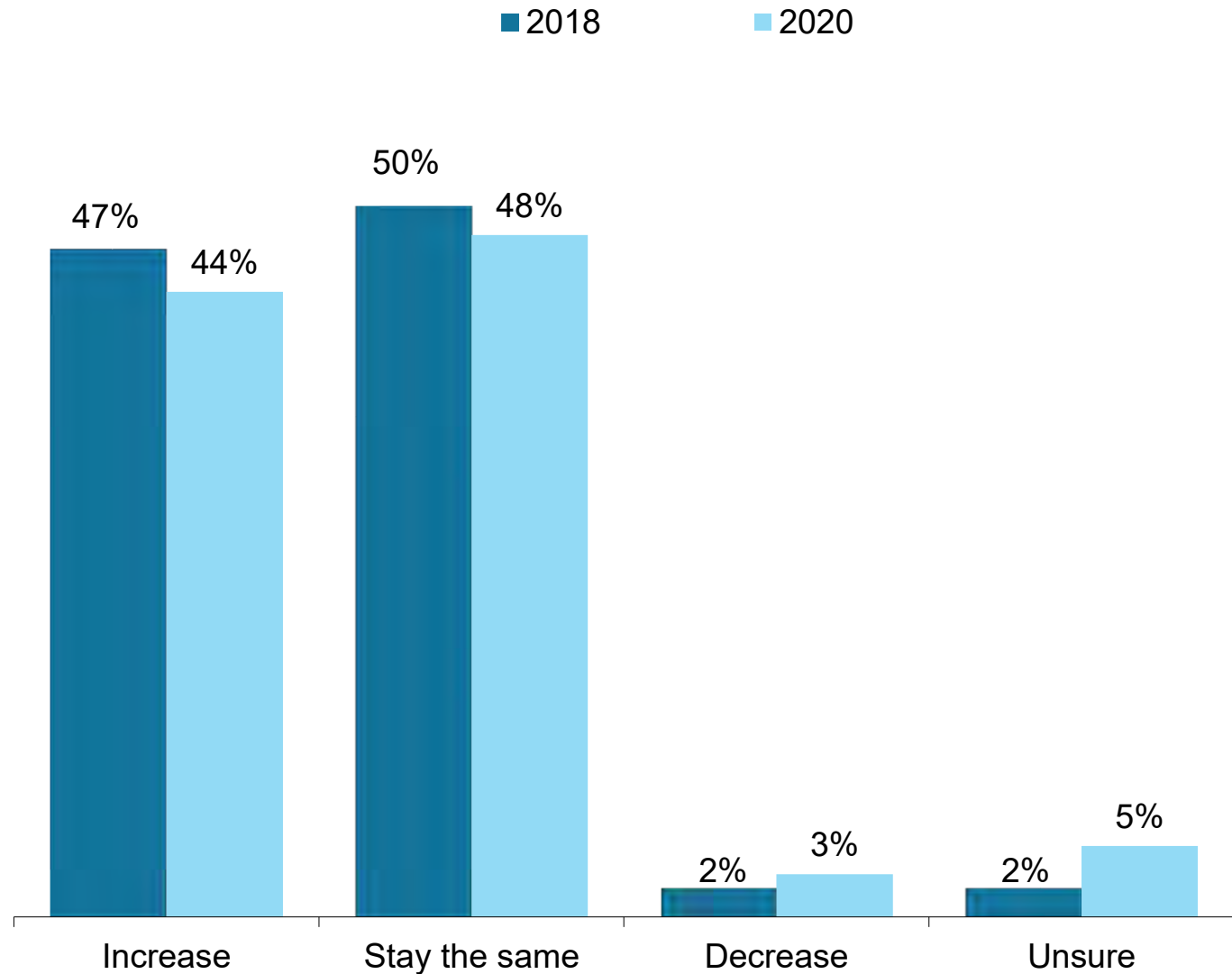
Base: All companies employing more than one engineer/geoscientist (n=64)



MOST ANTICIPATE RETAINING A STABLE LEVEL OF ENGINEERS/ GEOSCIENTISTS IN THE FUTURE, BUT NEARLY AS MANY EXPECT TO INCREASE THEIR NUMBERS

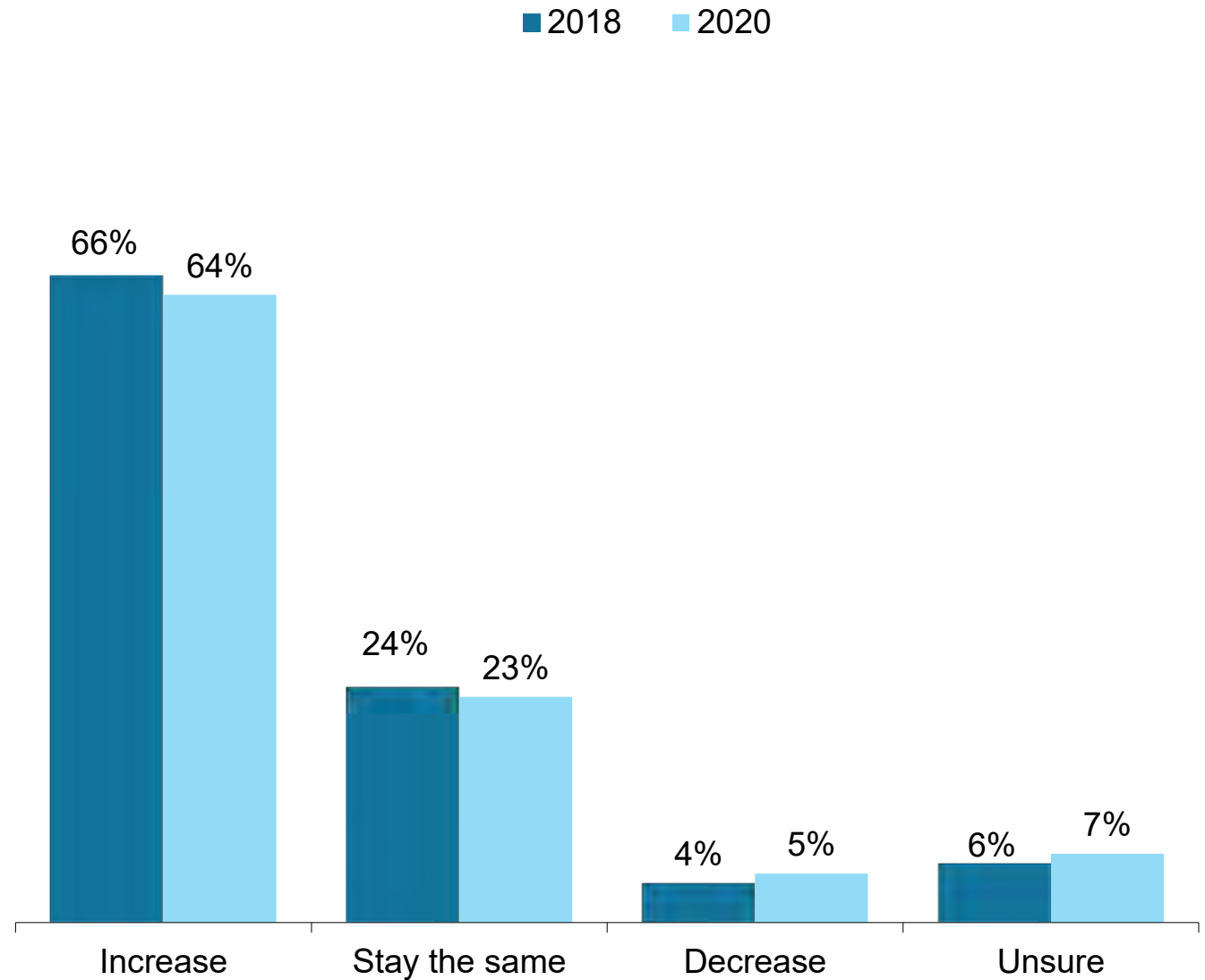
QD2. "Overall, do you expect the number of professional engineers/geoscientists employed in your organization to increase, decrease or stay the same in the next five years?"

Base: All companies employing more than one engineer/geoscientist (n=64)



SINGLE PRACTITIONERS INTEND TO EXPAND IN THE FUTURE

QF7. "Do you anticipate your business will increase, decrease or stay the same in the next five years?"

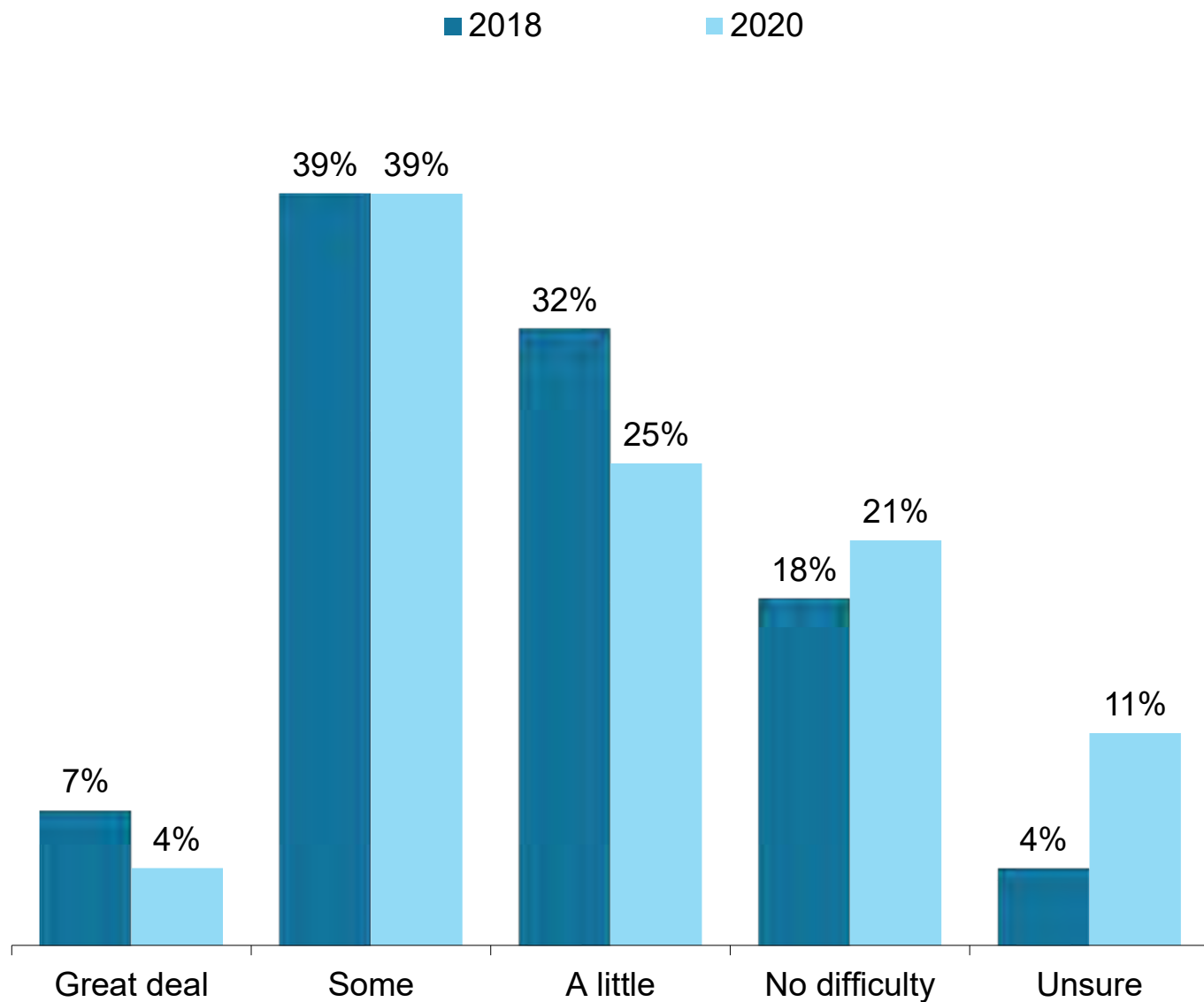


Base: Single practitioners (n=56)

EMPLOYERS CONTINUE TO EXPECT SOME DIFFICULTY FILLING FUTURE POSITIONS

QD3. "What degree of difficulty, if at all, do you anticipate you will have filling any of these positions in the next five years?"

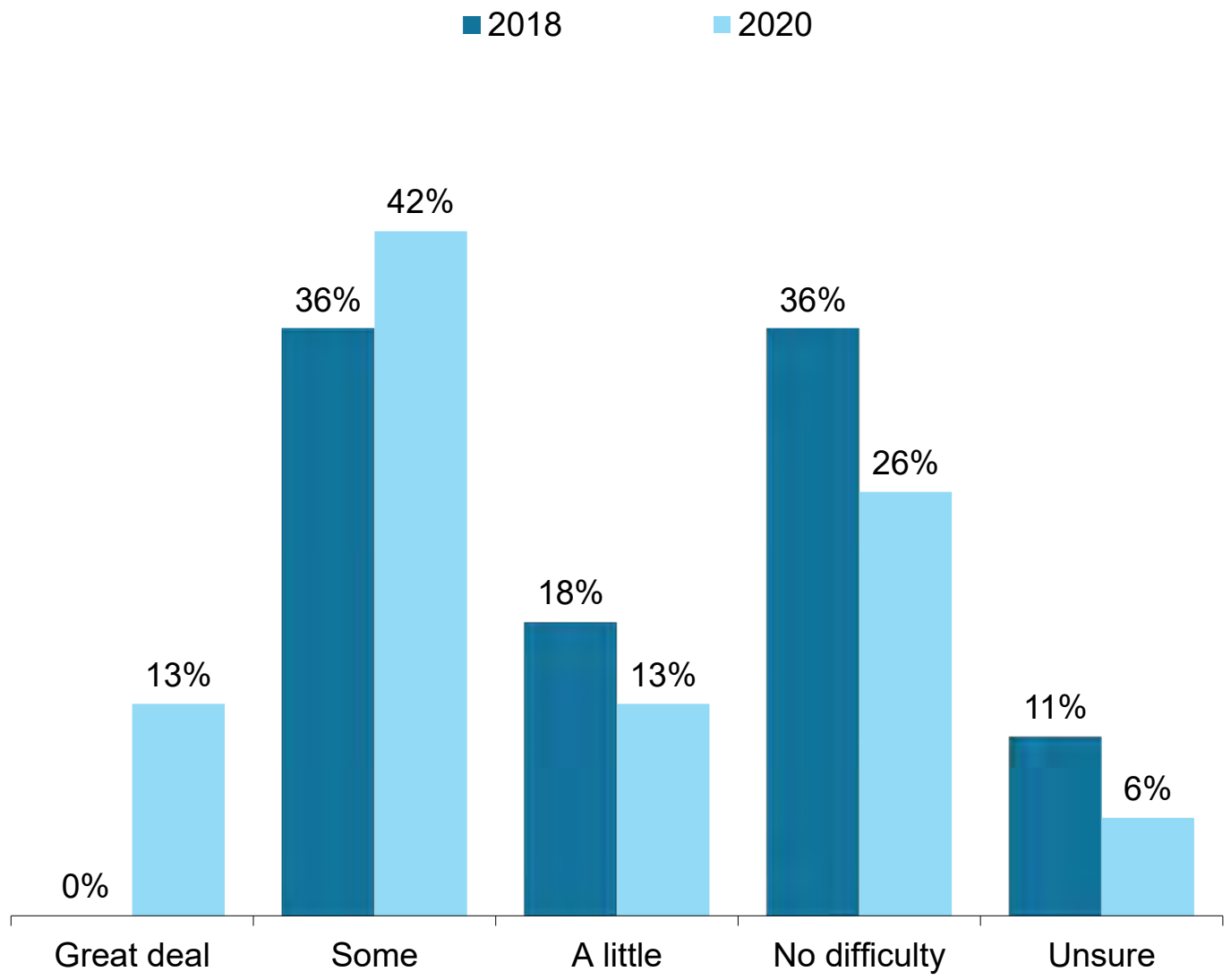
Base: All companies employing more than 1 engineer/geoscientist expecting to increase these types of employees (n=28)



SINGLE PRACTITIONERS ALSO CHALLENGED TO FILL FUTURE POSITIONS

QF9. "What degree of difficulty, if at all, do you anticipate you will have filling any of these positions in the next five years?"

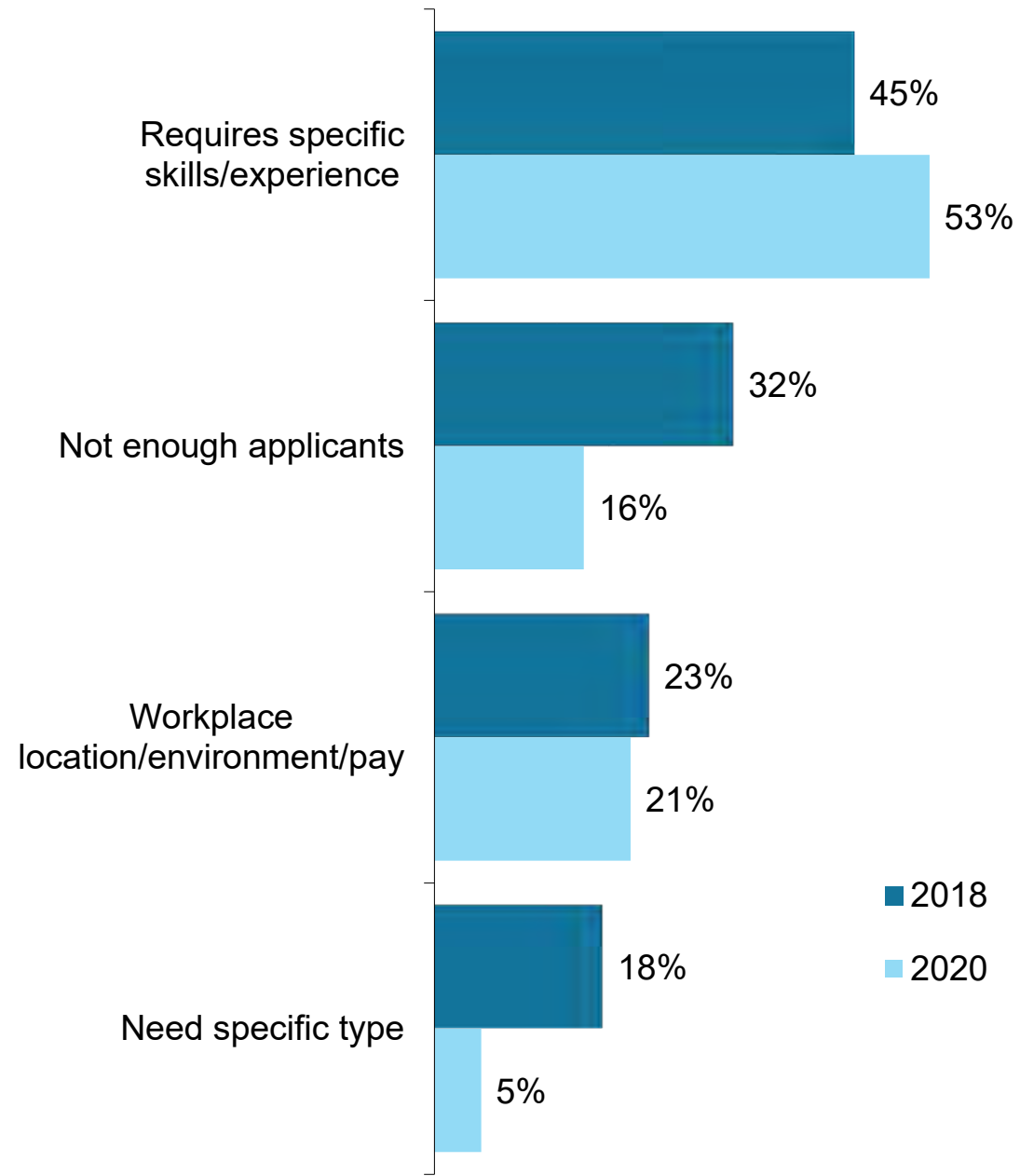
Base: Single practitioners expecting to increase these types of employees (n=31)



COMPANIES EXPECT DIFFICULTY FILLING FUTURE POSITIONS DUE TO LACK OF SKILLS/ EXPERIENCE AND APPLICANTS

QD3a. "Why do you think you may have some difficulty filling these engineering/ geoscientist positions?"

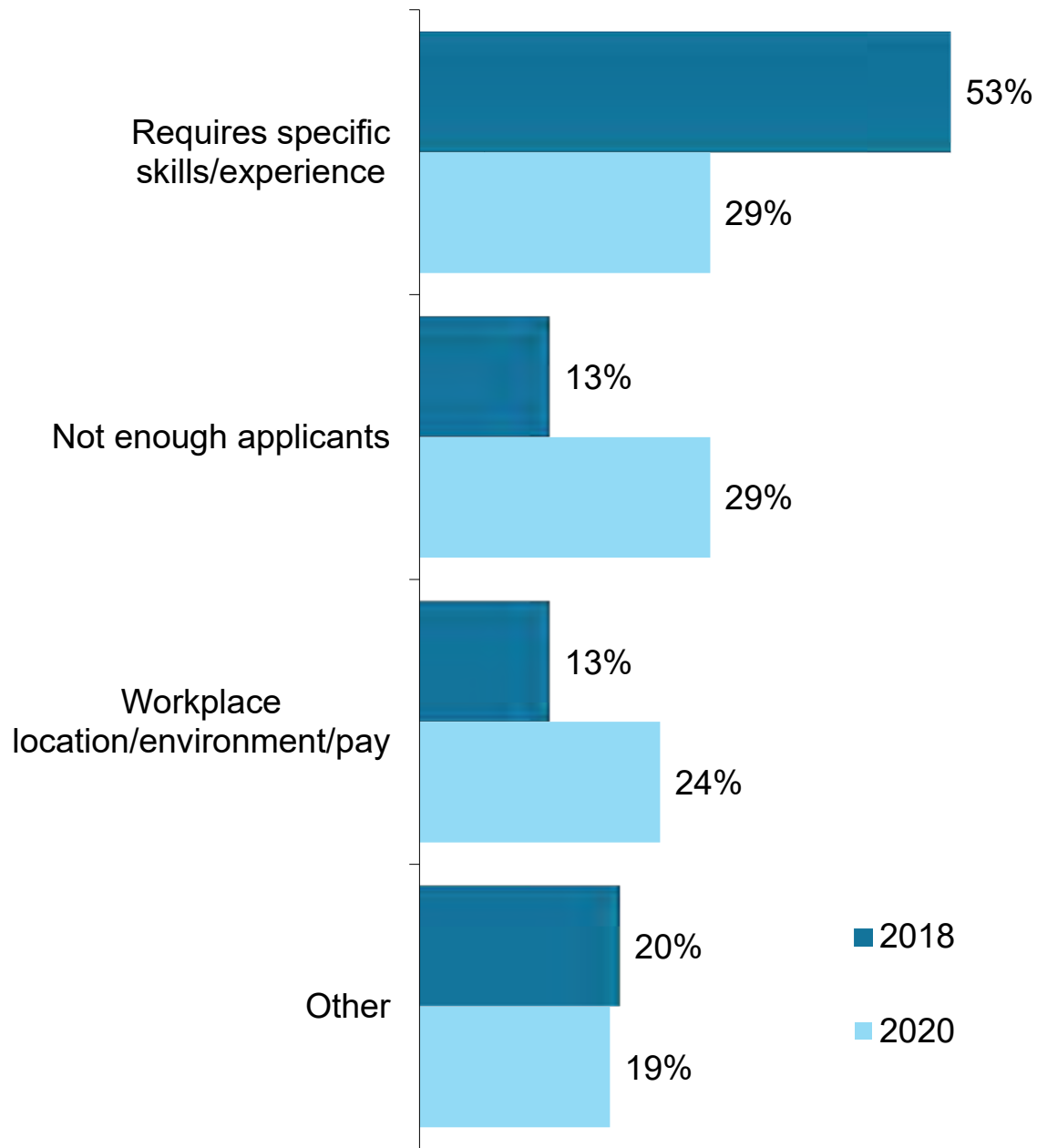
Base: All companies employing more than one expecting to experience difficulties hiring these types of employees (n=19)



SINGLE PRACTITIONERS EXPECT FUTURE APPLICANTS WILL NOT HAVE THE SKILLS OR EXPERIENCE REQUIRED, AND FEEL THERE WILL BE A SHORTAGE OF APPLICANTS

QF9a. "Why do you think you may have some difficulty filling these engineering/ geoscientist positions?"

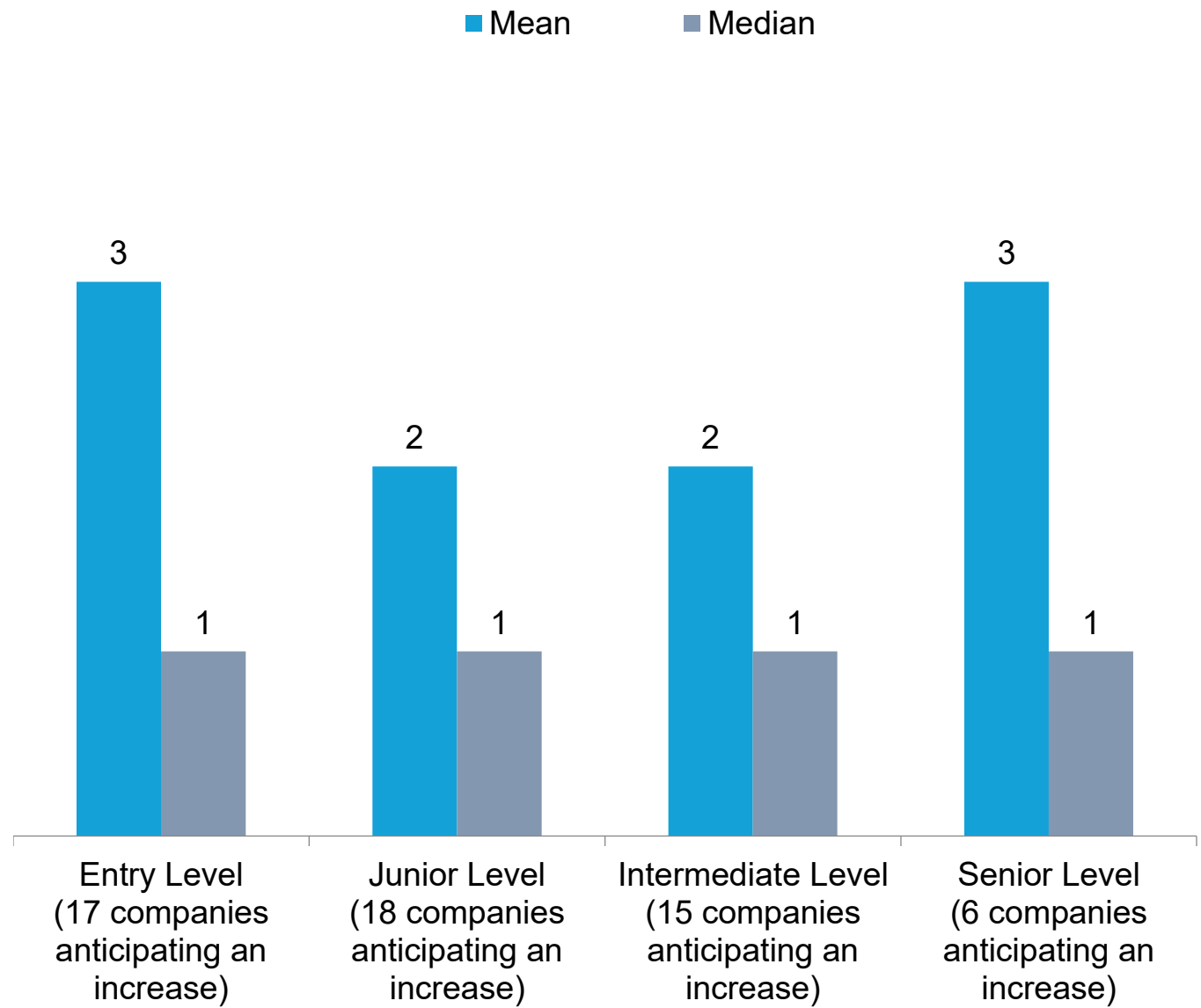
Base: Single practitioners expecting to experience difficulties hiring these types of employees (n=20)



ENTRY AND SENIOR POSITIONS MOST ANTICIPATED LEVEL NEEDED IN THE FUTURE

QD4. "How many positions, if any, in each of these categories do you anticipate you will need to fill in the next five years?"

Base: All companies employing more than one engineer/geoscientist who say they anticipate an increase in these positions (n=64)

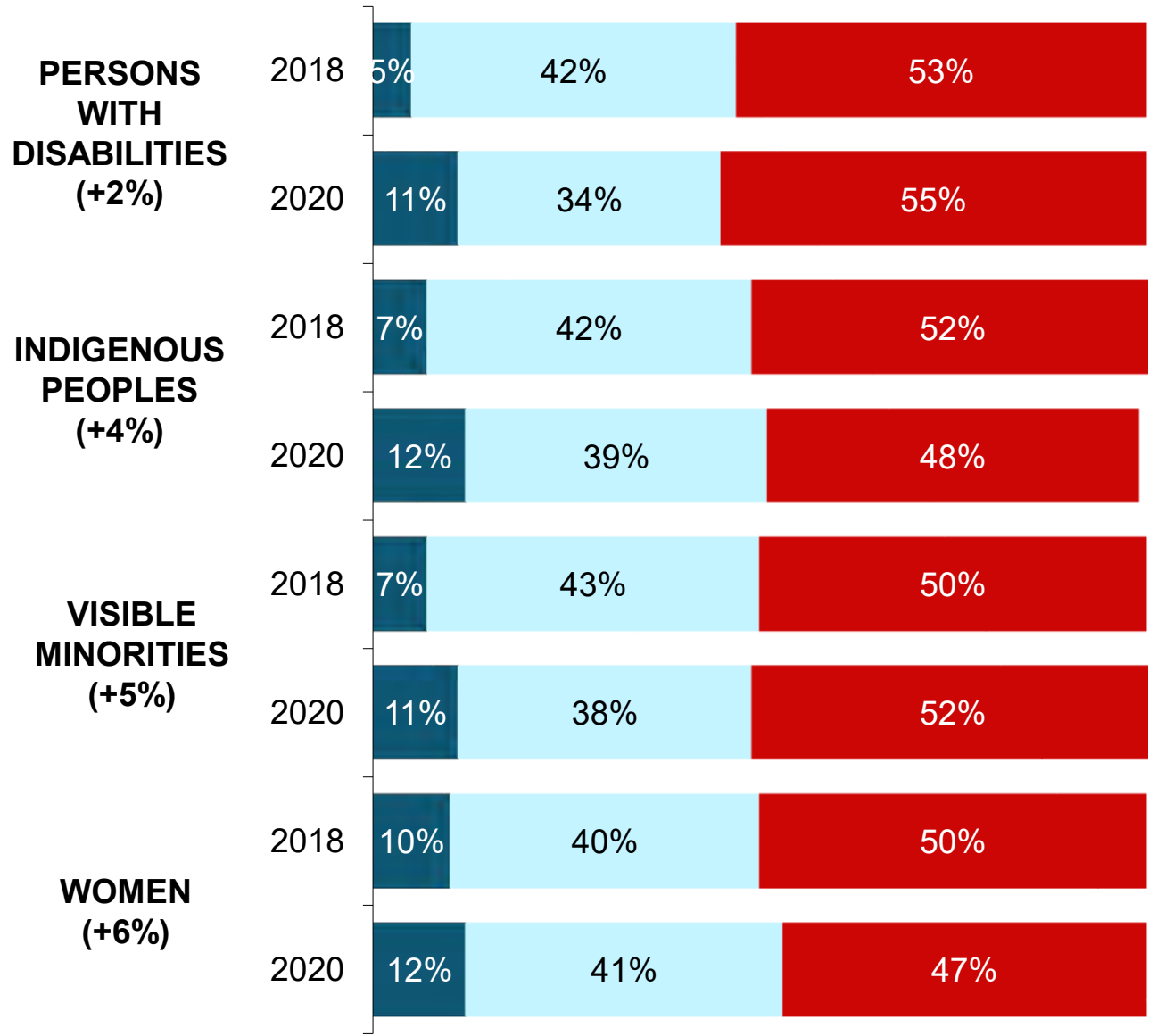


ALL COMPANIES SHOW AN INCREASE IN PRIORITIZING HIRING UNDER-REPRESENTED SEGMENTS OVER THE LAST 2 YEARS

QE3. "Please indicate how much of a priority, if any, your company gives to ensuring the engineers and geoscientists you hire are..."

Base: All companies employing more than one engineer/geoscientist (n=64)

■ Priority (6,7) ■ Neutral (3-5) ■ Not a priority (1,2)



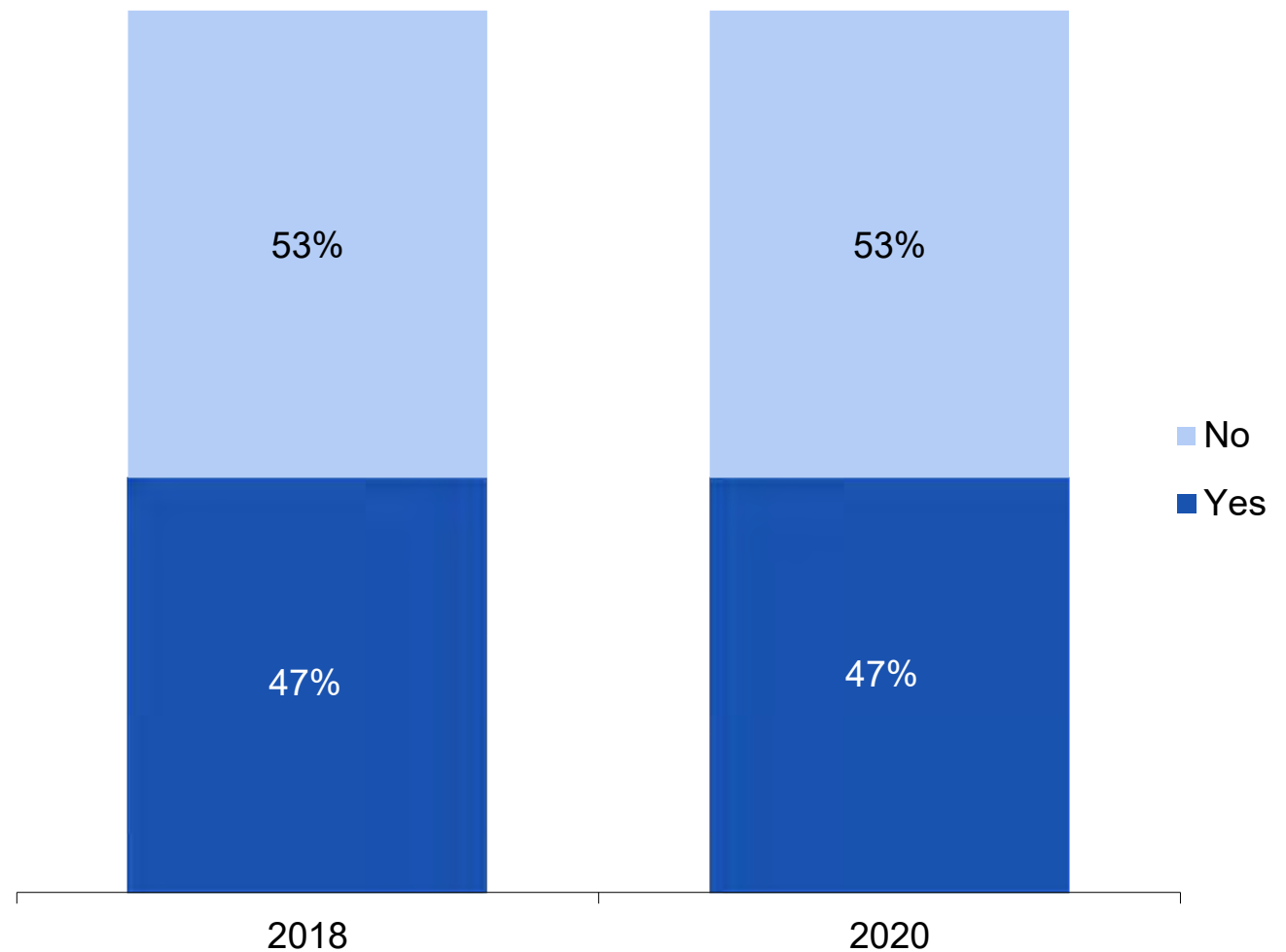
USE OF SALARY AND COMPENSATION SURVEYS



COMPANIES CONTINUE TO USE THE ENGINEERS/ GEOSCIENTISTS MANITOBA SALARY AND COMPENSATION SURVEY DATA

QE4. "Does your organization use the results of this Engineers Geoscientists Manitoba salary survey when setting compensation levels for your engineers/geoscientists?"

Base: All companies employing more than one engineer/geoscientist (n=64)



THREE-IN-TEN COMPANIES USE OTHER SALARY SURVEYS TO SET COMPENSATION LEVELS

QE5. "Do you use the results of any other salary survey for your engineers/geoscientists when setting compensation?"

QE5a) Which others?"

Base: All companies employing more than one engineer/geoscientist (n=64)

