The survey instrument was designed by Probe Research in close consultation with representatives of Engineers Geoscientists Manitoba.

Data was collected online and was open for completion between March 23rd and April 4th, 2017. Pre-tests were conducted March 17-20th.

In order to increase compliance:

✔ Members were advised in advance by Engineers Geoscientists Manitoba of the upcoming survey;

✔ A reminder email was sent on March 30th to those who had not completed the survey as of that date;

✔ An incentive of a $500 donation to a charity of their choice was offered to the winner of the prize draw.

A total of 1,425 surveys were completed out of 8,210 email invitations sent to an active account, for an overall response rate of 17%.

Survey data analysis was performed using the SPSS statistical software package.

With a sample of 1,425, the margin of error is ±2.6 percentage points, 19 times out of 20.
### Profile of Respondents
- By Gender -

<table>
<thead>
<tr>
<th></th>
<th>Total  (1,425) (%)</th>
<th>Women (198) (%)</th>
<th>Men (1,179) (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;$100,000</td>
<td>53</td>
<td>67</td>
<td>50</td>
</tr>
<tr>
<td>$100,000+</td>
<td>44</td>
<td>30</td>
<td>46</td>
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<tr>
<td>Not employed</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td><strong>YEARS IN PROFESSION</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than one year</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>1-4 years</td>
<td>14</td>
<td>25</td>
<td>12</td>
</tr>
<tr>
<td>5-9 years</td>
<td>16</td>
<td>21</td>
<td>15</td>
</tr>
<tr>
<td>10-20 years</td>
<td>28</td>
<td>36</td>
<td>27</td>
</tr>
<tr>
<td>20+ years</td>
<td>39</td>
<td>15</td>
<td>43</td>
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</tbody>
</table>
# Profile of Respondents
- By Gender -

<table>
<thead>
<tr>
<th>ORGANIZATION TYPE</th>
<th>Total (1,425) (%)</th>
<th>Women (198) (%)</th>
<th>Men (1,179) (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government/Crown</td>
<td>26</td>
<td>37</td>
<td>24</td>
</tr>
<tr>
<td>Consulting</td>
<td>26</td>
<td>18</td>
<td>27</td>
</tr>
<tr>
<td>Private</td>
<td>34</td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>Other (including Educational, Self-employed, Non-profit)</td>
<td>10</td>
<td>10</td>
<td>11</td>
</tr>
<tr>
<td>Retired</td>
<td>3</td>
<td>1</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DESIGNATION</th>
<th>Total (1,425) (%)</th>
<th>Women (198) (%)</th>
<th>Men (1,179) (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>P.Eng</td>
<td>77</td>
<td>66</td>
<td>79</td>
</tr>
<tr>
<td>P.Geo</td>
<td>4</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>EIT</td>
<td>18</td>
<td>27</td>
<td>17</td>
</tr>
<tr>
<td>GIT</td>
<td>1</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>
## Profile of Respondents
- By Gender -

<table>
<thead>
<tr>
<th>Membership Status/Area</th>
<th>Total (1,425) (%)</th>
<th>Women (198) (%)</th>
<th>Men (1,179) (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered/Regular</td>
<td>69</td>
<td>66</td>
<td>69</td>
</tr>
<tr>
<td>Assessment/Regular</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>MIT/Regular</td>
<td>18</td>
<td><strong>28</strong></td>
<td>17</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Years of Membership</th>
<th>Total (1,425) (%)</th>
<th>Women (198) (%)</th>
<th>Men (1,179) (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;5 years</td>
<td>43</td>
<td>58</td>
<td>41</td>
</tr>
<tr>
<td>5-9 years</td>
<td>16</td>
<td><strong>13</strong></td>
<td>16</td>
</tr>
<tr>
<td>10-19 years</td>
<td>17</td>
<td>21</td>
<td>16</td>
</tr>
<tr>
<td>20+ years</td>
<td>24</td>
<td>9</td>
<td><strong>28</strong></td>
</tr>
</tbody>
</table>
## Survey Representation by Age

<table>
<thead>
<tr>
<th>AGE</th>
<th>Members (8,210) (%)</th>
<th>Survey Respondents (1,425) (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18–34</td>
<td>23</td>
<td>25</td>
</tr>
<tr>
<td>35–54</td>
<td>47</td>
<td>46</td>
</tr>
<tr>
<td>55–70</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>71+</td>
<td>6</td>
<td>5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GENDER</th>
<th>Members (8,210) (%)</th>
<th>Survey Respondents (1,425) (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>89</td>
<td>86</td>
</tr>
<tr>
<td>Female</td>
<td>11</td>
<td>14</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PROFESSION</th>
<th>Members (8,210) (%)</th>
<th>Survey Respondents (1,425) (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineer</td>
<td>96</td>
<td>97</td>
</tr>
<tr>
<td>Geoscientist</td>
<td>4</td>
<td>3</td>
</tr>
</tbody>
</table>
The following categories represent the respondent member groups mentioned in this report and are found in the study’s detailed tabular results:

GROUP:
- Professional Engineer
  o P.Eng. suffix (can include FEC or C.D.), but listed member type as Registered/Regular
- Professional Geoscientist
  o P.Geo. suffix (can include FGC), but listed member type as Registered/Regular
- Intern
  o EIT or GIT, listed member type as MIT/Regular
- Retired/Life Member/Honorary Life Member
  o P.Eng. or P.Geo. suffix (can include C.D., FEC, FGC), but listed member type as Honorary Life Member, Life Member, or Retired
- Assessment/Other
  o No suffix

ORGANIZATION:
- Other = Educational institutions, not-for-profits, self-employed
- NOTE: Retired and unemployed are not included under the “Organization” category
Members and Engineering/Geoscience Career Dimensions
Members’ Attitudes Towards Engineering and Geoscience Profession and Careers

Q.1 “Please indicate if you agree or disagree with the following statements by using the 1-5 scale below where 1 means you “strongly disagree” and 5 means you “strongly agree” (n=1,425)

![Bar Chart]

- **Strongly agree (5)**
- **Moderately Agree (4)**

**More involved in daily life than often apparent**
- 61% Strongly agree
- 28% Moderately Agree
- 89% (89% among Manitoba adults agree)*

**Proud to be**
- 64% Strongly agree
- 23% Moderately Agree
- 87% (77% among Manitoba adults agree)

**Will be more important in future**
- 48% Strongly agree
- 29% Moderately Agree
- 77% (77% among Manitoba adults agree)

**Among province’s most highly trained professionals**
- 23% Strongly agree
- 36% Moderately Agree
- 59% (60% among Manitoba adults agree)

*Results from Probe Research March 2017 Omnibus Survey among 1,000 Manitoba adults

Those who **strongly** agree include:
- 74% of Retired / Honorary / Lifetime members vs 57% <10 years
- 72% of those who have worked in the profession for more than 20 years
- 71% those who are satisfied with the association vs 43% dissatisfied
Q.1 “Please indicate if you agree or disagree with the following statements by using the 1-5 scale below where 1 means you “strongly disagree” and 5 means you “strongly agree” (n=1,425)

- **Encouraged someone to enter profession**
  - Strongly agree (5): 41%
  - Moderately Agree (4): 33%
  - Total: 74%

- **Most days feel good about work**
  - Strongly agree (5): 30%
  - Moderately Agree (4): 43%
  - Total: 73%

- **Use of designations offers career advantages**
  - Strongly agree (5): 38%
  - Moderately Agree (4): 33%
  - Total: 71%

Those who **strongly** agree include:
- 46% of those satisfied with the association vs 27% who are not
- 39% of those aged 55-70 vs 23% among those under age 35
- 64% in the Assessment/Other category
- 44% of those satisfied with the association

Base: All Respondents
Q.DS7. “Overall, how satisfied are you with your salary?” (n=1,425)

Those “very” satisfied included:
- 24% of members overall vs only 8% of Assessment group and 13% of Interns
- Those with 20+ years in the profession (33% vs 15% among those <10 years)
- Those over 55 years (32% vs 18% among those under 35)
Member Engagement
Q.2 *What are the main reasons you are a member of Engineers Geoscientists Manitoba?*  (n=1,425)

Base: All Respondents

- **Addrs credibility**: 32%
- **Required by employer**: 29%
- **Opportunities for employment**: 11%
- **Felt obligated to join**: 10%
- **Sense of belonging**: 6%
- **PD opportunities**: 5%
- **Membership paid by employer**: 3%
- **Opportunities to network**: 2%
- **Unsure**: 1%

46% among those in a Government/Crown corp. vs. 15% in a Private company and 40% consulting firm

22% among those dissatisfied with the association

17% among Retired/Honorary/Lifetime members
Q.7 “Members have different levels of engagement with Engineers Geoscientists Manitoba. Would you say you are…” (n=1,425)

- 21% of those dissatisfied with the association
- 17% of those in Other types of organizations vs 4% among those in Consulting firms
- 18% among Retired/ Honorary/Lifetime members vs 3% among Interns
- 19% among those aged 71+ vs 3% among those under 35 years

Base: All Respondents
Q.8 “In a typical year, approximately how much time do you spend on formal engineer/geoscientist professional development (ProDev program), including participation in courses and conferences, and self-directed activities like reading professional journals?” (n=1,425)

- 77% of P.Geo and 70% of P.Eng vs 37% of Interns
- 66% among those with 20+ years and 65% 10-20 years in profession vs 46% among those <10 years
- 66% among those aged 55-70 and 64% 35-54 vs 45% among those under 35 years

Base: All Respondents
Responsibility for Professional Development Costs

Q.9 “Do you personally pay for the engineer/geoscientist-related professional development courses (ProDev Program) and/or conference costs or are these costs covered by your employer?” (n=1,425)

- 43% among P.Geo vs 17% among P.Eng
- 56% among those in "Other" types of organizations vs 10% in Government/Crown corps
- 53% among those aged 71+ vs 15% <35 years

Employer covers all: 50%
 Personally cover all: 23%
 Employer pays portion: 18%
 Not applicable: 3%
 Unsure: 5%

Employer covers all: 58% among P.Eng and 47% among Interns vs 23% P.Geo
63% among Government/Crown corps vs 21% other
63% among females vs 49% among males

Base: All Respondents
Q.10. *Outside of Engineers Geoscientists Manitoba, are you a member of one or more associations, institutes, societies or other bodies related to your profession?* (n=1,425)

- Yes, one other, 23%
- Yes, more than one other, 32%
- No, 43%
- Unsure, 2%

- 65% of Interns vs 23% of P.Geo
- 52% in a Private co. and 50% in government/Crown corp vs 24% in Consulting firm
- 55% those with <10 years in the profession vs 34% those with 20+ years
- 57% among those under 35 years old vs 34% those aged 55-70
Q10b. “What are the names of these organizations?” (n=787)

- Another engineering org: 47%
- APEG (Prov'l Chapters): 35%
- PEO: 18%
- IEEE: 8%
- Int'l org: 7%
- Geology/Geological: 6%
- PMI: 6%
- Water and wastewater: 5%
- Building/const'n: 4%
- Enviro/Climate: 4%
- Other: 2%

Base: All Respondents
Members and the Engineers Geoscientists Manitoba Organization
Q.4 “How familiar, if at all, are you of the various roles and activities Engineers Geoscientists Manitoba performs as part of its mandate?” (n=1,425)

Those very familiar include:
- 30% among P.Geo and 35% among Retired/Honorary/Lifetime members vs 9% among Interns
- 28% among those from "Other" types of organizations vs 10% among Private Cos.
- 23% among those with 20+ years in the profession vs 9% among those with <10 years
- 38% among those aged 71+ and 23% aged 55-70 vs 6% among those under 35 years of age

Base: All Respondents
Q.5  “Engineers Geoscientists Manitoba’s main roles are to regulate the practice of professional engineering and professional geoscience in Manitoba, as well as to promote and provide support for its members. For each statement below, please indicate overall, how important it is to you that Engineers Geoscientists Manitoba fulfills this role or function.” (n=1,425)

<table>
<thead>
<tr>
<th>Role</th>
<th>Very important (10)</th>
<th>Somewhat important (9)</th>
<th>Important (8)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acting in public interest</td>
<td>58%</td>
<td>15%</td>
<td>12%</td>
<td>85%</td>
</tr>
<tr>
<td>Determining who is qualified to be licensed</td>
<td>57%</td>
<td>16%</td>
<td>12%</td>
<td>85%</td>
</tr>
<tr>
<td>Maintaining self-regulation of prof'n</td>
<td>54%</td>
<td>15%</td>
<td>14%</td>
<td>83%</td>
</tr>
<tr>
<td>Investigating infractions and disciplining</td>
<td>49%</td>
<td>16%</td>
<td>15%</td>
<td>80%</td>
</tr>
<tr>
<td>Facilitating practice in other jurisdictions</td>
<td>41%</td>
<td>18%</td>
<td>19%</td>
<td>78%</td>
</tr>
<tr>
<td>Developing and communicating guidelines</td>
<td>33%</td>
<td>17%</td>
<td>21%</td>
<td>71%</td>
</tr>
<tr>
<td>Promoting profession to public</td>
<td>34%</td>
<td>15%</td>
<td>17%</td>
<td>66%</td>
</tr>
<tr>
<td>Establishing leadership position</td>
<td>29%</td>
<td>17%</td>
<td>20%</td>
<td>66%</td>
</tr>
<tr>
<td>Providing opportunities to stay current</td>
<td>30%</td>
<td>16%</td>
<td>20%</td>
<td>66%</td>
</tr>
</tbody>
</table>

Base: All Respondents
Q.6 “Now, thinking about these same roles or functions, how would you rate Engineers Geoscientists Manitoba’s performance on each? Please use the 1-10 scale below again where 1 means Engineers Geoscientists Manitoba’s performance is “very poor” and 10 means Engineers Geoscientists Manitoba is performing “extremely well” on this front.” (n=1,425)

Base: All Respondents with an opinion
Engineers Geoscientists Manitoba Members Quadrant Analysis 2017

Critical Deficits
- Acting in public interest
- Investigating infractions and disciplining
- Facilitating practicing in other jurisdictions

Critical Assets
- Determining who is qualified to be licensed
- Maintaining self-regulation of profession

Importance Average 75%
- Establishing leadership position
- Providing opportunities for members to stay current
- Promoting profession to public

Performance Average 59%
- Developing and communicating guidelines

Diminished Opportunities

Diminished Assets

*Based on the 9, 9, and 9 ratings among all members for the importance and those with an opinion for performance ratings (e.g. Unsure responses have been removed and results recalculated)
Q.1 “Please indicate if you agree or disagree with the following statements by using the 1-5 scale below where 1 means you “strongly disagree” and 5 means you “strongly agree” (n=1,425)

Base: All Respondents

Provides valuable up-to-date info

- 10% Strongly Agree (5)
- 30% Moderately Agree (4)
- 40% Neutral

Those who strongly agree include:
- 41% of those in the Assessment/Other category

Does a good job of promoting profession to students

- 10% Strongly Agree (5)
- 30% Moderately Agree (4)
- 40% Neutral

Those who strongly agree include:
- 27% of those in the Assessment/Other category
Overall Impression of Engineers Geoscientists Manitoba

Q.11 “What is your overall impression of Engineers Geoscientists Manitoba? Would you say you have a …?” (n=1,205)

Very favourable: 25%
Somewhat favourable: 51%
Somewhat unfavourable: 12%
Very unfavourable: 4%
No impression: 6%
Unsure: 2%

Those with a “very favourable” impression included:
- Those with 20+ years in the profession (32% vs 19% among those with less)
- Men (27% vs 18% among women)
- Those over 71 years of age (35% vs 13% among those under 35 years)
- 32% among those satisfied with the association (vs 2% those dissatisfied)

Base: All Respondents
Q.3 “All things considered, please indicate how satisfied you are with Engineers Geoscientists Manitoba overall. This refers to all aspects of this association and its overall value to you. “ (n=1,425)

Base: All Respondents
Q.12 “How likely are you to recommend membership in the Engineers Geoscientists Manitoba to a colleague or acquaintance who is involved in the engineering/geoscientist profession? Let’s us a 0-10 scale this time where a “0” means you would definitely not recommend Engineers Geoscientists Manitoba membership and “10” means you would definitely recommend becoming a member.” (n=1,205)

Promoters include:
- P.Eng (60% vs 44% among Interns)
- Consulting firm employees (63% vs 52% among those in Private Cos.)
- Those who have been in the profession for more than 20 years (67% vs 52% among all others)
- Those aged 71+ (81% vs 49% among those less than 35 years)
Value Considerations
Members’ General Attitudes Towards Value for Dues

Q.1 “Please indicate if you agree or disagree with the following statements by using the 1-5 scale below where 1 means you “strongly disagree” and 5 means you “strongly agree” I receive good value for the dues I pay to Engineers Geoscientists Manitoba.” (n=1,425)

Agree (4,5), 40%

Neutral/Unsure, 34%

Disagree (1,2), 26%

Those least likely to agree include:
- P.Geo (26%)
- Those under 35 years of age (31%)
- Those who are dissatisfied with the association (9%)

Those most likely to agree include:
- Those in the Assessment group (59%)
- Those who work for Other types of organizations (54%)

Base: All Respondents
Q.14 “Engineers Geoscientists Manitoba currently offers or is considering expanding the following services to its members. Please indicate how much value, if any, the following services add for you as a member of Engineers Geoscientists Manitoba. Please use the 1-5 scale below where “1” means this “does not add any value at all”, and “5” means this “adds a great deal of value” for you as a member of Engineers Geoscientists Manitoba.” (n=1,425)

Base: All respondents with an opinion

Overall, those in the Assessment/Other group were most likely to feel all these services had a "great deal of value"
Government Relations
Q.1 “Please indicate if you agree or disagree with the following statements by using the 1-5 scale below where 1 means you “strongly disagree” and 5 means you “strongly agree. I am getting enough detailed information from the Association regarding its dealings with the government on behalf of members.” (n=1,425)

- Agree (4,5), 39%
- Neutral/Unsure, 38%
- Disagree (1,2), 23%

67% among those in the Assessment Group agree vs 32% among Interns
47% among those satisfied with the association vs 14% among those who are dissatisfied
Q.13 “There are a variety of new initiatives or directions that Engineers Geoscientists Manitoba could pursue in the future. For each initiative presented below, please indicate whether or not you would like to see Engineers Geoscientists Manitoba moving in this direction. More effort to influence government and the shaping of public policy; Increasing the number of government relations activities the association is involved in.” (n=1,205)

- More effort to influence government and the shaping of public policy:
  - 56% among those working in Consulting firms vs 42% among those from Government/Crown corps
  - 61% among those in the Assessment/Other group vs 29% overall

- Increasing the number of government relations activities:
  - 50% vs 48% vs 29% respectively

Base: All Respondents
Q.21 “What, legislation, regulation, policy and/or codes, if any, would you like to see the Association lobby the government for the purpose of helping the public and the engineering/geoscience industry?” (n=1,425)

Member Advice on Lobbying Focus

- Eligibility and Qualifications
  “Better policing of the title ‘Engineer’”

- Building Codes

- Climate Change
  Do Not Lobby!
  “This is not a policy-generating association”

- Better Compensation

- Statute of Limitations

- Self Regulation

- Diversity

- Jobs Supply

- The Act

Base: All Respondents
* Multiple mentions accepted
Communications
Q.16 “Overall, when thinking about the amount of information you receive from Engineers Geoscientists Manitoba, would you say you receive too much, not enough or about the right amount of information?” (n=1,425)

- Too much, 4%
- Not enough, 15%
- Right amount, 70%
- Unsure, 10%

Å 21% among Interns
Å 28% among those who are dissatisfied with the association
Q. 17 “How do you typically find out what is going on at Engineers Geoscientists Manitoba?” (n=1,425)

- TOTAL MENTIONS* -

- 93% Emails sent out by Association
- 46% Engineers Geoscientists Manitoba magazine
- 45% Engineers Geoscientists Manitoba website
- 20% Informal channels
- 2% Engineers Geoscientists Facebook/Twitter feed
- 2% Workplace bulletin board
- 2% Don't seek out - not interested

Base: All Respondents
* Multiple mentions accepted therefore totals may exceed 100%

- 33% among those working for Gov/Crown corp vs 13% among those in a Private co.
- 22% of P.Eng vs 9% among P.Geo
Q.18  “Have you ever visited the Engineers Geoscientists Manitoba website?” (n=1,425)

- Yes: 97%
- No: 2%
- Unsure: 1%

Q.19  “For what purposes do you visit the website?” (n=1,382)

- Update profile: 78%
- See ProDev courses: 44%
- Check calendar of activities: 38%
- Find contact info: 25%
- Check news page: 23%
- Learn about volunteer opportunities: 21%
- View practice bulletin: 19%
- Chapter activities: 15%
- Entering PD hours, reports, paying fees: 14%
- Read council minutes: 10%
- Consultation info: 8%
- Group life insurance: 5%
- Career/job info: 2%
- Unsure: 1%

* Multiple mentions accepted; therefore totals may exceed 100%
Q.20. “Overall, how easy or difficult is it for you to find what you are looking for on Engineers Geoscientists Manitoba’s website?” (n=1,425)
Future Directions
Q.13 “There are a variety of new initiatives or directions that Engineers Geoscientists Manitoba could pursue in the future. For each initiative presented below, please indicate whether or not you would like to see Engineers Geoscientists Manitoba moving in this direction.” (n=1,205)

- **Increasing women in prof’n**
  - **Definitely**: 54%
  - **Possibly**: 32%
  - **Do not**: 9%
  - 67% of women vs 53% of men definitely pursue

- **Raising compensation and benefits**
  - **Definitely**: 53%
  - **Possibly**: 30%
  - **Do not**: 10%
  - 61% of Interns vs 39% of P.Geo definitely pursue

- **Increasing student enrolment**
  - **Definitely**: 40%
  - **Possibly**: 41%
  - **Do not**: 13%
  - 62% of those 71+ years vs 40% overall definitely pursue

- **Increasing Indigenous members**
  - **Definitely**: 40%
  - **Possibly**: 37%
  - **Do not**: 13%
  - 56% of those 71+ years vs 40% overall definitely pursue
Q.13 “There are a variety of new initiatives or directions that Engineers Geoscientists Manitoba could pursue in the future. For each initiative presented below, please indicate whether or not you would like to see Engineers Geoscientists Manitoba moving in this direction.” (n=1,205)

**Providing charitable giving**
- 21% Definitely
- 37% Possibly
- 34% Do not

**Offering outreach to refugee engineers**
- 20% Definitely
- 44% Possibly
- 24% Do not

**Increasing advertising**
- 17% Definitely
- 44% Possibly
- 33% Do not

**Base: All Respondents**

- Å 68% among those in the Assessment/Other group and 36% among Interns vs 21% overall definitely pursue
- Å 39% among those in the Assessment/Other group vs 18% in P.Eng
- Å 29% of women vs 18% of men definitely pursue