



2023 Salary and Compensation Survey Engineers/Geoscientists Members

Engineers Geoscientists Manitoba
June 2023

**ENGINEERS
GEOSCIENTISTS
MANITOBA**

PROBE
RESEARCH INC.

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Key Findings

Industry Sectors and Job Functions with Highest and Lowest Mean Base Salary (Caution: Small bases):

- Overall, the **industry sectors** with the highest mean base salaries this sounding are Education (\$127,618) and Metals - Primary (\$126,626).
- The **sectors** with the lowest mean base salaries include Hydrotechnical (\$78,000) and Biomedical (\$87,938).
- The **job functions** with mean base salaries greater than \$100,000 include Teaching (\$143,444), Management (\$136,350), Administrative services (\$113,883), Mineral exploration (\$106,788), Maintenance (102,796) and Planning (\$102,725) and Mining (\$101,300).
- The lowest paid job functions include Quality Assurance (\$72,489) and Production (\$82,118).

Employment Dimensions:

- Overall, nearly three-quarters are employed by private companies, particularly Entry Level engineers (84%).
- More than one-in-ten are employed in Consulting (23%), Utilities (15%) or Manufacturing (14%) with the rest being employed in a wide variety of industries.
- Design (28%), Project Management (22%) and Management (20%) 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. Around one-quarter work in mid-size firms (21-500 employees).
- Overall, members' official work week is 38.76 hours with most typically working slightly more on average (41.65).

Key Findings (cont'd)

Satisfaction with Remuneration:

- Overall, satisfaction with remuneration remains quite stable. Seven-in-ten are satisfied with their level of remuneration (72% vs. 69% in 2022 and 73% in 2020) although high levels of satisfaction do not reach 50%.
- Those who work less than 40 hours per week were more likely than those who work more than that, to be satisfied with the level of remuneration for their current job (78% vs. 69%, 40 hours and 71%, 41+ hours per week)

Salary Increases:

- Salary increases are on the rise this year, particularly among those with less experience. Overall, three-quarters have received at least one salary adjustment in 2022 that includes a net salary percentage increase of 7.1% (up from 5% in 2022 and 4.2% in 2020). Indeed, Entry Level (9.8%) and Junior Level (9.1%) engineers received the highest salary increases in 2022 among their cohorts.
- Those working in the private sector also received twice as high a salary increase than those in the public sector (8.1% vs. 4.0%)

Overtime Compensation

- There is little change in overtime compensation. Four-in-ten continue to not receive any compensation for working overtime, particularly Advanced Level engineers (53% do not receive overtime remuneration). One-third overall receive a combination of pay and time off for working overtime.



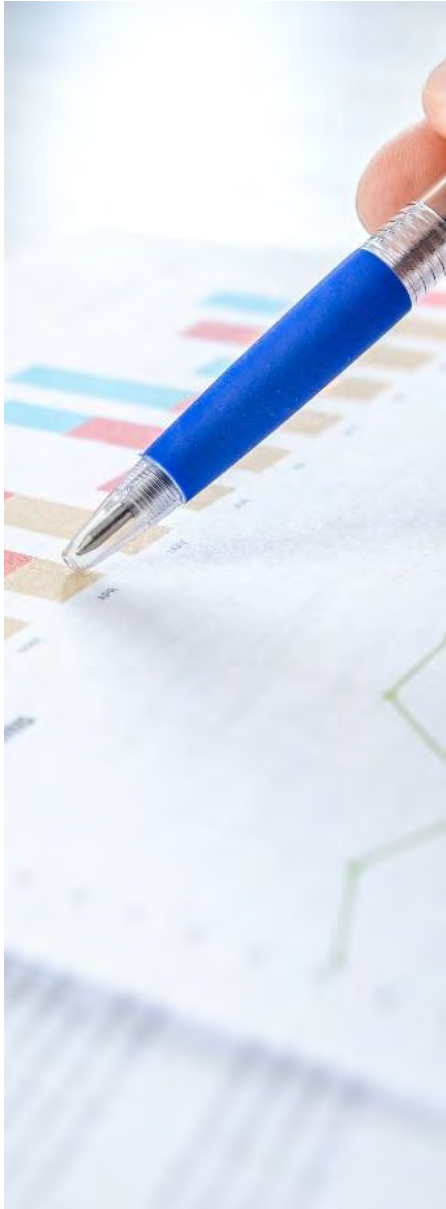
Key Findings (cont'd)

Full-Time Remuneration:

- The average salary plus bonuses for full-time engineers/geoscientists has increased slightly in the last two years. Overall average salary including bonuses is \$112,370 (up from \$109,793 in 2022 and \$107,720 in 2020):
 - Entry Level: \$72,920 (up from \$71,016 in 2022 and \$69,286 in 2020)
 - Junior Level: \$94,019 (up from \$88,589 in 2022 and \$87,848 in 2020)
 - Intermediate Level: \$120,769 (up from \$117,491 in 2022 and \$113,337 in 2020)
 - Advanced Level: \$154,566 (up from \$147,195 in 2022 and \$141,319 in 2020)
- Salary increases were also noted in the private and non-profit/education sectors this year. Those working in the private sector including salary and bonuses earned an average of \$112,566 (up slightly from \$107,377 in 2022 and \$104,992 in 2020), and those working in non-profit/education sectors earned \$123,964 (up from \$122,301 in 2022 and \$110,625 in 2020). However, their public sector counterparts earned less this year (\$110,021 down from \$115,026 on average in 2022 and \$114,052 in 2020).
- Gender-wise, males earned around 15 percent more than their female counterparts. Male professionals on average earned \$115,047 (salary plus bonuses) compared to a female's average salary plus bonuses of \$99,521.

Part-Time Remuneration and Working Weeks (Caution: Small bases):

- Overall, the average salary and bonus paid to part-time engineers/geoscientists has declined to \$53,271 (from \$67,582 in 2022 and \$43,541 in 2020. (Note this data is based on a very small sample of 57 respondents.)
- Average base salaries for men and women working part-time were fairly similar. However, women received double the amount of bonuses on average than men for their part-time work (\$5,431 vs. \$2,740).
- Overall, those working part-time averaged 29.43 weeks per year with Advanced Level engineers working the least on average at 17.67 weeks, rising to 31.43 among Intermediate engineers.
- For their part, 28% of females worked less than 14 weeks compared to only 10% of males who fell into this category.



Key Findings (cont'd)

Paid Benefits:

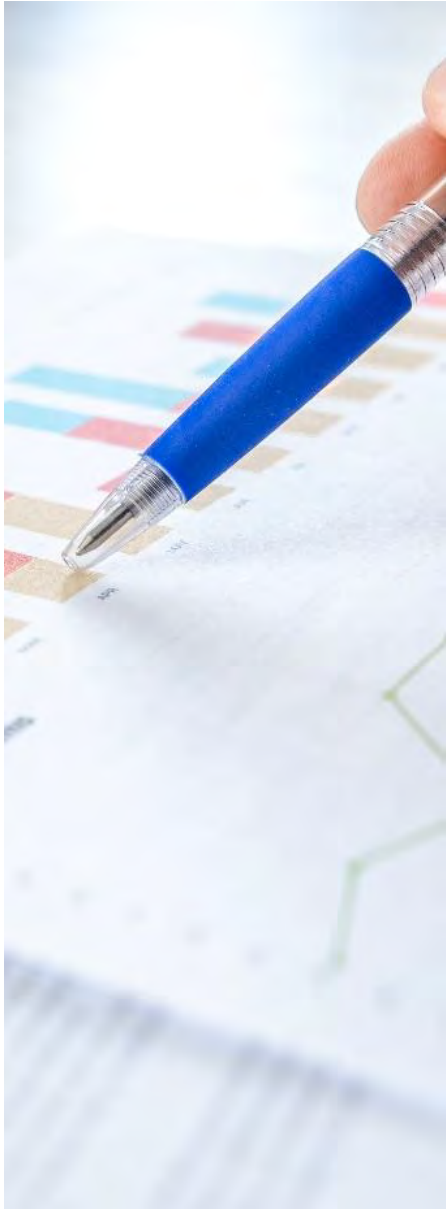
- All receive paid vacation time although not all receive paid sick days. Most notably, more than one-in-ten Entry Level engineers and those who work in the private sector do not receive paid sick days (13% each).
- Overall, engineers/geoscientists average 18 days of paid vacation a year (rising to 23 for Advanced Level engineers).
- 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 were more likely to have these paid by their employer.
- More than one-half share the costs of a pension plan and four-in-ten share the costs of RRSPs, while a majority (65%) do not have any stock purchase options through their employer.
- Life insurance and long-term disability were most likely to be a shared expense between employer/employee. However, Advanced Level engineers were more likely than their lower-level counterparts to have their employer pay for their short and long-term disability insurance.
- Parental leave EI top-up, on the other hand, was not offered as a benefit for one-quarter of engineers. However, among those that do have this benefit offered, twice as many women as men have their parental leave EI top-up paid solely by their employer (41% vs. 21%).
- A majority of employers pay for professional development courses including continuing education (52%) and job training (80%). Fewer Entry Level engineers had their professional development courses/dues paid by their employer, compared to their more experienced counterparts.
- In terms of professional dues, 80% had their professional dues paid by their employer and 58% had technical society dues paid by their employers. Those working in the private sector were more likely to have their professional and technical society dues paid by their employer.



Key Findings (cont'd)

Benefits Offered by Employers:

- Around two-in-five engineers (especially those working in the private sector) are offered additional financial benefits including profit sharing (26%), a savings plan (24%) and a productivity incentive (18%).
- Flexible work hours (81%) and leaves of absence (60%) are offered by a majority of employers, although job sharing was less apparent (11%).
- Vehicles (8%) and vehicle allowances (19%) are provided by far fewer employers. However, one-quarter of those who work in the public sector have a vehicle allowance offered by their employers.
- For engineers/geoscientists who are parents, parental leave is offered by around one-half of employers (53%) while daycare is offered by only 1% of employers (rising to a high of 11% among those in the non-profit/educational sectors). Three-quarters of those who work in the public sector and two-thirds of women have parental leave offered through their employer.
- Liability insurance is a benefit provided by one-third of employers. Advanced Level engineers (44%) are far more likely to have this benefit as part of their employment benefits compared to Entry Level engineers (21%).



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 2022. Probe Research Inc. was retained to 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 March 29 to May 8, 2023.

A total of 1,330 members completed the survey out of 5,966 eligible candidates, for a response rate of 23%. 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 and Members as of April 11, 2023 with a home and work address in Manitoba. Self-employed engineers/geoscientists are not included in these results.

With a sample of 1,330 eligible engineers/geoscientists, the margin of error is ± 2.37 percentage points, 19 times out of 20 (finite population correction).

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Experience Level Definitions

Below are the definitions used to describe the four levels of engineers/geoscientists as of December 31, 2022 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 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 who have 10-19 years experience after graduation.

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





Profile of Respondents

Profile of Respondents

	Total (N=1,330) (%)	Entry (n=307) (%)	Junior (n=314) (%)	Intermediate (n=387) (%)	Advanced (n=322) (%)
Gender					
Male	82	75	79	84	88
Female	18	25	20	15	12
Age					
Under 30 years	21	74	15	0	0
30 to 39 years	40	23	78	58	0
40 to 49 years	21	3	7	39	32
50 + years	17	1	0	3	66
Mean Age:	39 years	28 years	33 years	40 years	54 years
Indigenous Identity					
Métis	4	5	3	3	6
First Nations	1	1	0	1	0

Profile of Respondents (cont'd)

	Total (N=1,330) (%)	Entry (n=307) (%)	Junior (n=314) (%)	Intermediate (n=387) (%)	Advanced (n=322) (%)
Changed Employers in 2022					
Yes	12	20	12	10	6
Principal Location					
Winnipeg	83	82	84	84	82
Southern Manitoba	13	16	14	11	13
Northern Manitoba	3	2	2	4	3
Outside Manitoba	1	1	0	0	1
Degree from Canadian University					
Yes	84	87	85	80	84
<i>Average Year of Bachelor Degree</i>	2008	2019	2014	2007	1992
Additional Education					
None	63	77	68	61	47
Masters	20	11	19	21	31
Second Bachelor Degree	5	6	4	5	5
MBA	3	1	2	4	7
PhD	4	1	2	5	7
Other	9	7	8	9	12

Profile of Respondents (cont'd)

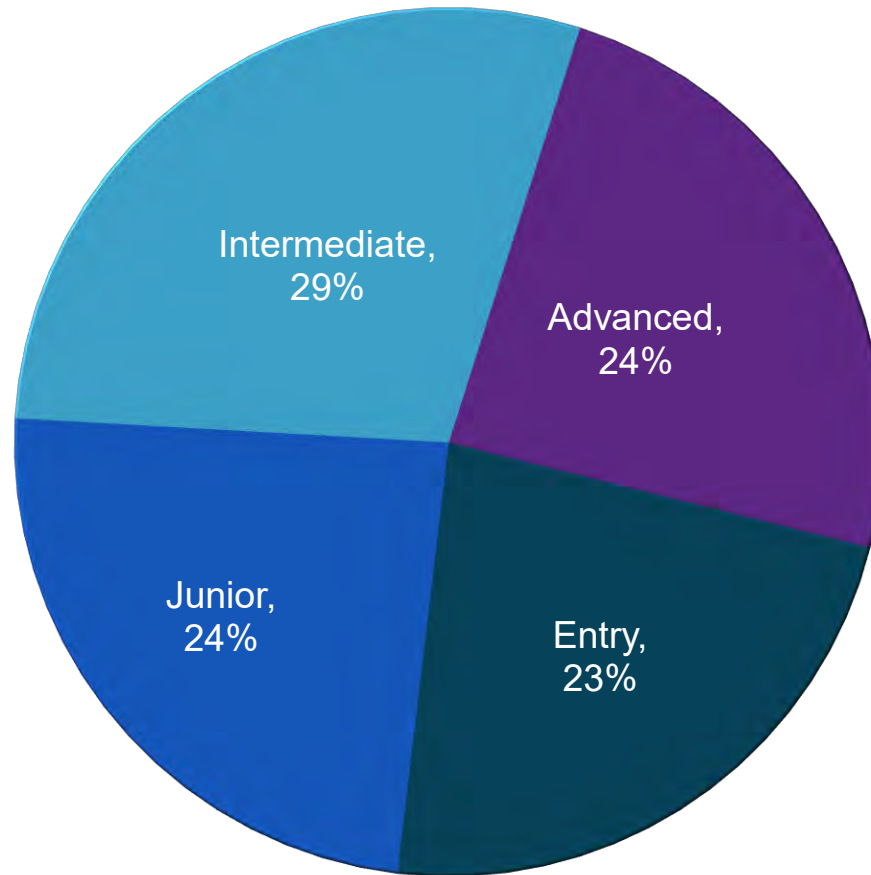
	Total (N=1,330) (%)	Entry (n=307) (%)	Junior (n=314) (%)	Intermediate (n=387) (%)	Advanced (n=322) (%)
Employment Status					
Full-time	98%	97%	98%	98%	97%
Part-time	1%	1%	0%	1%	2%
Unemployed	0%	1%	0%	0%	0%
Maternity/Paternity Leave	1%	0%	2%	1%	0%
Average Salary Plus Bonus (Full-time)					
Salary	\$101,620.74	\$68,873.49	\$86,705.86	\$110,125.35	\$134,558.48
Bonus	\$10,748.96	\$4,046.09	\$7,312.64	\$10,643.48	\$20,007.82
Average Hourly Wage*					
Full-time	\$47.49	\$32.56	\$40.92	\$51.66	\$61.82
Part-time**	\$49.45	\$40.28	\$50.70	\$48.18	\$162.36
Paid Vacation					
Average # of days	18	13	16	19	23
Other Compensation					
Overtime	63%	74%	71%	63%	47%
Profit Sharing	26%	26%	27%	25%	26%
Productivity Incentive	18%	17%	17%	16%	23%

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

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

**Caution: Very small bases

Level of Experience



Those most likely to have only **Entry Level experience** include:

- Those working in the private sector (27%)
- Women (32%)

Those most likely to have an **Advanced Level of experience** include:

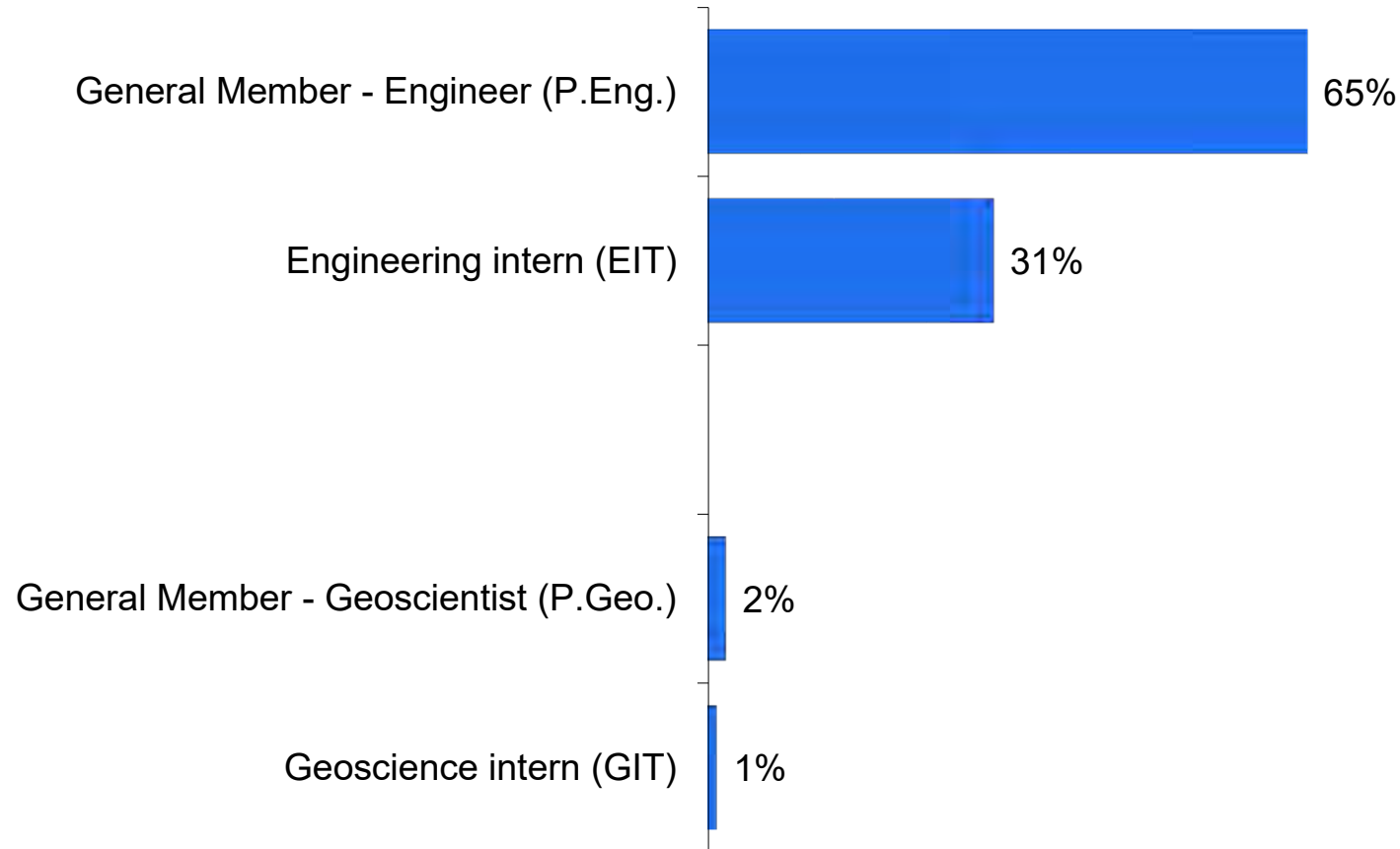
- Those working in other sectors* (37%)
- Men (26%)

Which of the following best describes your level of experience as of December 31, 2022?

*"Other sectors" include educational institutions and non-profit organizations

Base: All respondents (N=1,330)

Registration Status



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

- Those working in the public sector (89% vs. 62% in the private sector)

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

- Those working in the private sector (33% vs. 9% in the public sector)

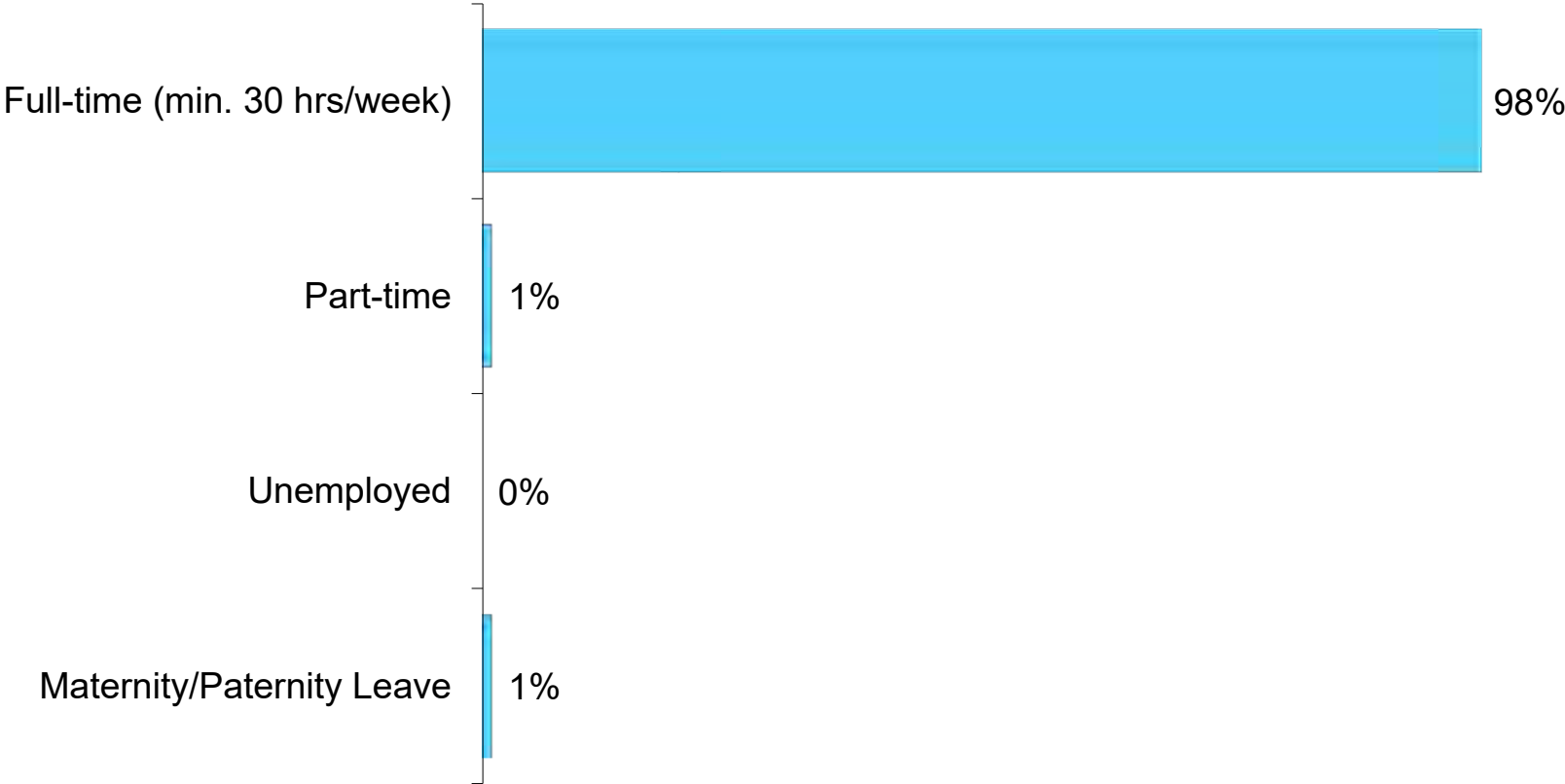
What is your registration status as of December 31, 2022?

Base: All respondents (N=1,330)



Employment Dimensions

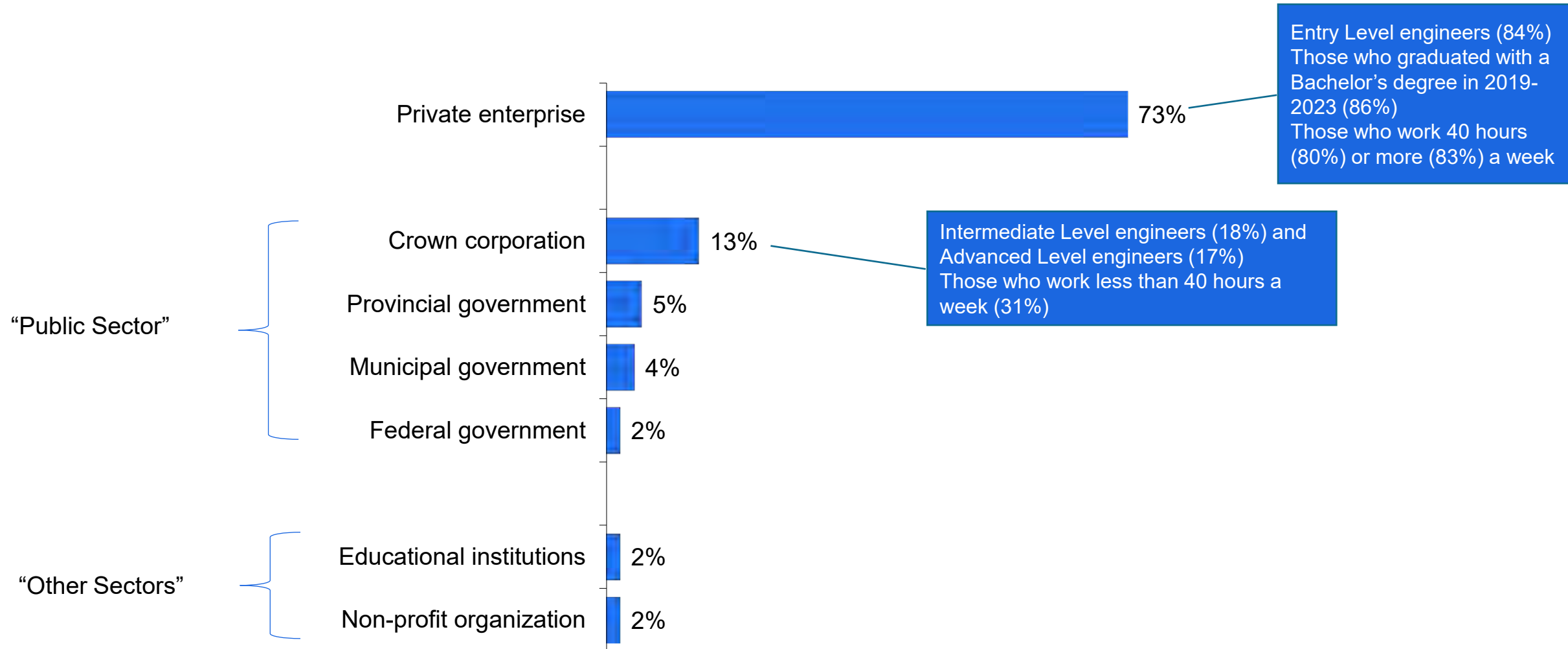
Employment Status



What is your employment status as of December 31, 2022?

Base: All respondents (N=1,330)

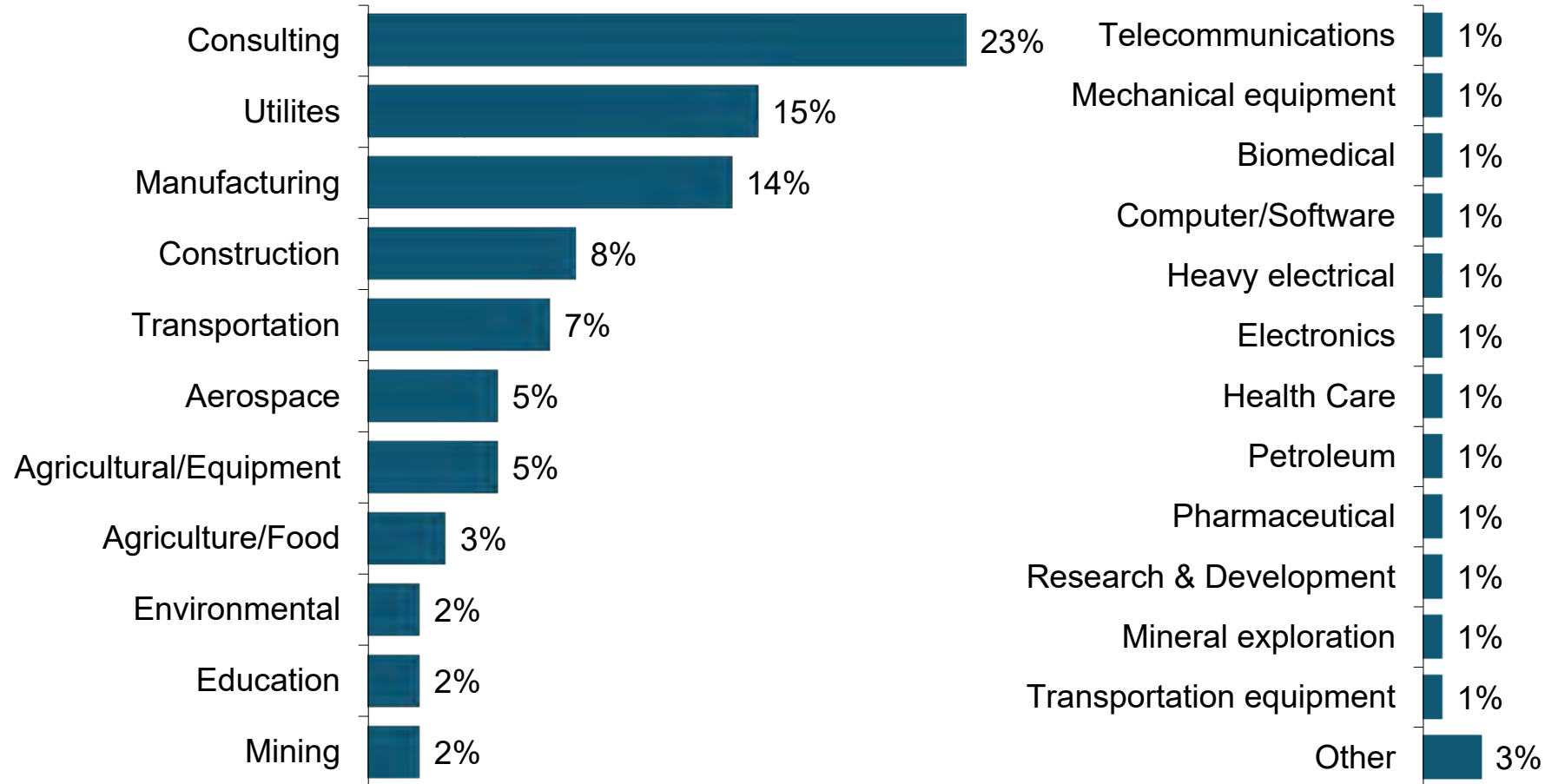
Primary Employment Sector



Which is your primary employment sector?

Base: All respondents (N=1,330)

Primary Industry Sector



Entry Level engineers are **most** likely to be employed in the consulting sector (30%).

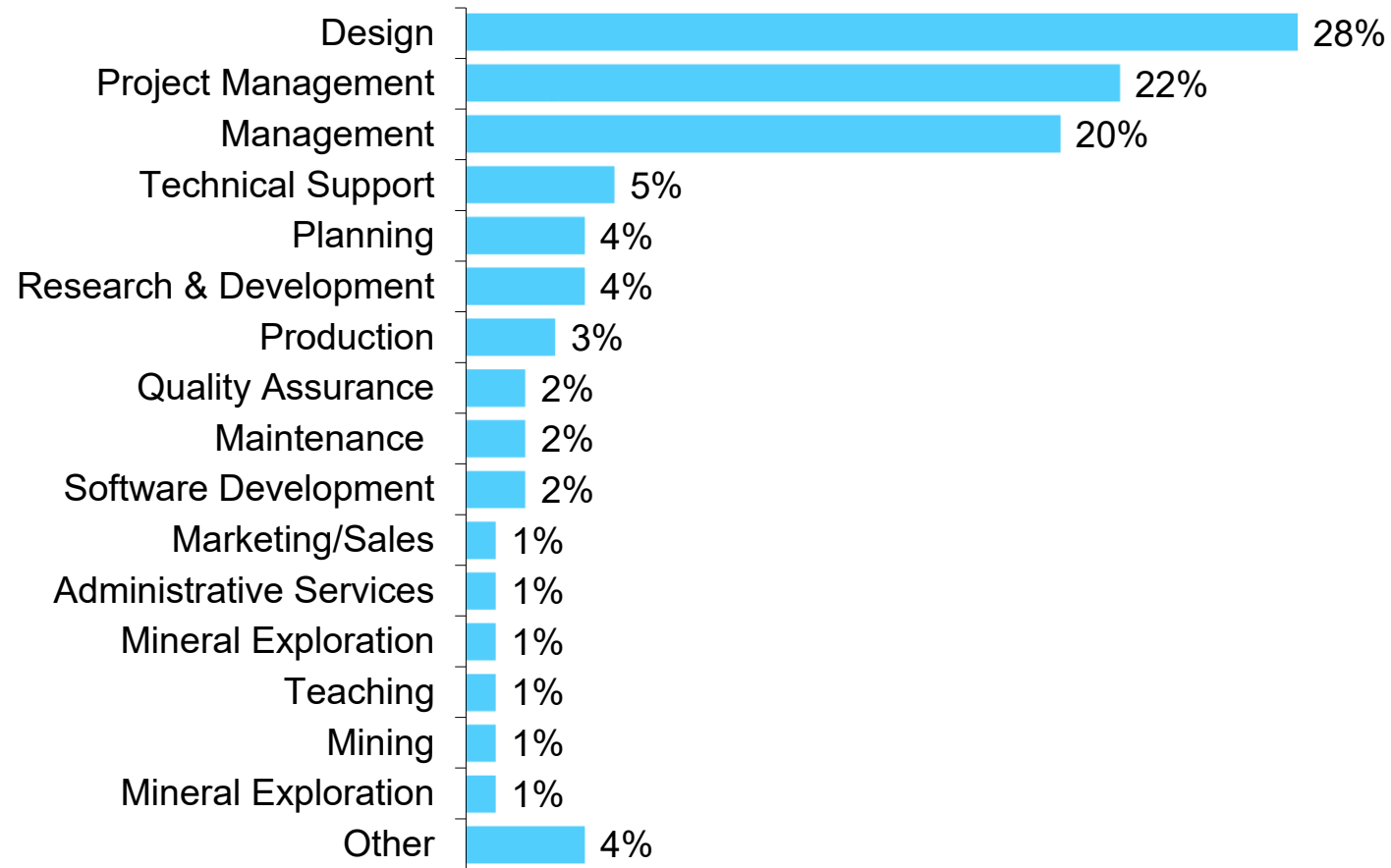
Men are more likely than women to be employed in the construction sector (9% vs. 3%).

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

Which is your primary employment sector?

Base: All respondents (N=1,330)

Principal Job Function



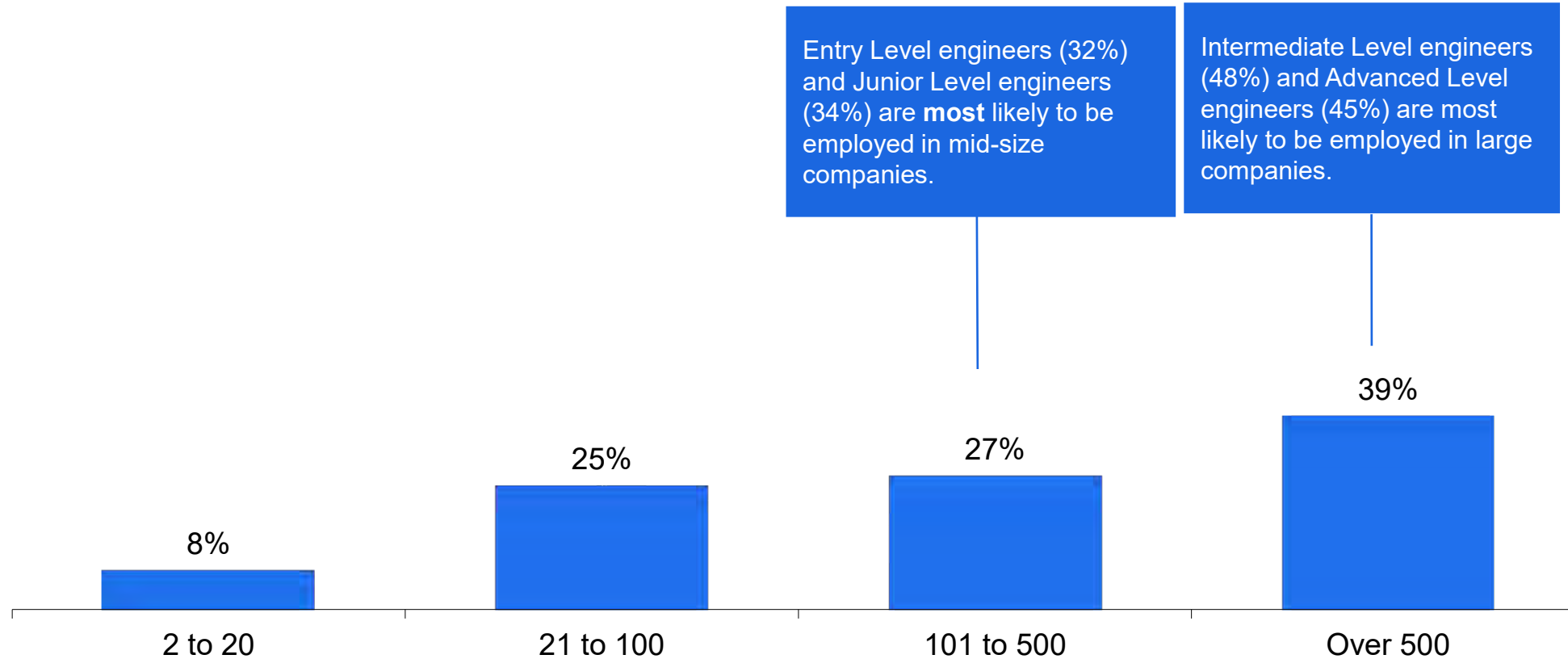
Advanced Level engineers are more likely to be employed in management compared to all other levels (40%).

Junior and Entry Levels (33% and 43%), on the other hand, are more likely to be employed in design compared to higher-level engineers.

What is your principal job function (check one only)?

Base: All respondents (N=1,330)

Size of Manitoba Employer

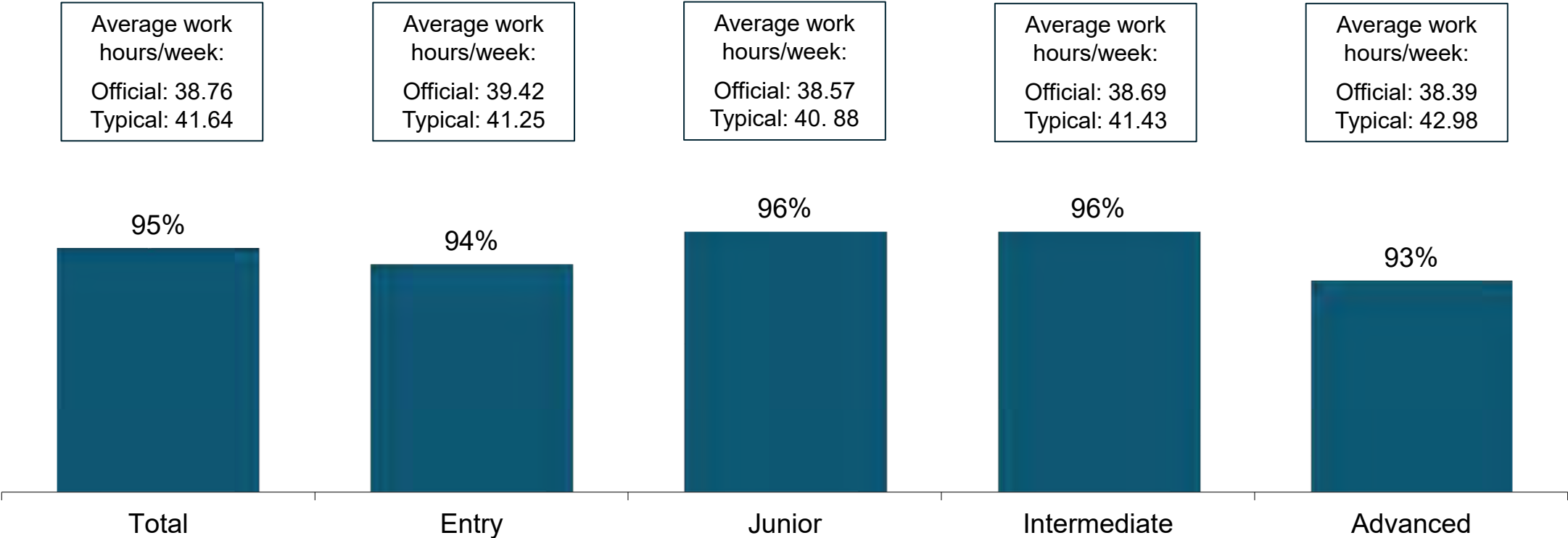


What is the size of your employer organization in Manitoba?

Base: All respondents (N=1,330)

Length of Official/Typical Work Week

Those who report an "official" work week



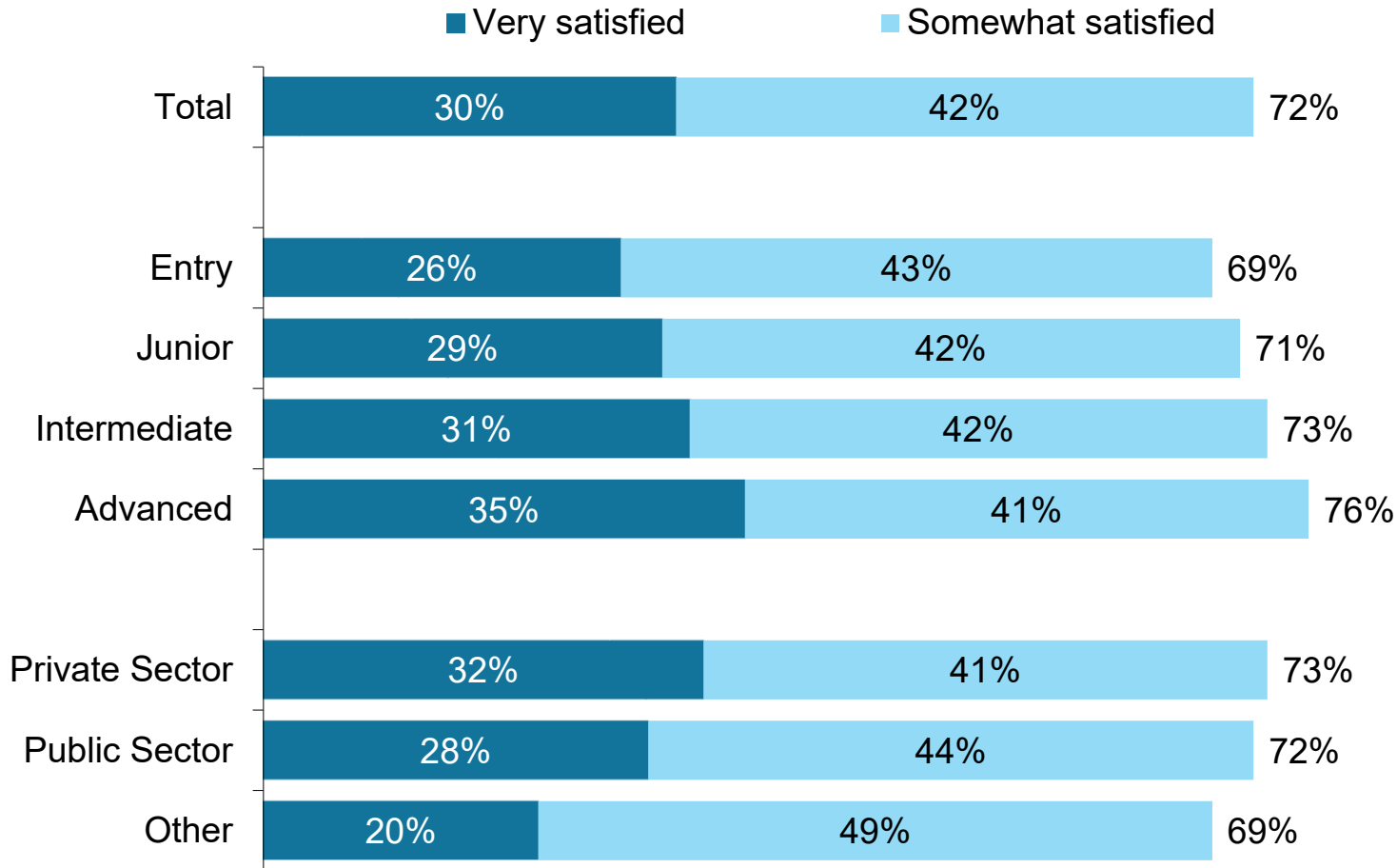
Do you have an official work week?

Base: Those with an official work week (N=1,323)

The image shows two women in a laboratory or office environment. The woman in the foreground is wearing a blue and white striped sleeveless top and is smiling while looking at a laptop. The woman behind her is wearing a white t-shirt with a cartoon pattern and is also smiling. On the table in front of them is a laptop displaying a graph, a small black device with wires, and a white speaker. The background features a blue wall with a white chemical structure diagram and a hanging light fixture.

Satisfaction With Remuneration

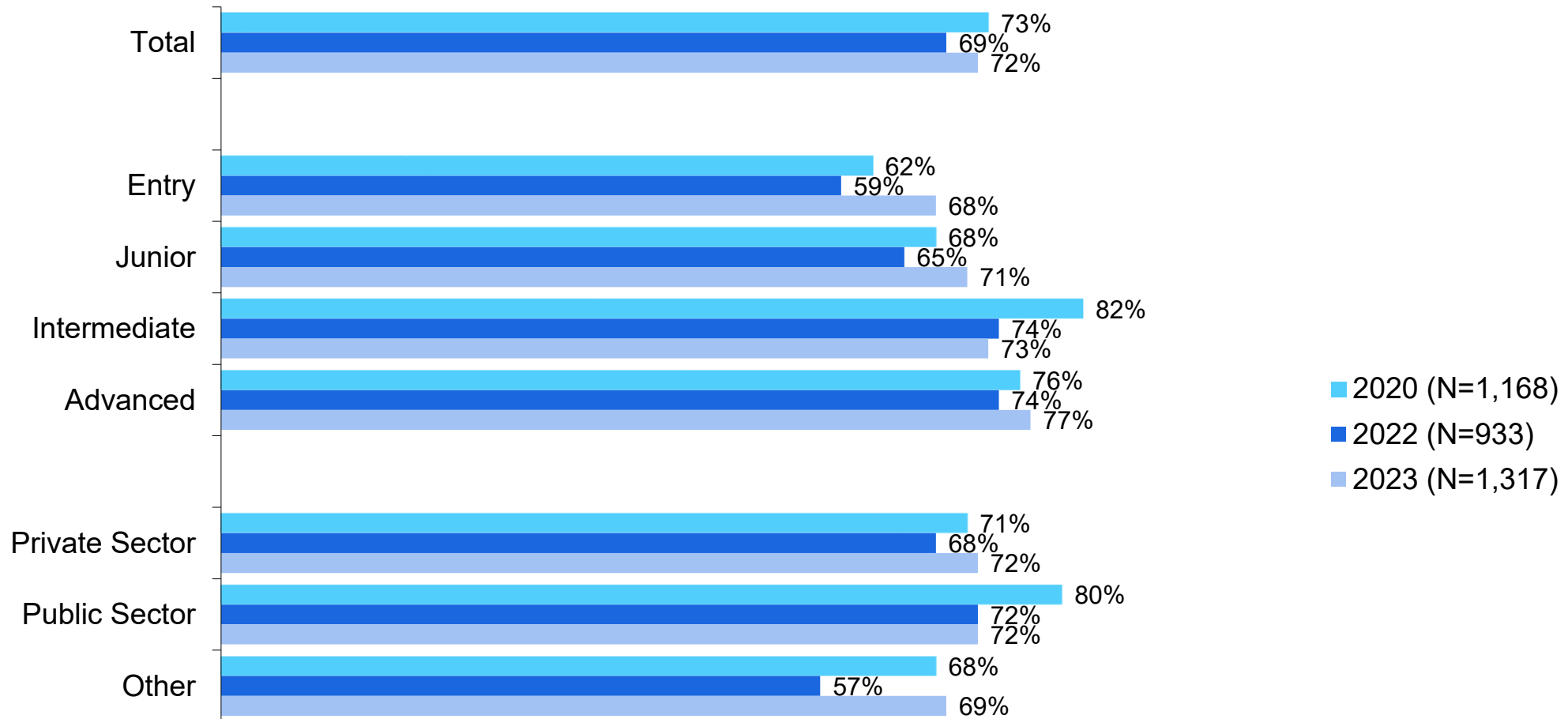
Overall Satisfaction with Remuneration by Experience and Sector



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

Overall Satisfaction with Remuneration: Tracking

- Those “very” and “somewhat” satisfied -

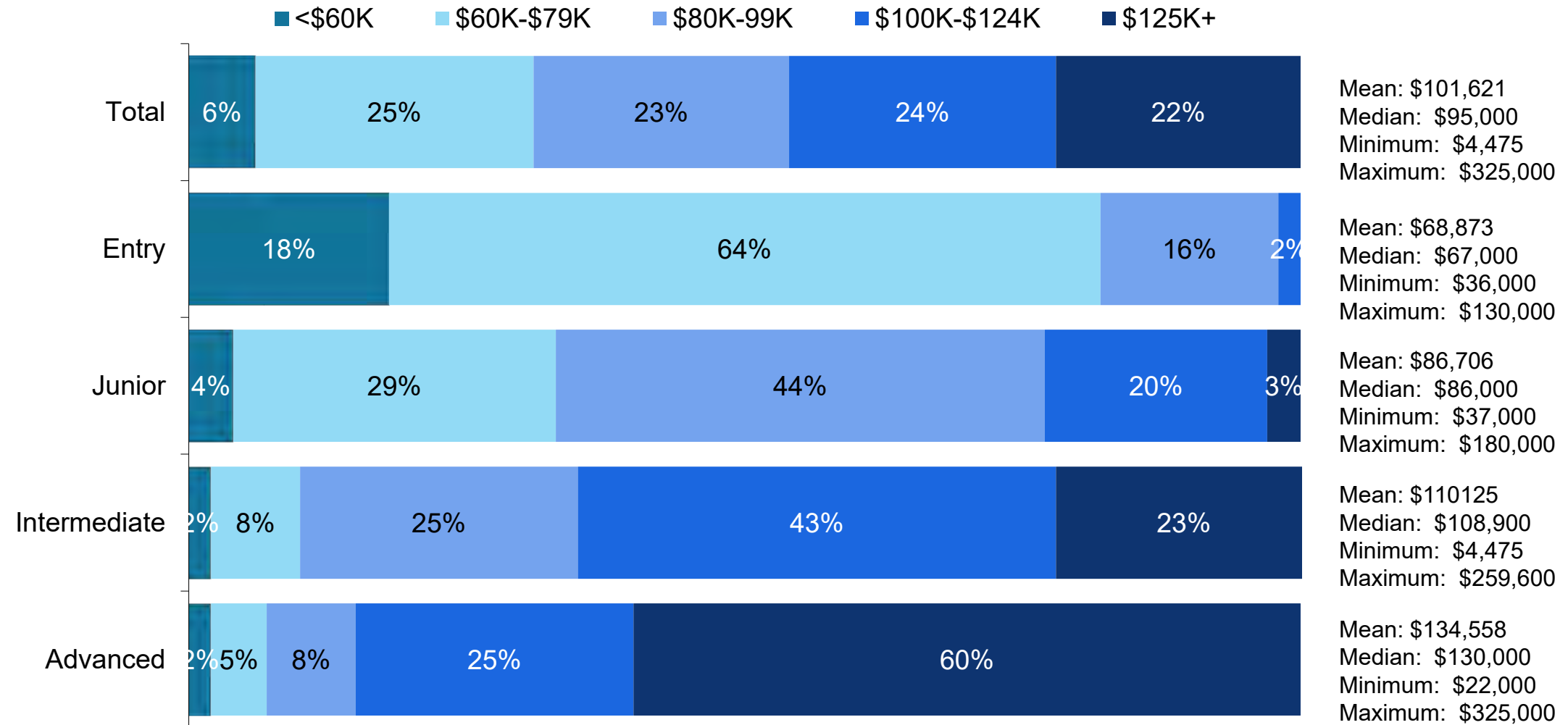


Overall, how satisfied are you with the level of remuneration for your current job?

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A Focus on Full-Time Remuneration

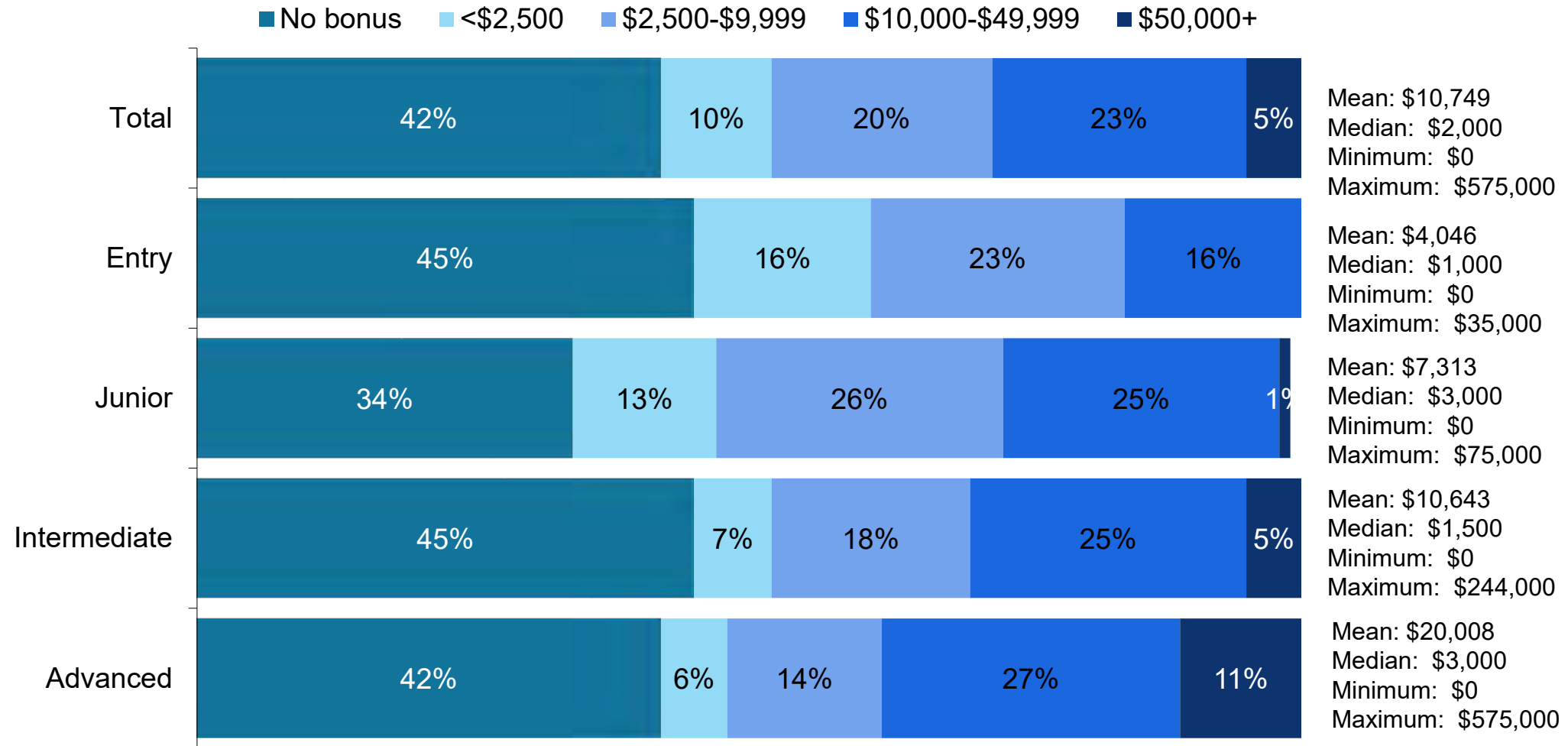
Full-time Salary by Experience Level



Please report your 2022 pre-tax earnings (full-time, rounded).

Base: Engineers/Geoscientists working full-time (n=1,272)

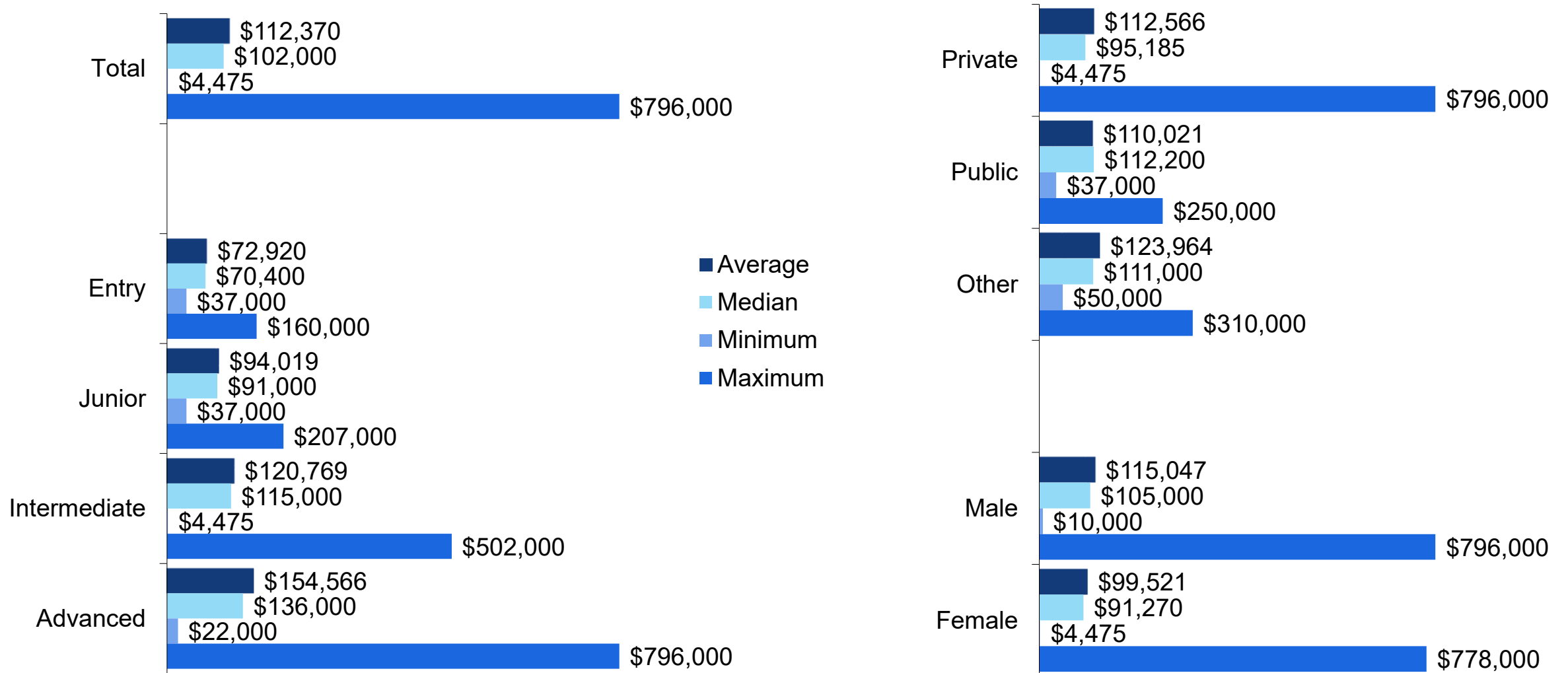
Full-time Bonus Pay by Experience Level



Please report your 2022 bonus earnings (full-time - rounded).

Base: Engineers/Geoscientists working full-time (n=1,272)

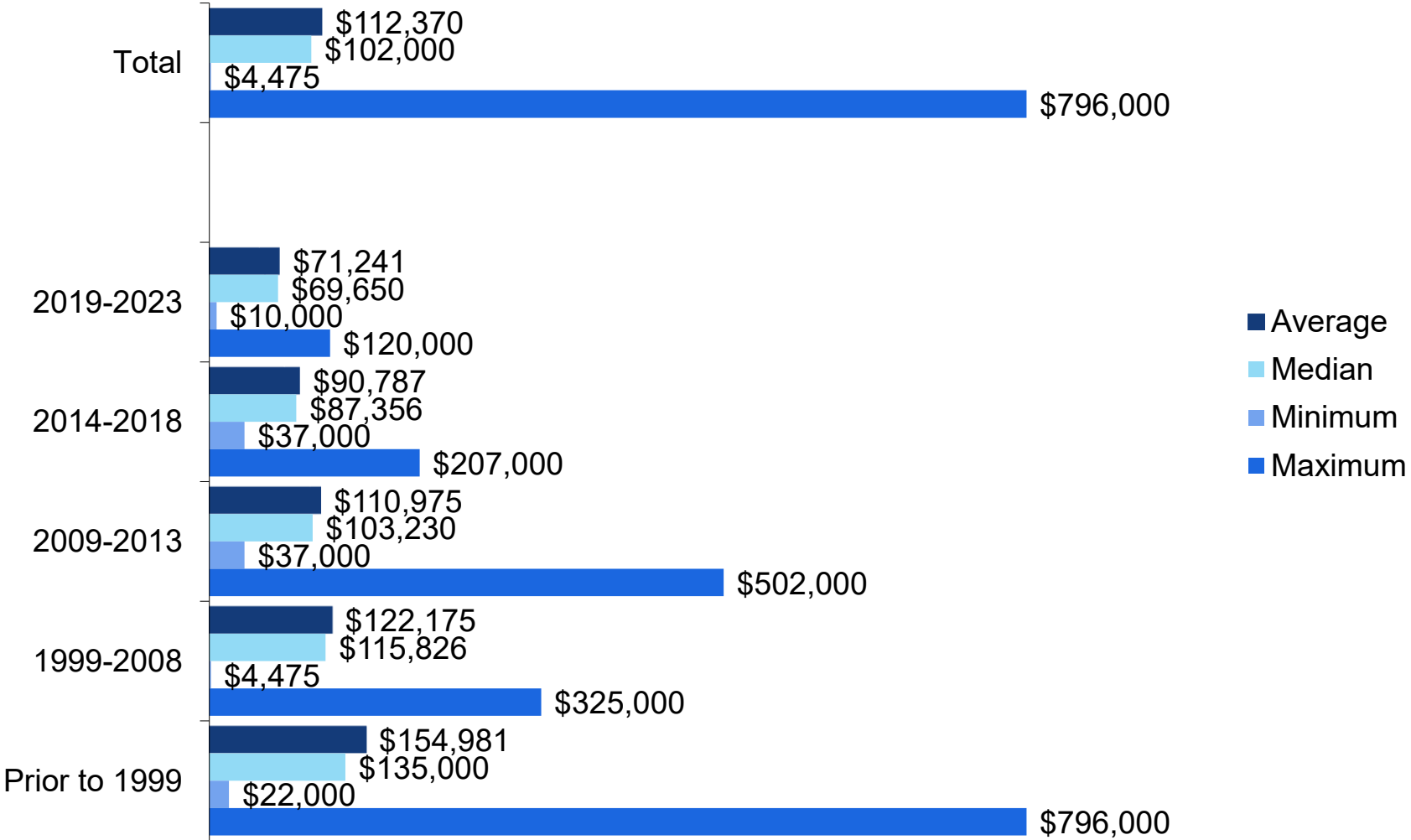
Full-time Salary Plus Bonus by Experience, Sector and Gender



Please report your 2022 pre-tax earnings and bonus earnings (Mean total salary plus bonus -full-time - rounded).

Base: Engineers/Geoscientists working full-time (n=1,272)

Full-time Salary Plus Bonus by Year of Bachelor Degree



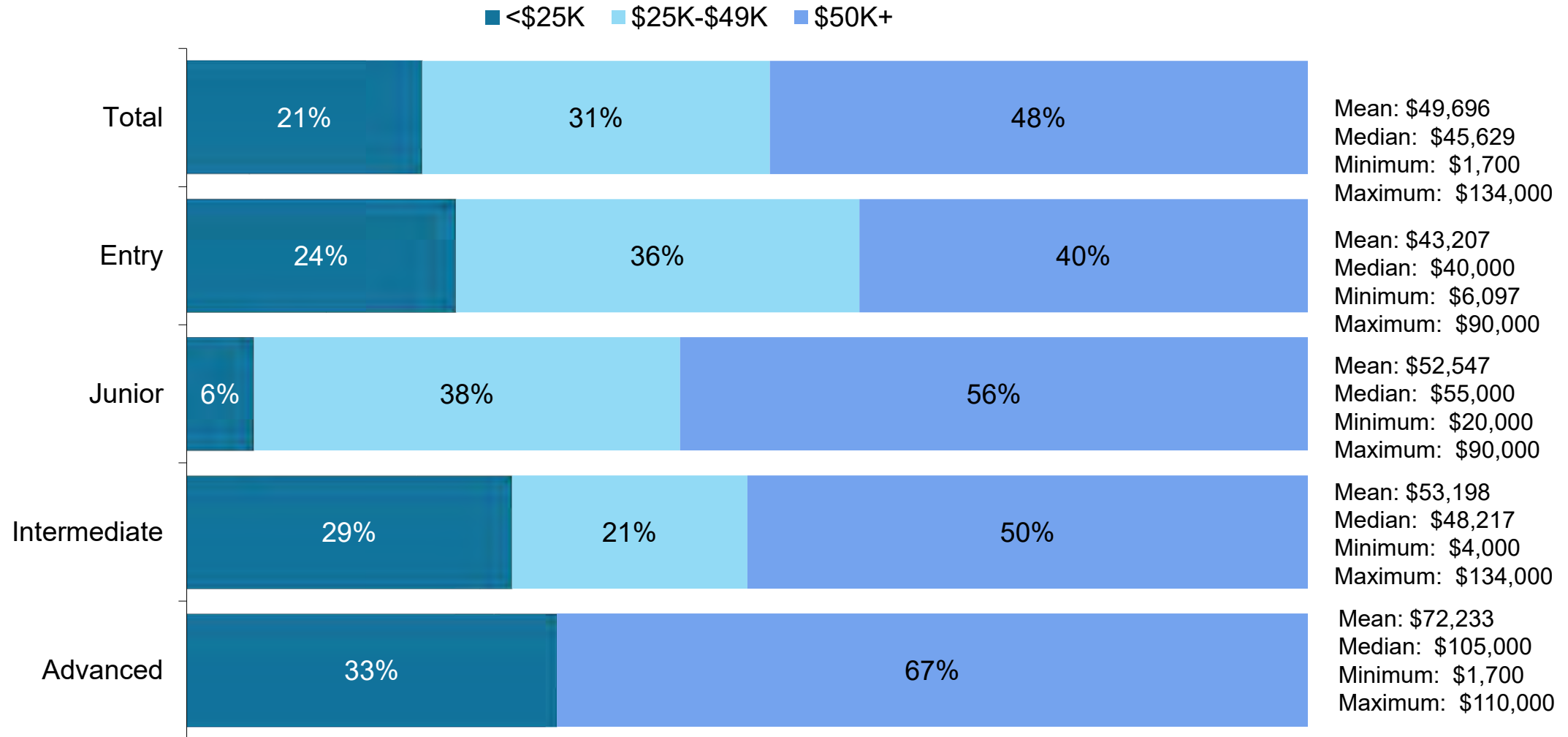
Please report your 2022 pre-tax earnings and bonus earnings (Mean total salary plus bonus -full-time - rounded).

Base: Engineers/Geoscientists working full-time (n=1,272)

The image shows two women in a laboratory or office environment. The woman in the foreground is wearing a blue and white striped sleeveless top and is smiling while looking at a laptop. The woman behind her is wearing a white t-shirt with a cartoon pattern and is also smiling. On the table in front of them is a laptop displaying a graph, a small black device with wires, and a white speaker. The background features a blue wall with a white chemical structure diagram and a hanging light fixture.

A Focus on Part-Time Remuneration

Part-time Salary by Experience Level

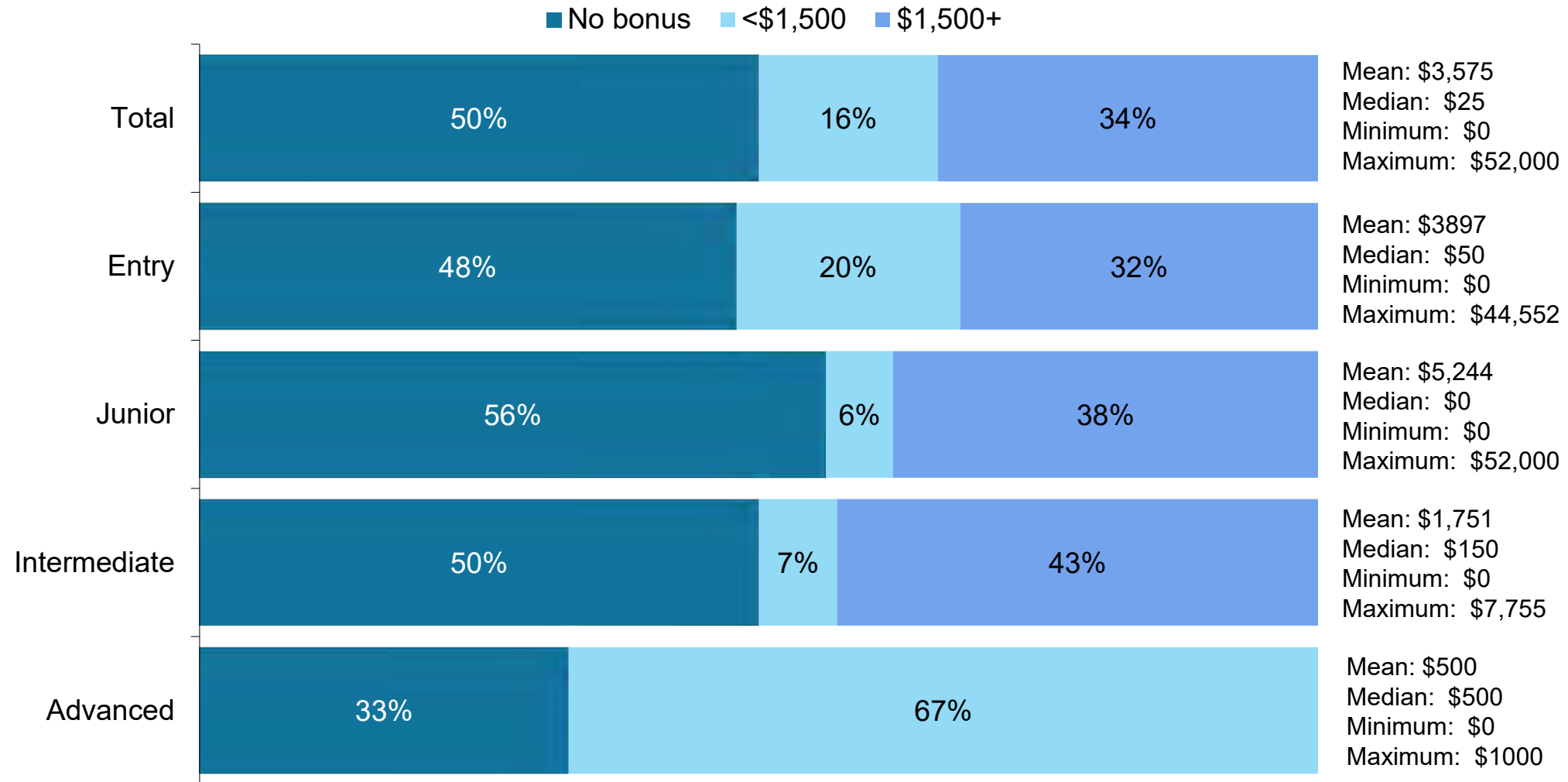


Please report your 2022 pre-tax earnings (part-time, rounded).

Base: Engineers/Geoscientists working part-time (n=58*)

*Caution: Small bases

Part-time Bonus Pay by Experience Level

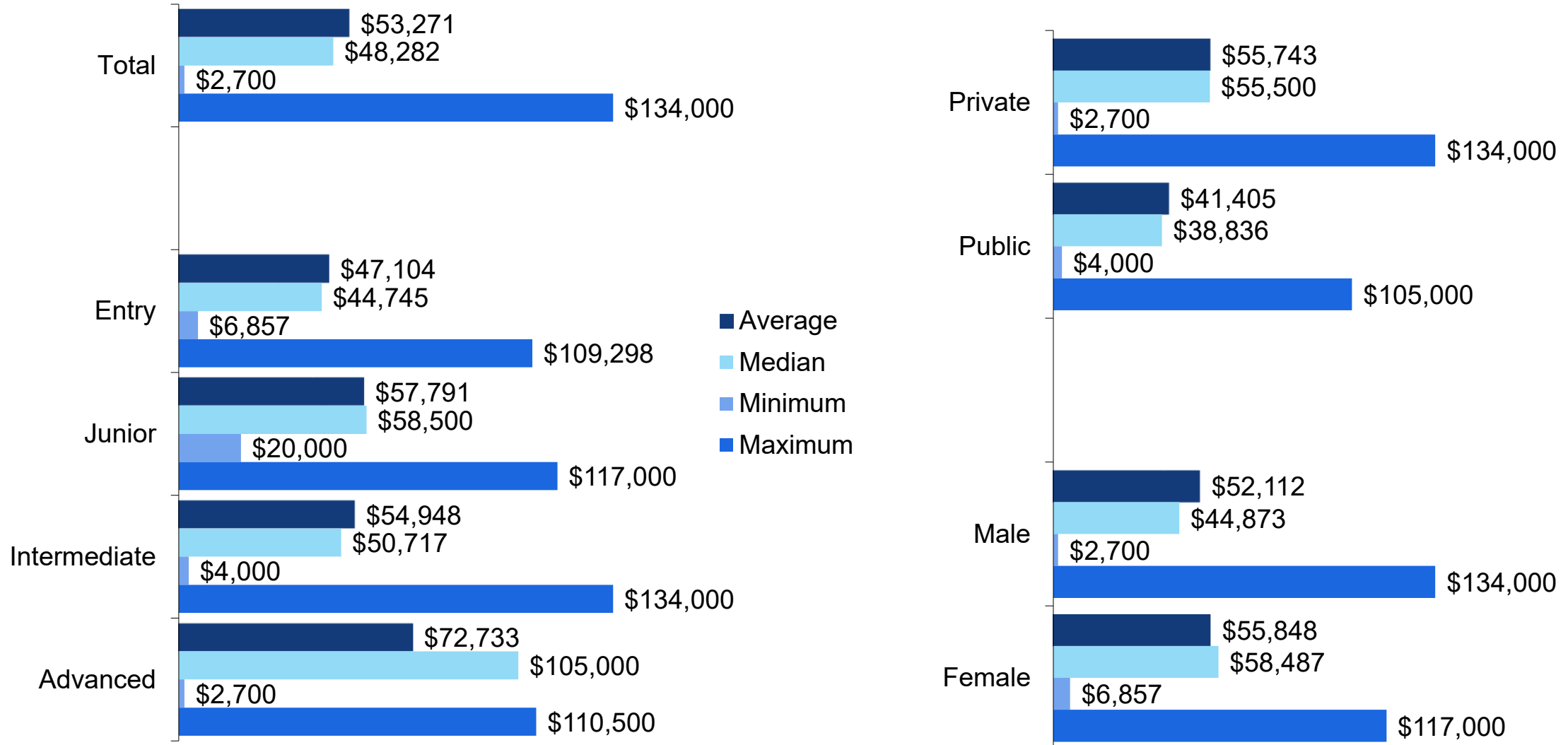


Please report your 2022 bonus earnings (part-time - rounded).

Base: Engineers/Geoscientists working part-time (n=58*)

*Caution: Small bases

Part-time Salary Plus Bonus by Experience, Sector and Gender

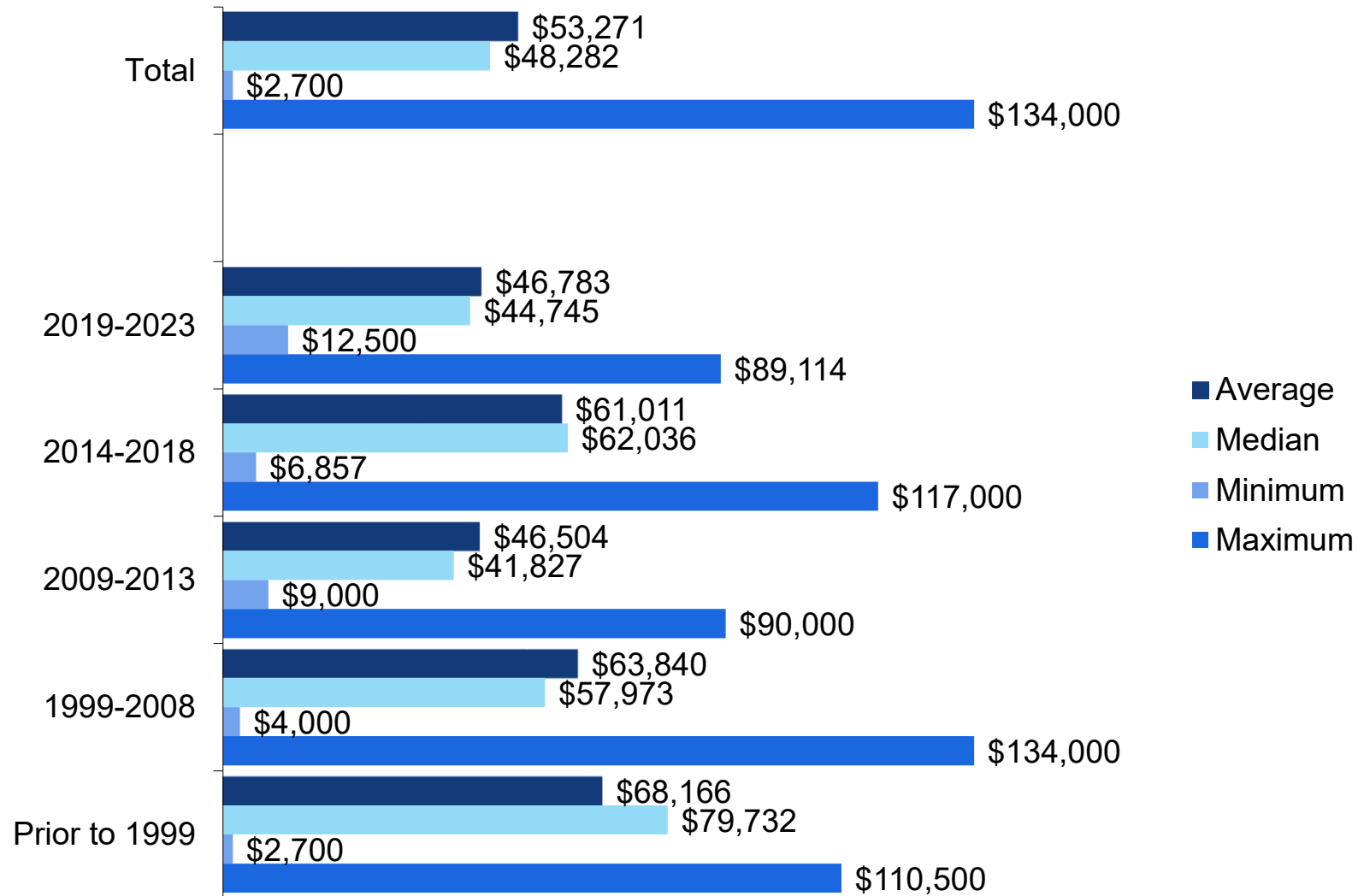


Please report your 2022 pre-tax earnings and bonus earnings (Mean total salary plus bonus -part-time - rounded).

Base: Engineers/Geoscientists working part-time (n=58*)

*Caution: Small bases

Part-time Salary Plus Bonus by Year of Bachelor Degree



Please report your 2022 pre-tax earnings and bonus earnings (Mean total salary plus bonus -part-time - rounded).

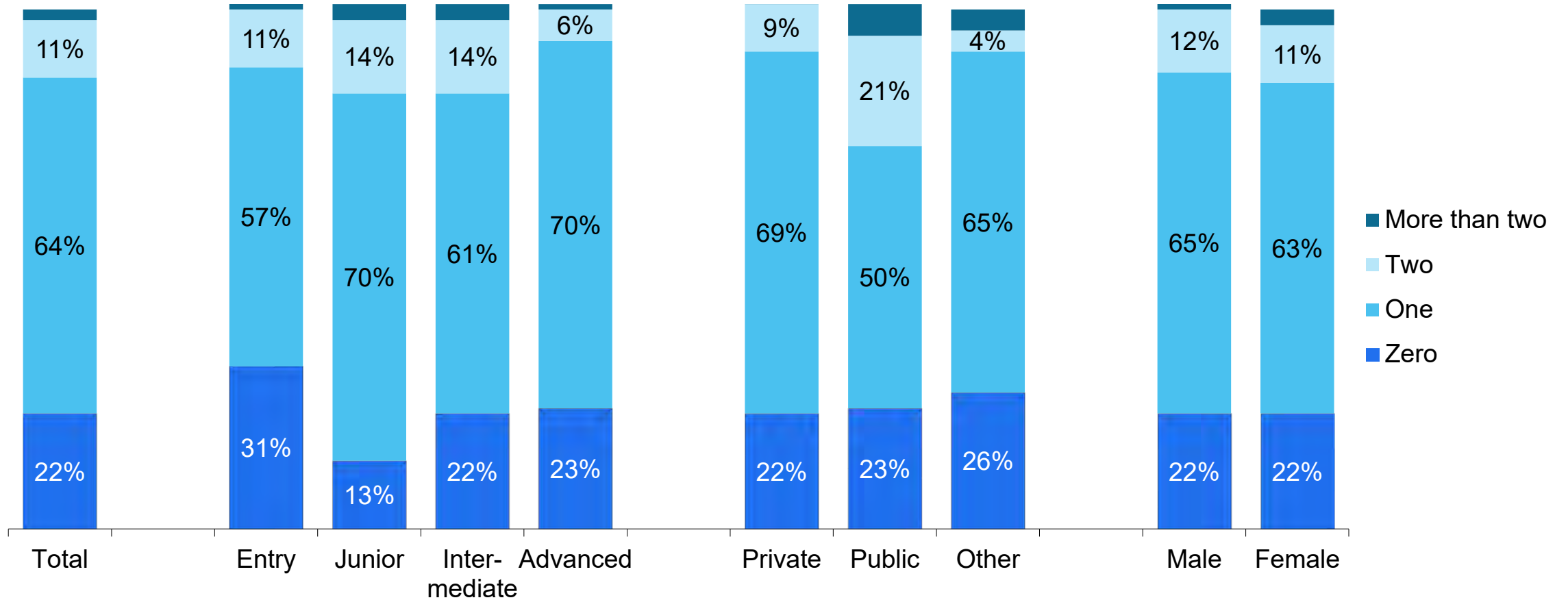
Base: Engineers/Geoscientists working part-time (n=58*)

*Caution: Small bases



**Salary Adjustments Including
Overtime**

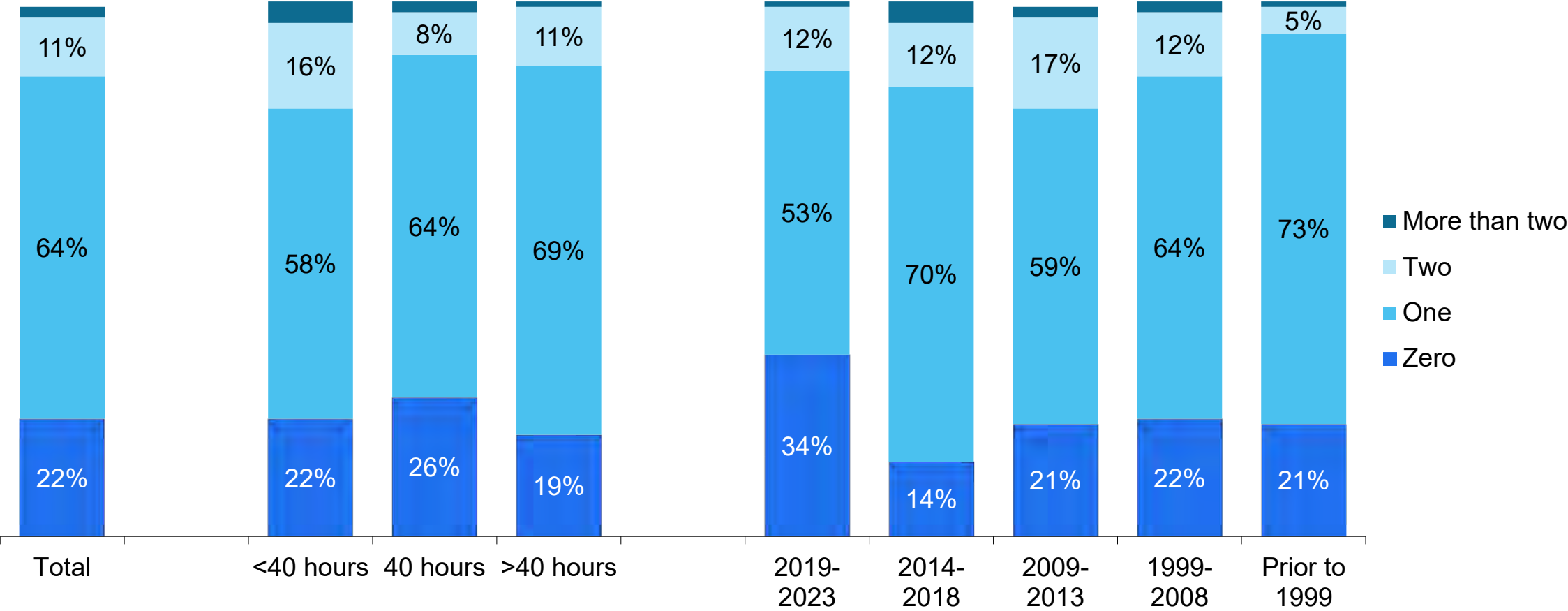
Base Salary Adjustments by Experience, Sector and Gender



How many base salary adjustments did you receive during 2022?

Base: All respondents (N=1,324)

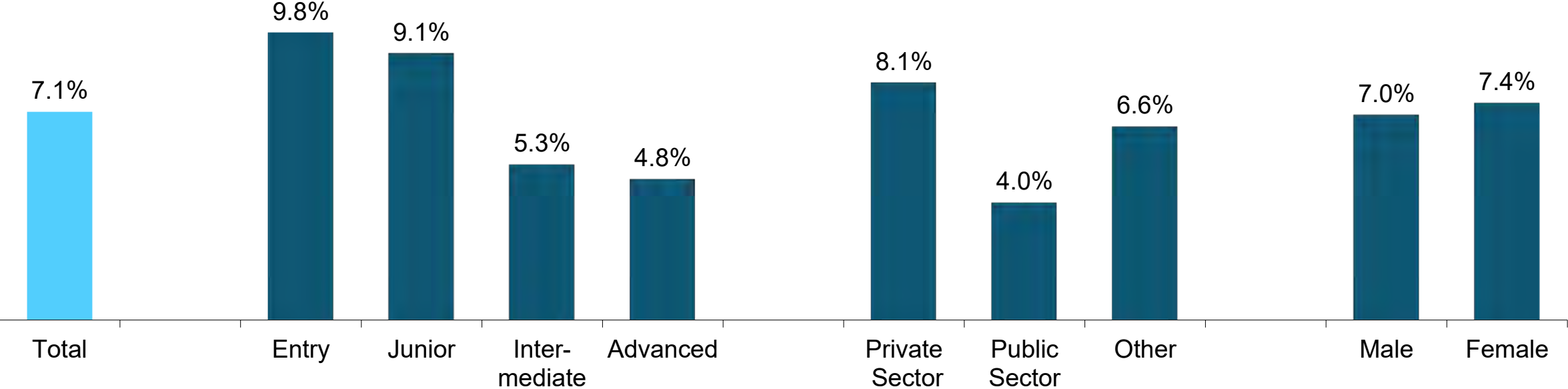
Base Salary Adjustments by Year of Bachelor Degree and Hours Worked Per Week



How many base salary adjustments did you receive during 2022?

Base: All respondents (N=1,324)

Net Salary Average Percentage Increase by Experience, Sector and Gender

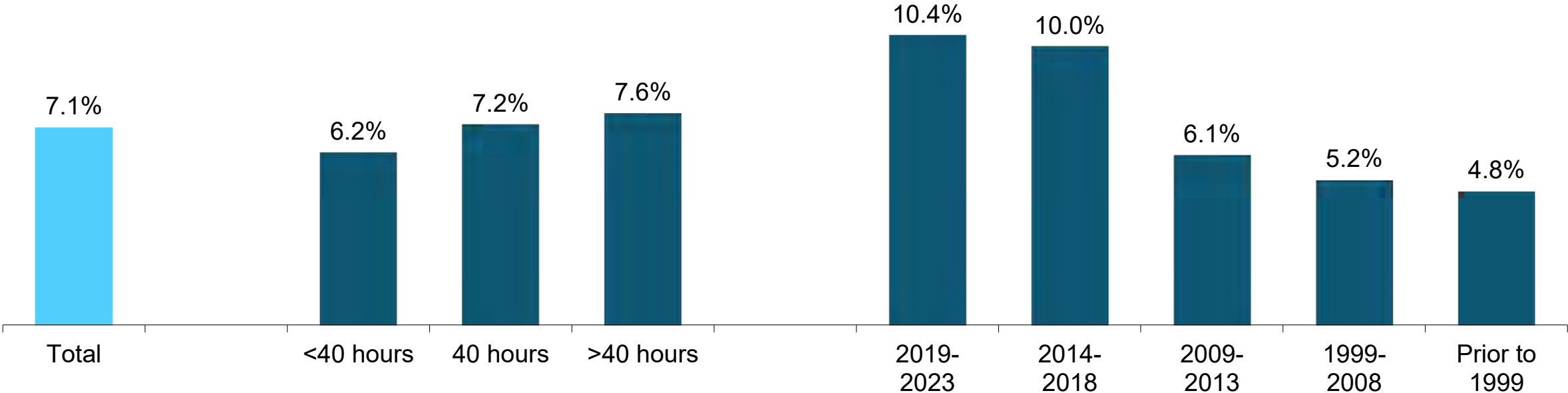


A total of 5 respondents indicated they received a decrease in their base salary in 2021, with an average decrease of 4.9%.

What is your net percentage change in 2021 base pay from 2022 (i.e. 3.5%)

Base: All respondents who received a salary adjustment in 2022 (n=1,026)

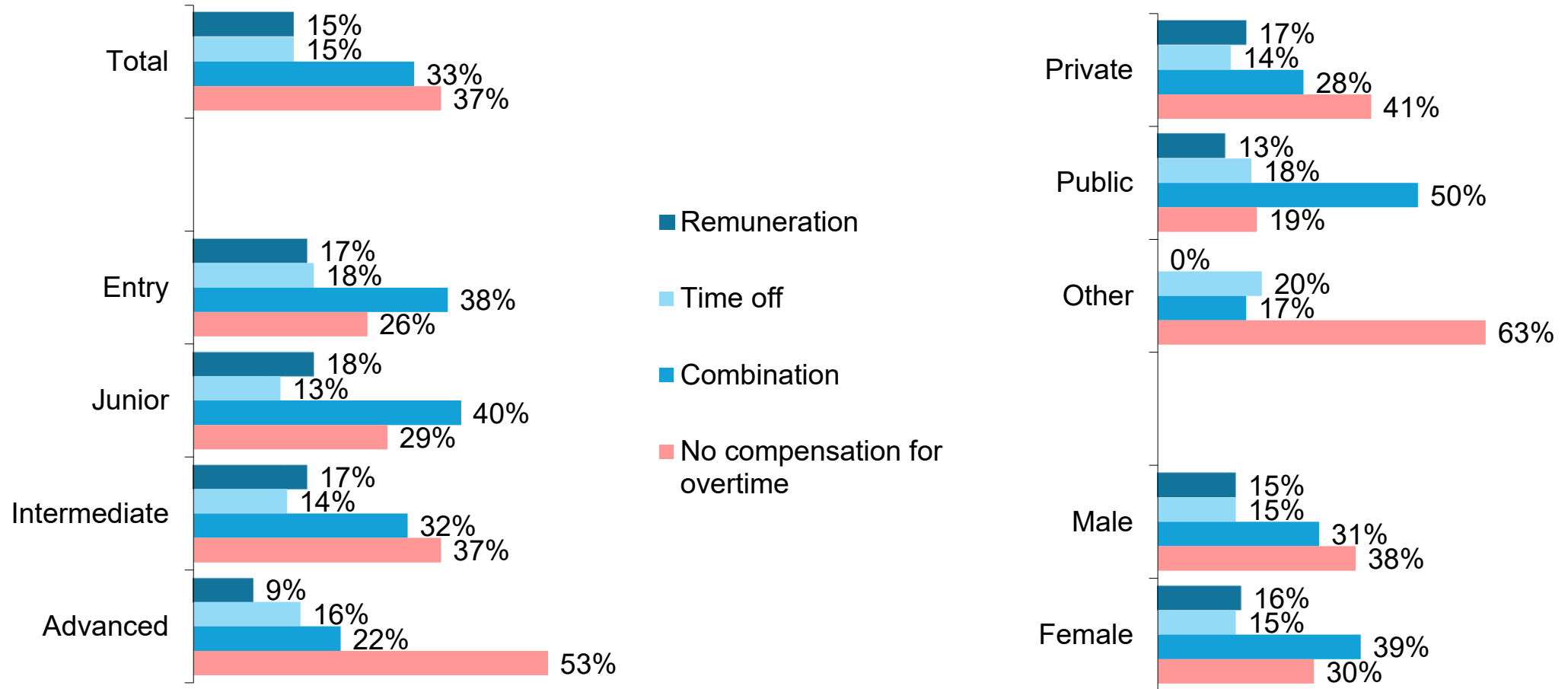
Net Salary Average Percentage Increase by Hours Worked Per Week and Year of Bachelor Degree



What is your net percentage change in 2021 base pay from 2022 (i.e. 3.5%)

Base: All respondents who received a salary adjustment in 2022 (n=1,026)

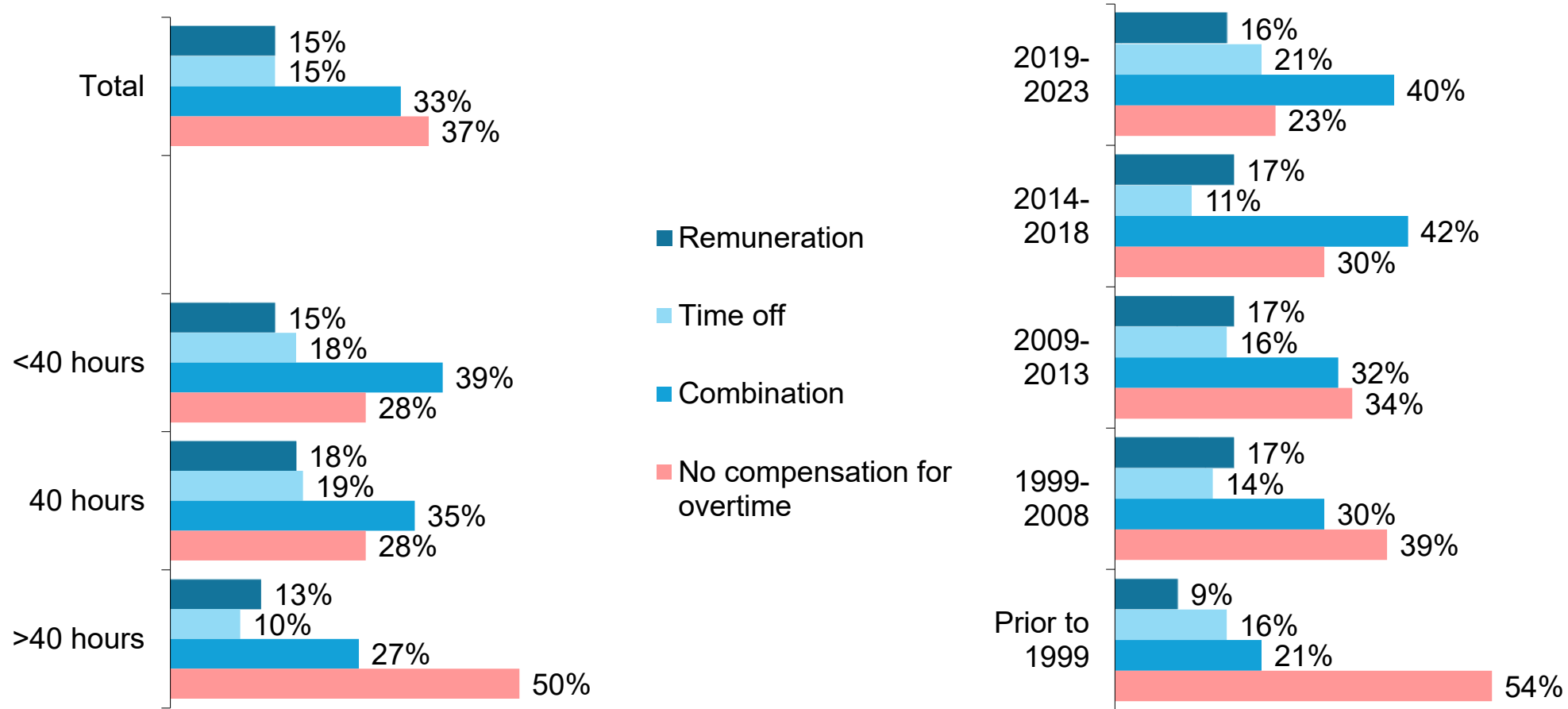
Type of Overtime Compensation by Experience, Sector and Gender



Do you receive overtime compensation?

Base: All respondents (N=1,323)

Type of Overtime Compensation by Hours Worked Per Week and Year of Bachelor Degree



Do you receive overtime compensation?

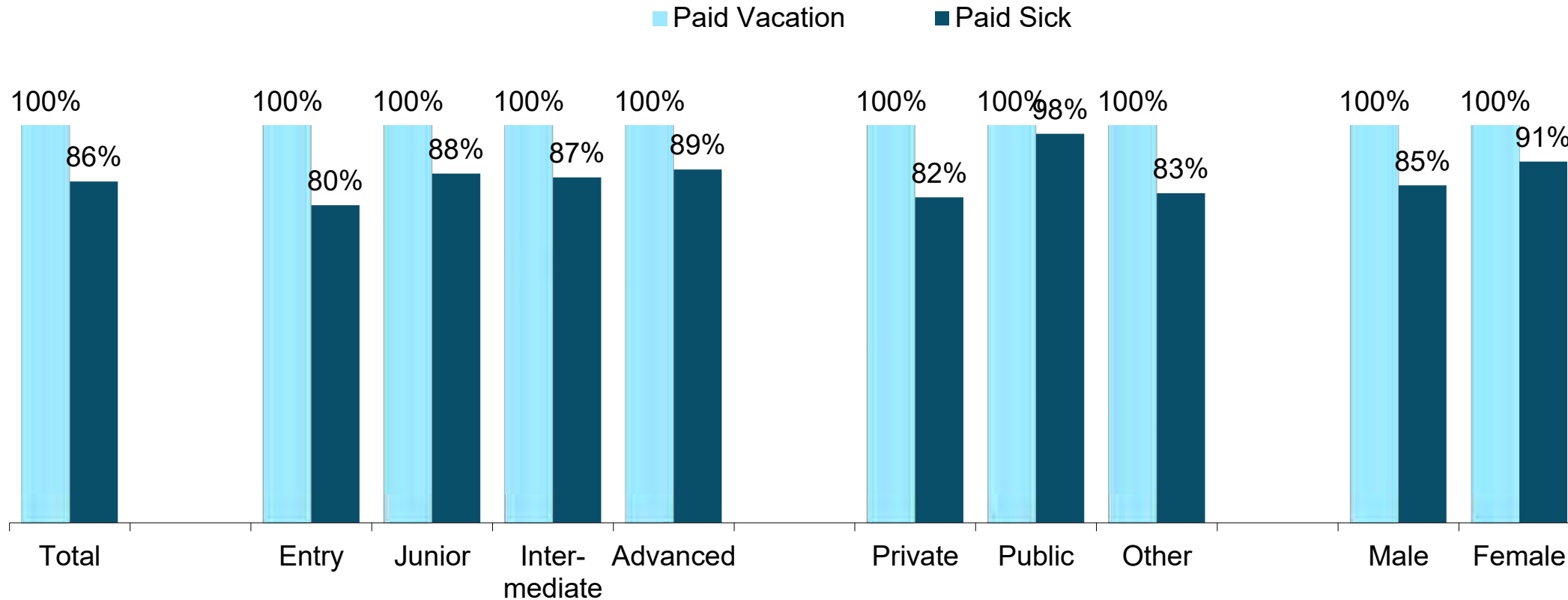
Base: All respondents (N=1,323)

A woman with long brown hair and glasses is focused on her work in a factory or laboratory. She is wearing a light blue button-down shirt and is looking down at a complex assembly of electronic components and wiring. The assembly is mounted on a metal frame with perforated panels. Various cables, including a prominent red and yellow one, are connected to the system. The background shows more of the industrial environment with metal structures and other equipment. A blue banner with white text is overlaid at the bottom of the image.

An Examination of Paid Benefits

Paid Vacation and Sick Time by Experience, Sector and Gender

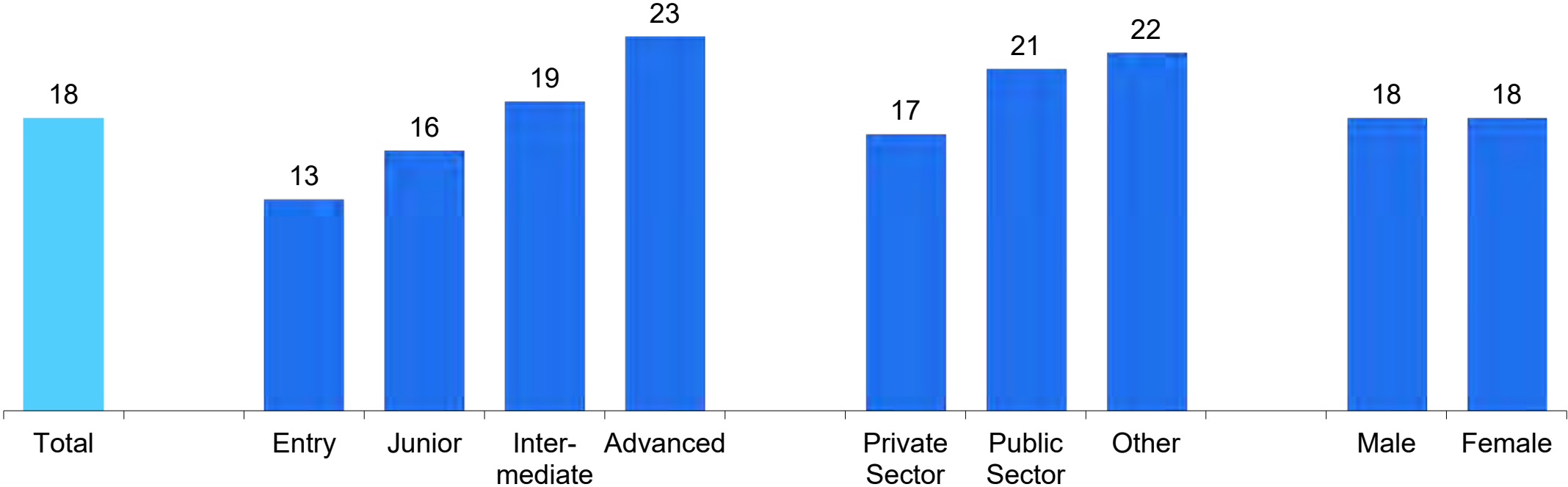
Those indicating they receive paid vacation and sick days



Do you receive paid vacation? Does your employer provide paid sick time?

Base: All respondents (N=1,322)

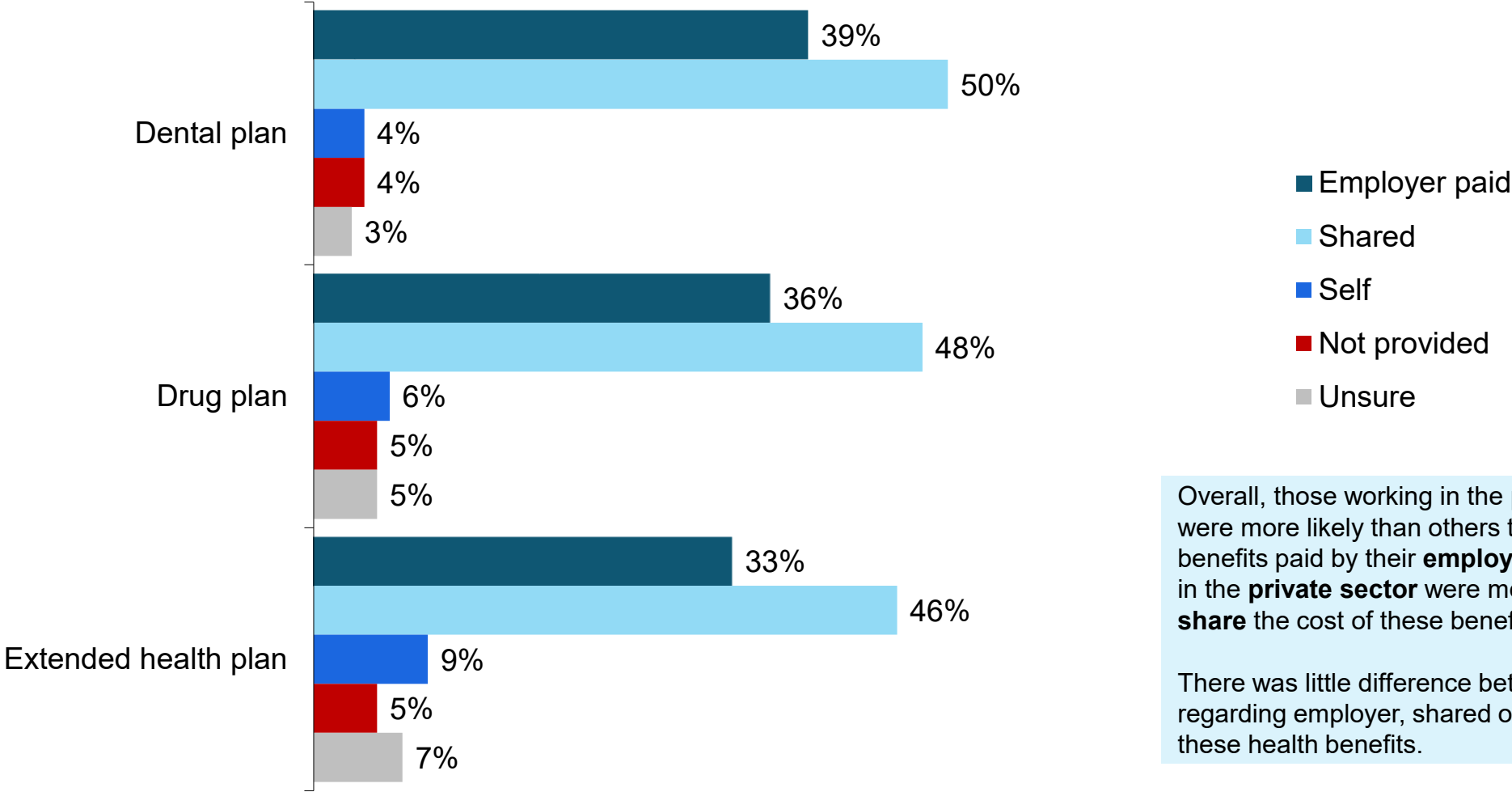
Average Number of Paid Vacation Days by Experience, Sector and Gender



How many days paid vacation did you earn in the 2022 calendar year?

Base: All respondents (N=1,305)

Paid Health Benefits



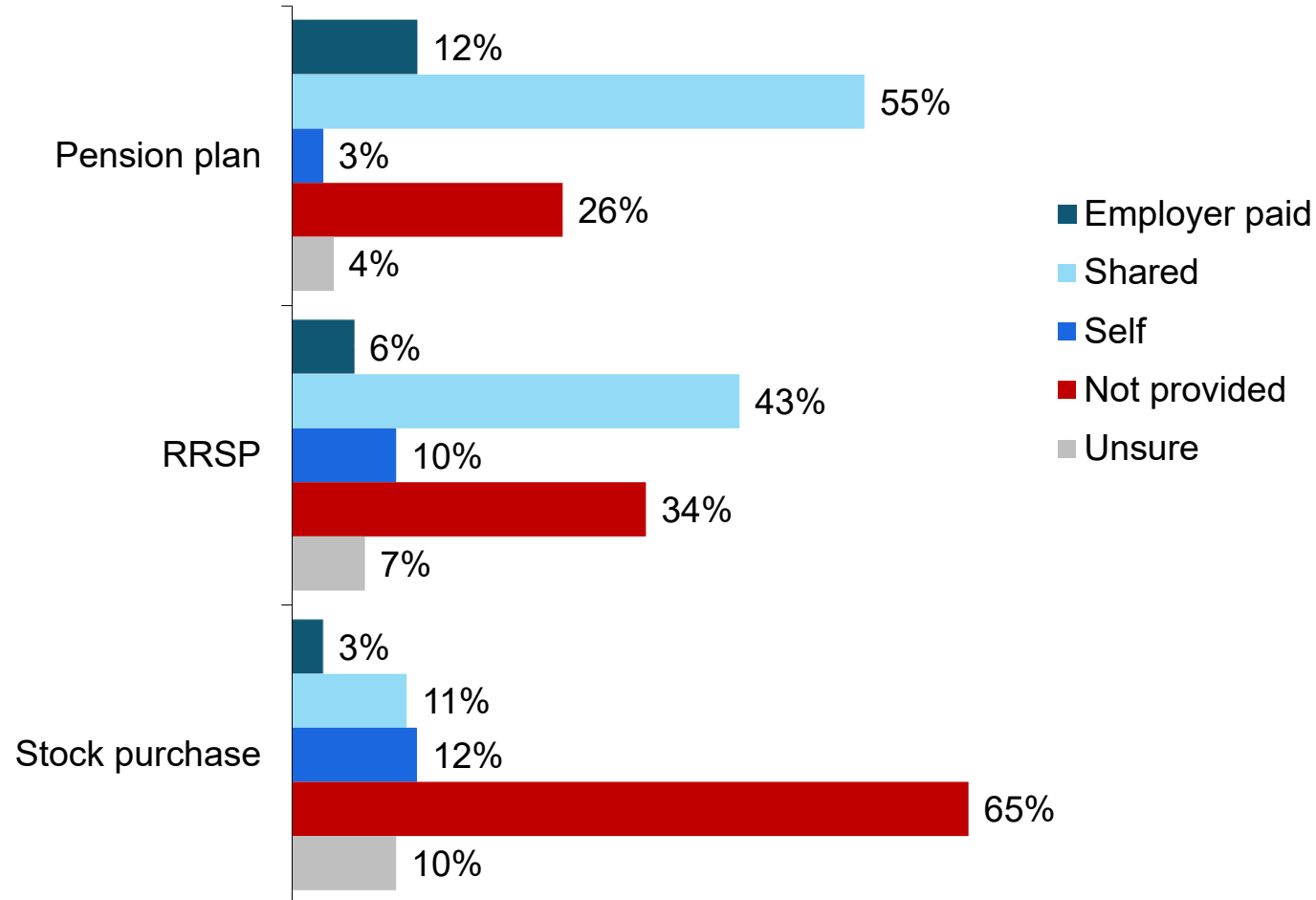
Overall, those working in the **public sector** were more likely than others to have these benefits paid by their **employer** whereas those in the **private sector** were more likely to **share** the cost of these benefits.

There was little difference between genders regarding employer, shared or self-provision of these health benefits.

Does your employer provide the following benefits?

Base: All respondents (N=1,318)

Paid Retirement Benefits



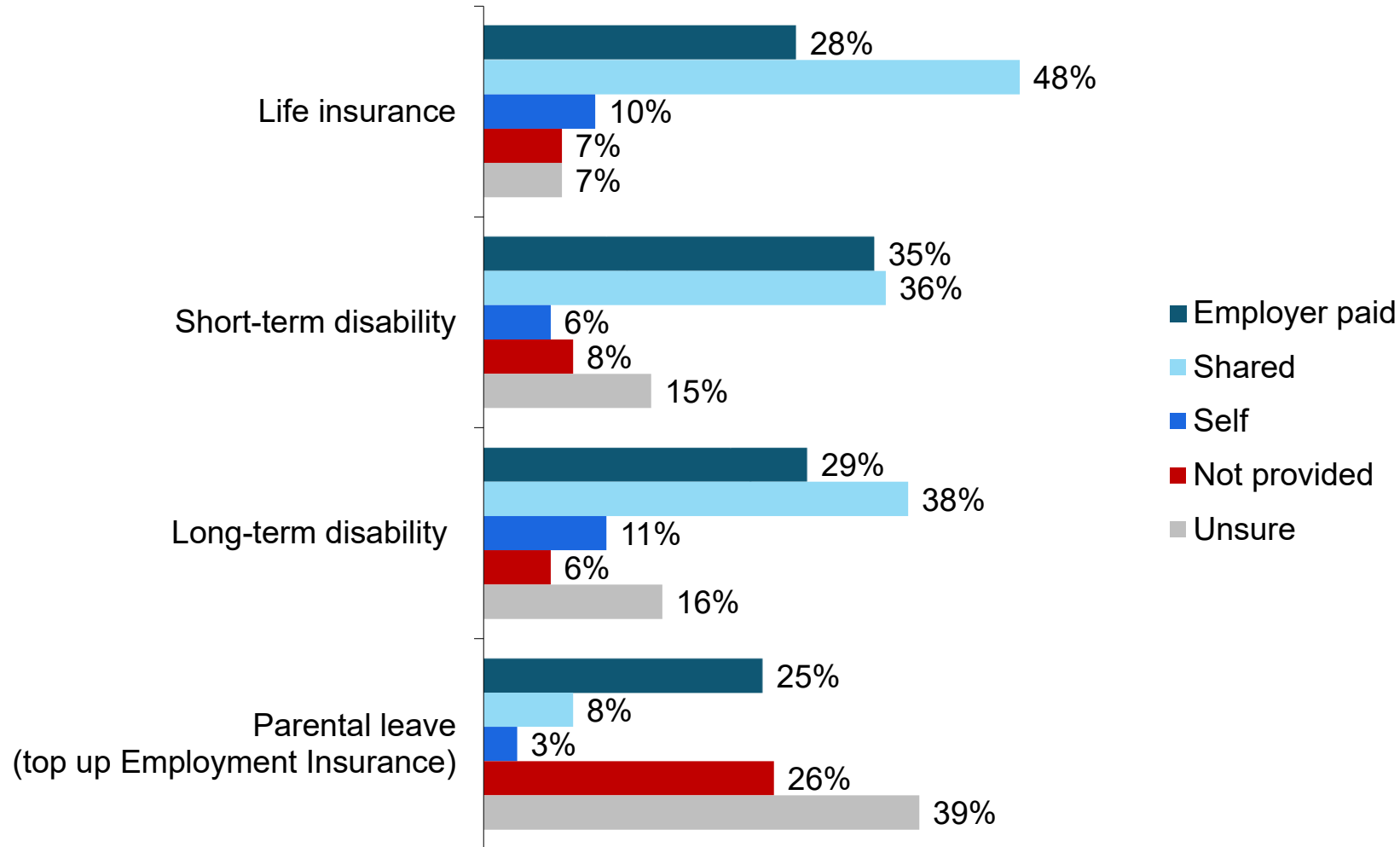
Overall, those working in the public sector were most likely to share the costs of their pension plan with their employer (82%) but least likely to be offered stock purchases (89%).

Men were more likely than women to not be offered stock purchases (67% vs. 58%), as were Intermediate Level engineers (70%).

Does your employer provide the following benefits?

Base: All respondents (N=1,318)

Paid Leave and Disability Benefits



Overall, those working in the public sector and other sectors were most likely to share the cost of insurance plans with their employer.

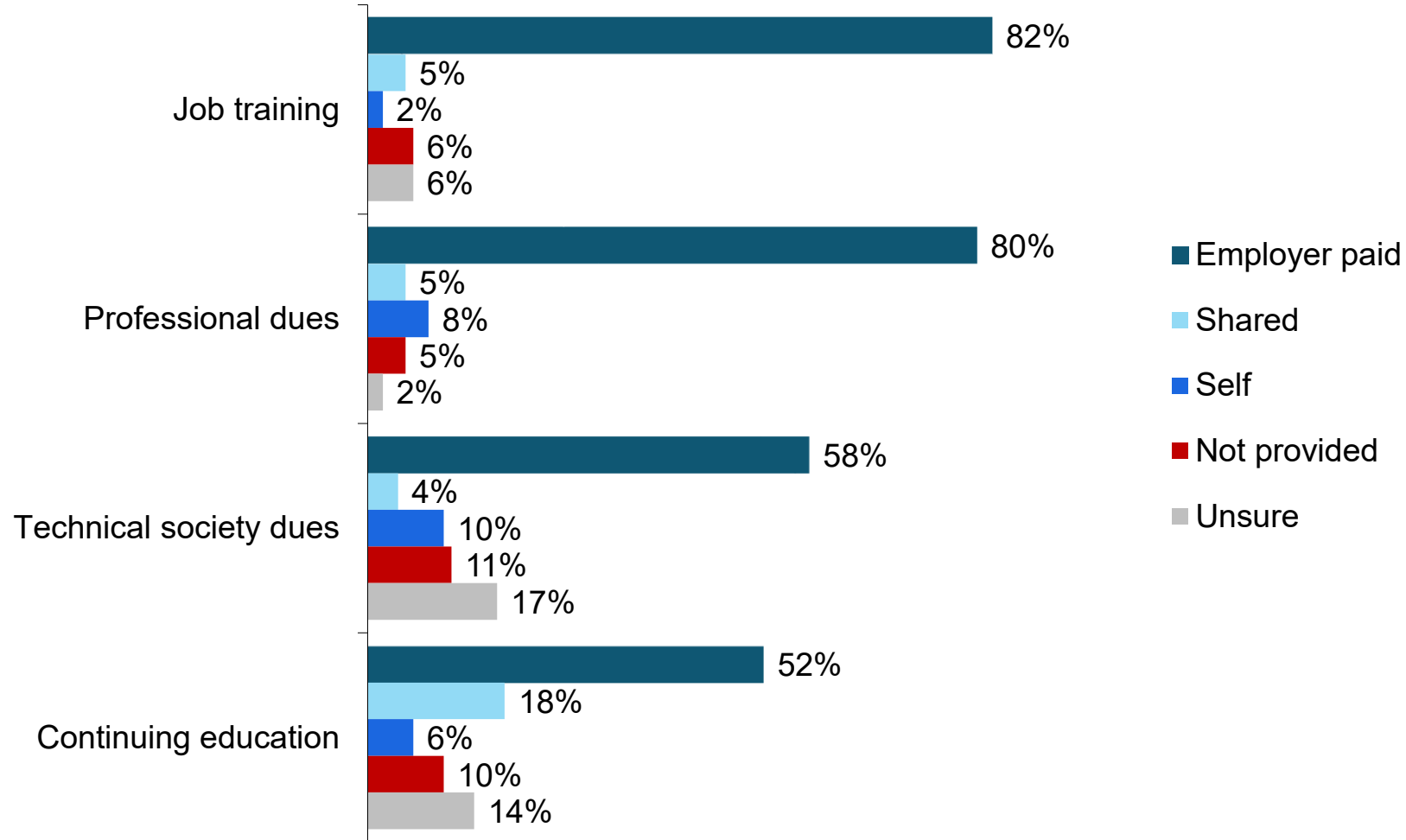
Advanced Level engineers were more likely than their junior counterparts to have their employer pay for short and long-term disability insurance.

Women were far more likely than all others to have their parental leave EI top-up provided by their employer.

Does your employer provide the following benefits?

Base: All respondents (N=1,318)

Professional Development



Overall, those working in sectors other than the private or public were least likely to have their employer pay for any of these benefits.

Does your employer provide the following benefits?

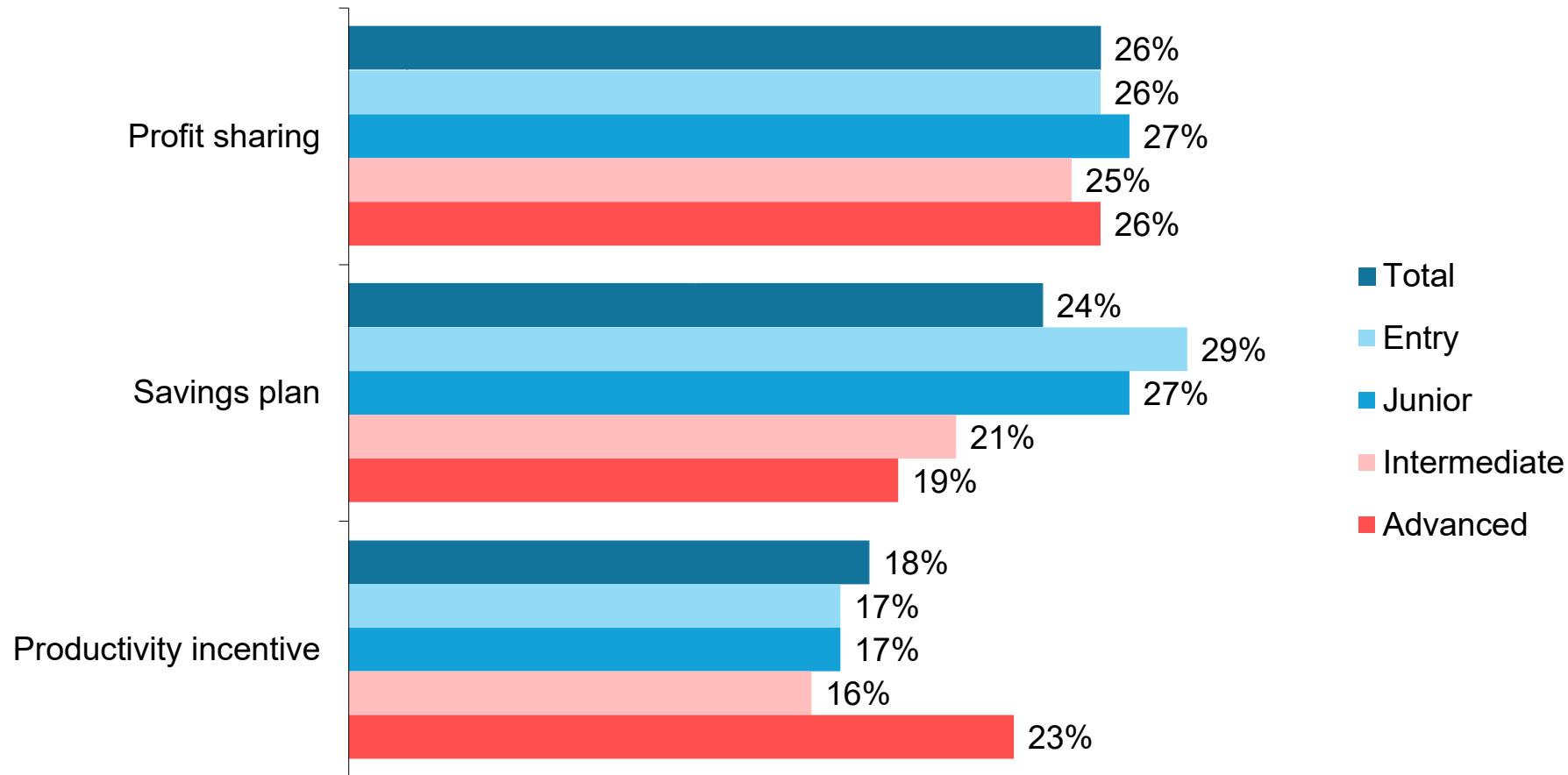
Base: All respondents (N=1,318)

A photograph of two industrial workers, a man and a woman, in a factory setting. They are both wearing white hard hats and high-visibility yellow and blue work jackets. The man is on the left, wearing glasses and has a beard. The woman is on the right, looking at a laptop held by the man. The background is a blurred industrial environment with large machinery and overhead lights.

An Examination of Benefits Provided by Employers

Employment Benefits – Financial

Those indicating they are provided with additional financial benefits



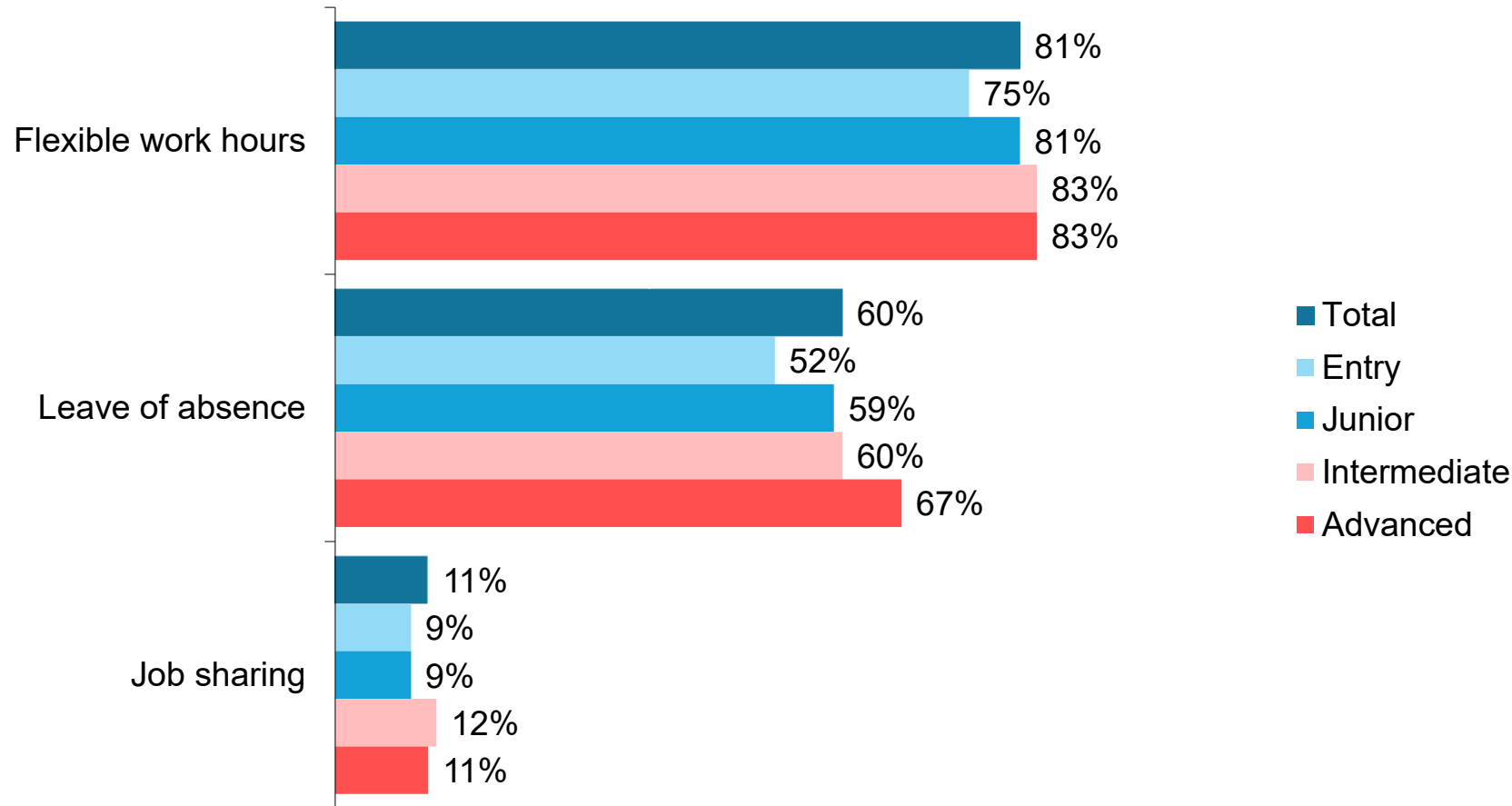
Overall, those who work in the private sector are most likely to have these financial benefits provided by their employers.

Does your employer provide the following benefits to you?

Base: All respondents (N=1,317)

Employment Benefits – Work life

Those indicating they are provided with work life benefits



Those who work in the public sector are most likely to have a leave of absence benefit provided by their employers (75%).

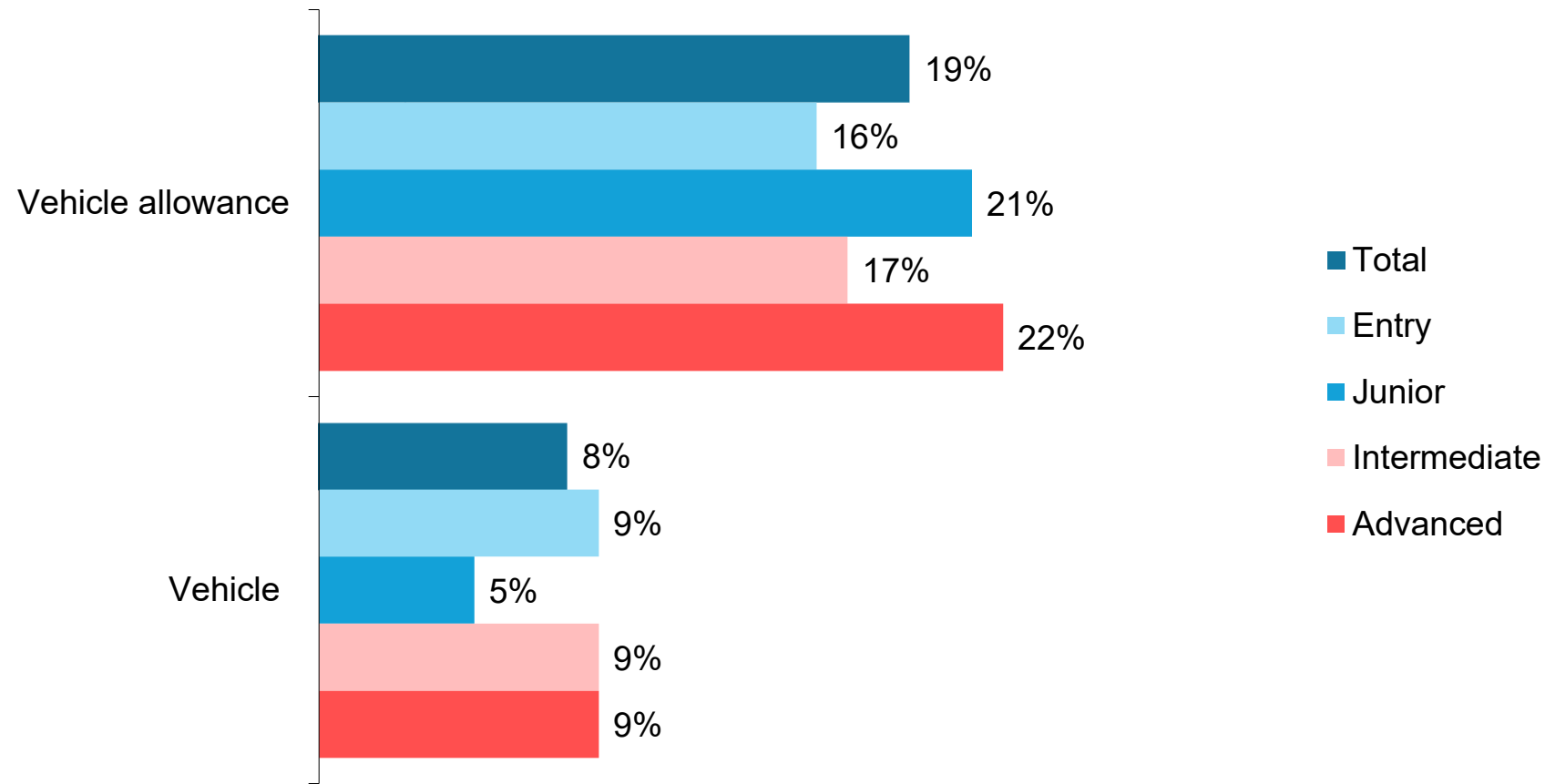
Entry Level engineers were least likely to have a leave of absence provided by their employers (52%).

Does your employer provide the following benefits to you?

Base: All respondents (N=1,317)

Employment Benefits – Vehicle Options

Those indicating they are provided with vehicle benefits



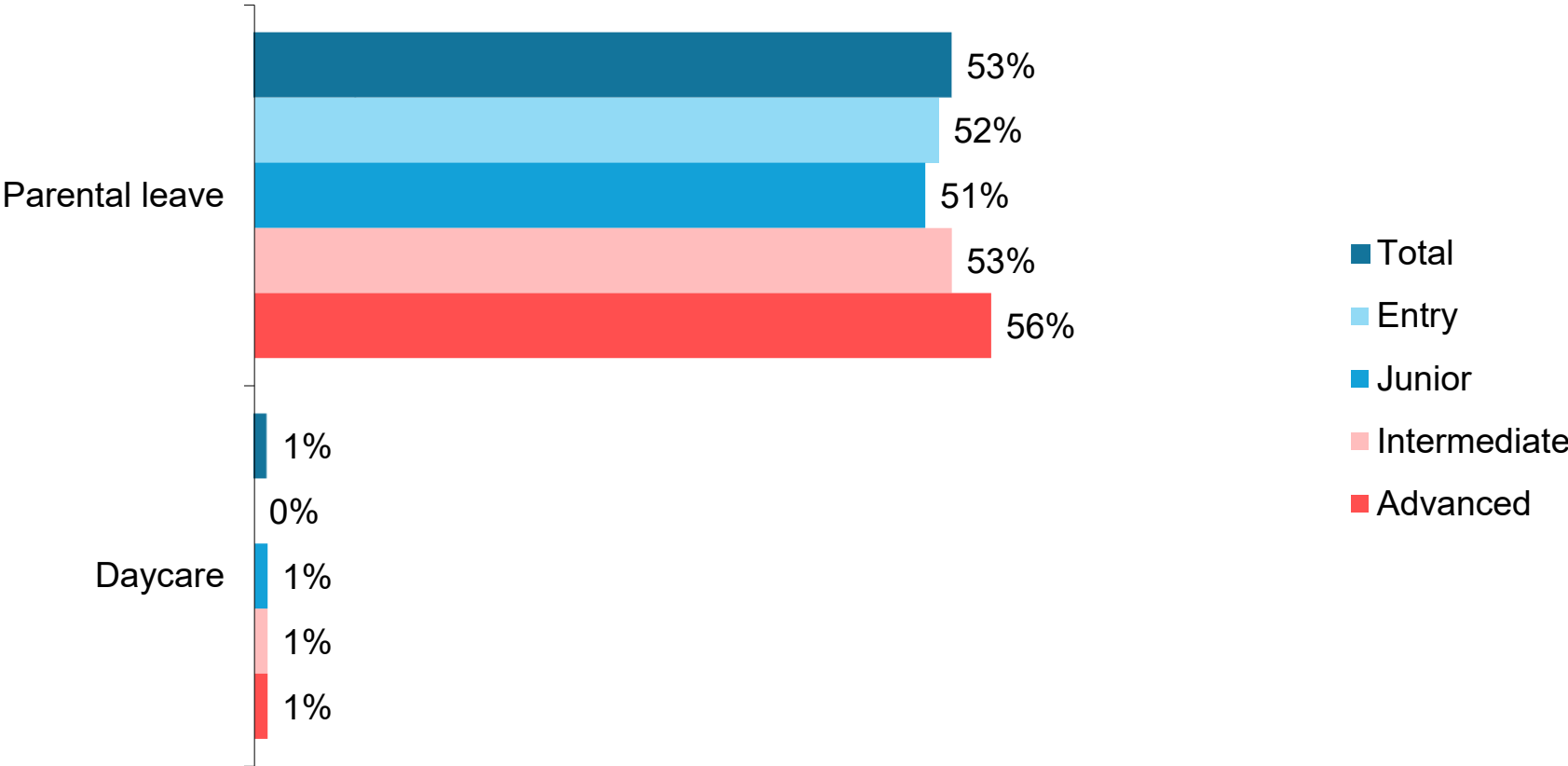
One-quarter of those who work in the public sector have a vehicle allowance offered by their employers (26%).

Does your employer provide the following benefits to you?

Base: All respondents (N=1,317)

Employment Benefits – Parental

Those indicating they are provided with parental benefits



Three-quarters of those who work in the public sector have parental leave offered by their employers (72%) as do women (68% vs. 50% among men).

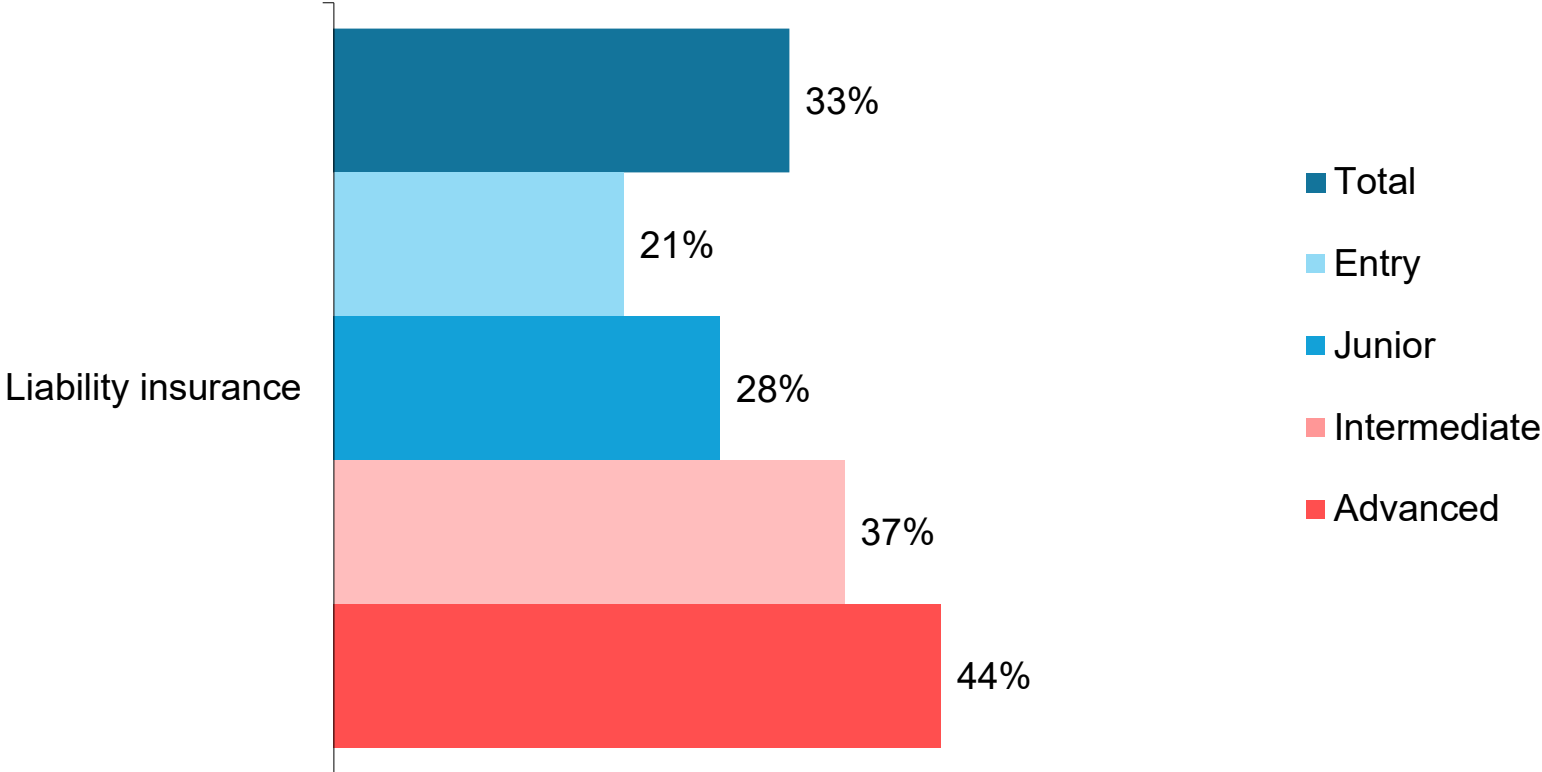
One in ten (11%) of those who work in other sectors have access to daycare through their employer.

Does your employer provide the following benefits to you?

Base: All respondents (N=1,317)

Employment Benefits – Liability Insurance

Those indicating they are provided with liability insurance



One-third of those working in the public (33%) and private (34%) sectors are provided liability insurance compared to those working in other sectors.

Does your employer provide the following benefits to you?

Base: All respondents (N=1,317)



**Appendix:
Salaries by Sector, Job Function,
Graduation Years and
Supplemental Education
(Total, Engineers, Geoscientists and EITs/GITs)**

Industry Sector Salaries: Total

Industry Sector Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	1330	100%	\$101,621	\$4,475	\$95,000	\$325,000
	Aerospace	73	5%	\$104,339	\$59,000	\$94,000	\$200,000
	Agricultural/Equipment	62	5%	\$91,103	\$54,000	\$80,000	\$325,000
	Agriculture/Food	36	3%	\$99,515	\$42,000	\$85,000	\$200,000
	Biomedical	8	1%	\$87,938	\$57,500	\$81,500	\$140,000
	Chemical	4	0%	\$113,580	\$94,000	\$110,000	\$140,320
	Computer/Software	14	1%	\$99,868	\$50,000	\$103,722	\$130,000
	Construction	111	8%	\$105,658	\$43,000	\$95,000	\$300,000
	Consulting	302	23%	\$97,564	\$4,475	\$89,502	\$250,000
	Education	20	2%	\$127,618	\$52,700	\$121,394	\$186,255
	Electronics	16	1%	\$96,565	\$36,000	\$90,000	\$146,031
	Environmental	29	2%	\$107,395	\$50,000	\$100,000	\$207,000
	Health Care	16	1%	\$104,524	\$54,040	\$103,179	\$160,678
	Heavy Electrical	7	1%	\$116,860	\$60,500	\$85,000	\$221,000
	Hydrotechnical	2	0%	\$78,000	\$70,000	\$78,000	\$86,000
	Manufacturing	184	14%	\$93,007	\$10,000	\$80,000	\$240,000
	Mechanical Equipment	17	1%	\$89,157	\$47,000	\$90,232	\$145,000
	Metals - Fabricating	5	0%	\$96,324	\$60,500	\$81,000	\$150,000
	Metals - Primary	3	0%	\$126,626	\$104,000	\$126,626	\$149,252
	Mineral Exploration	11	1%	\$110,047	\$46,000	\$105,000	\$200,000
	Mining	22	2%	\$104,873	\$68,700	\$103,500	\$148,000
	Municipal	6	0%	\$123,811	\$98,886	\$127,124	\$147,732
	Petroleum	9	1%	\$103,578	\$80,000	\$98,000	\$138,000
	Pharmaceutical	9	1%	\$90,453	\$69,225	\$81,000	\$125,000
	Research & Development	14	1%	\$101,930	\$48,000	\$104,500	\$177,000
	Telecommunications	17	1%	\$101,664	\$58,000	\$101,054	\$167,000
	Transportation	91	7%	\$101,305	\$45,000	\$97,500	\$215,000
	Transportation Equipment	7	1%	\$122,245	\$62,475	\$103,000	\$258,000
	Utilities (Gas, Hydro, Water)	193	15%	\$111,422	\$37,000	\$114,634	\$235,000
	Infrastructure	1	0%	\$133,500	\$133,500	\$133,500	\$133,500
Other	39	3%	\$101,455	\$50,000	\$93,000	\$205,000	

Industry Sector Salaries: Engineers

Industry Sector Statistics (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	862	100%	\$114,776	\$10,000	\$110,000	\$325,000
	Aerospace	50	6%	\$115,708	\$70,000	\$112,780	\$200,000
	Agricultural/Equipment	35	4%	\$107,919	\$61,000	\$97,000	\$325,000
	Agriculture/Food	17	2%	\$124,440	\$59,500	\$111,750	\$200,000
	Biomedical	4	0%	\$115,750	\$100,000	\$111,500	\$140,000
	Chemical	3	0%	\$118,107	\$94,000	\$120,000	\$140,320
	Computer/Software	10	1%	\$101,116	\$50,000	\$103,722	\$130,000
	Construction	67	8%	\$123,212	\$43,000	\$110,000	\$300,000
	Consulting	197	23%	\$110,790	\$22,000	\$103,000	\$250,000
	Education	15	2%	\$139,977	\$85,000	\$145,000	\$186,255
	Electronics	8	1%	\$119,289	\$73,000	\$126,700	\$146,031
	Environmental	15	2%	\$116,604	\$71,235	\$109,796	\$207,000
	Health Care	13	2%	\$110,721	\$54,040	\$113,307	\$160,678
	Heavy Electrical	3	0%	\$177,000	\$110,000	\$200,000	\$221,000
	Hydrotechnical	1	0%	\$86,000	\$86,000	\$86,000	\$86,000
	Manufacturing	98	11%	\$111,545	\$10,000	\$96,000	\$240,000
	Mechanical Equipment	11	1%	\$100,406	\$70,000	\$95,000	\$145,000
	Metals - Fabricating	4	0%	\$100,405	\$60,500	\$95,560	\$150,000
	Metals - Primary	1	0%	\$149,252	\$149,252	\$149,252	\$149,252
	Mining	10	1%	\$114,864	\$73,222	\$110,000	\$148,000
	Municipal	5	1%	\$122,274	\$98,886	\$122,754	\$147,732
	Petroleum	3	0%	\$113,667	\$98,000	\$120,000	\$123,000
	Pharmaceutical	5	1%	\$104,051	\$81,000	\$100,000	\$125,000
	Research & Development	7	1%	\$135,976	\$106,000	\$126,428	\$177,000
	Telecommunications	11	1%	\$113,420	\$91,000	\$105,513	\$167,000
	Transportation	68	8%	\$112,057	\$45,000	\$109,000	\$215,000
	Transportation Equipment	7	1%	\$122,245	\$62,475	\$103,000	\$258,000
	Utilities (Gas, Hydro, Water)	169	20%	\$116,631	\$37,000	\$115,191	\$235,000
	Infrastructure	1	0%	\$133,500	\$133,500	\$133,500	\$133,500
	Other	22	3%	\$112,736	\$60,000	\$109,000	\$205,000

Industry Sector Salaries: Geoscientists

Industry Sector Statistics (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	25	100%	\$117,076	\$46,000	\$106,000	\$200,000
	Consulting	2	8%	\$111,000	\$80,000	\$111,000	\$142,000
	Environmental	4	16%	\$154,692	\$92,000	\$163,384	\$200,000
	Metals - Primary	1	4%	\$104,000	\$104,000	\$104,000	\$104,000
	Mineral Exploration	8	32%	\$119,202	\$46,000	\$113,000	\$200,000
	Mining	7	28%	\$102,214	\$78,500	\$103,500	\$124,000
	Petroleum	1	4%	\$138,000	\$138,000	\$138,000	\$138,000
	Research & Development	1	4%	\$95,000	\$95,000	\$95,000	\$95,000
	Other	1	4%	\$80,000	\$80,000	\$80,000	\$80,000

Industry Sector Salaries: EITs / GITs

Industry Sector Statistics (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	419	100%	\$71,979	\$4,475	\$69,412	\$200,000
	Aerospace	22	5%	\$76,502	\$59,000	\$73,207	\$121,438
	Agricultural/Equipment	27	6%	\$67,980	\$54,000	\$67,250	\$92,000
	Agriculture/Food	19	5%	\$76,056	\$42,000	\$75,000	\$110,000
	Biomedical	4	1%	\$60,125	\$57,500	\$60,000	\$63,000
	Chemical	1	0%	\$100,000	\$100,000	\$100,000	\$100,000
	Computer/Software	4	1%	\$96,750	\$58,000	\$99,500	\$130,000
	Construction	43	10%	\$75,498	\$44,700	\$67,000	\$200,000
	Consulting	95	23%	\$67,539	\$4,475	\$67,000	\$95,000
	Education	5	1%	\$90,542	\$52,700	\$88,010	\$140,000
	Electronics	7	2%	\$70,360	\$36,000	\$69,832	\$100,000
	Environmental	7	2%	\$66,571	\$50,000	\$65,000	\$100,000
	Health Care	3	1%	\$77,672	\$55,000	\$77,659	\$100,358
	Heavy Electrical	3	1%	\$67,341	\$60,500	\$68,723	\$72,800
	Hydrotechnical	1	0%	\$70,000	\$70,000	\$70,000	\$70,000
	Manufacturing	84	20%	\$70,312	\$26,000	\$70,000	\$120,000
	Mechanical Equipment	6	1%	\$64,408	\$47,000	\$65,000	\$85,000
	Metals - Fabricating	1	0%	\$80,000	\$80,000	\$80,000	\$80,000
	Metals - Primary	1	0%
	Mineral Exploration	3	1%	\$85,633	\$74,713	\$82,400	\$99,786
	Mining	5	1%	\$84,550	\$68,700	\$86,500	\$96,500
	Municipal	1	0%	\$131,494	\$131,494	\$131,494	\$131,494
	Petroleum	4	1%	\$90,800	\$80,000	\$89,600	\$104,000
	Pharmaceutical	4	1%	\$73,455	\$69,225	\$72,547	\$79,500
	Research & Development	6	1%	\$69,038	\$48,000	\$67,500	\$104,500
	Telecommunications	6	1%	\$75,800	\$58,000	\$78,000	\$90,000
	Transportation	21	5%	\$69,656	\$56,000	\$68,764	\$95,000
Utilities (Gas, Hydro, Water)	23	5%	\$71,765	\$46,000	\$72,250	\$95,000	
Other	13	3%	\$76,372	\$50,000	\$80,612	\$99,000	

Job Function Salaries: Total

Job Function Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Principal job function	Total	1330	100%	\$101,621	\$4,475	\$95,000	\$325,000
	Administrative Services	8	1%	\$113,883	\$52,700	\$107,500	\$221,000
	Computer Services	6	0%	\$95,807	\$50,000	\$92,560	\$158,000
	Design	373	28%	\$86,631	\$22,000	\$81,000	\$226,500
	Maintenance	31	2%	\$102,796	\$62,000	\$105,187	\$135,963
	Management	263	20%	\$135,879	\$46,000	\$128,000	\$325,000
	Marketing/Sales	14	1%	\$88,375	\$47,000	\$87,850	\$145,000
	Mineral Exploration	8	1%	\$106,788	\$78,500	\$102,393	\$140,620
	Mining	9	1%	\$101,300	\$68,700	\$89,000	\$165,000
	Planning	56	4%	\$102,725	\$51,171	\$105,326	\$180,000
	Production	42	3%	\$80,589	\$10,000	\$75,000	\$156,000
	Project Management	288	22%	\$100,072	\$4,475	\$97,000	\$300,000
	Quality Assurance	31	2%	\$72,489	\$37,000	\$70,000	\$105,000
	Research & Development	49	4%	\$92,501	\$36,000	\$84,000	\$180,000
	Software Development	20	2%	\$89,334	\$55,000	\$92,500	\$124,000
	Teaching	11	1%	\$144,783	\$85,000	\$162,000	\$181,608
	Technical Support	73	5%	\$94,835	\$56,000	\$94,000	\$145,000
Other	48	4%	\$87,136	\$26,000	\$78,750	\$200,000	

Salaries by Year of Graduation (Bachelors Degree): Total

Year of Graduation

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	1330	100%	\$101,621	\$4,475	\$95,000	\$325,000
	Prior to 1994	165	12%	\$134,719	\$22,000	\$130,000	\$285,000
	1994 to 1998	106	8%	\$133,563	\$43,000	\$128,000	\$325,000
	1999 to 2003	118	9%	\$119,764	\$4,475	\$120,000	\$215,000
	2004 to 2008	200	15%	\$107,453	\$26,000	\$106,000	\$200,000
	2009 to 2013	244	18%	\$101,112	\$37,000	\$97,750	\$259,600
	2014 to 2018	278	21%	\$83,814	\$36,000	\$82,144	\$180,000
	2019 to 2023	219	16%	\$66,798	\$10,000	\$65,000	\$103,000

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	862	100%	\$114,776	\$10,000	\$110,000	\$325,000
	Prior to 1994	142	16%	\$138,938	\$22,000	\$132,550	\$285,000
	1994 to 1998	95	11%	\$136,464	\$43,000	\$129,200	\$325,000
	1999 to 2003	97	11%	\$126,039	\$64,480	\$122,897	\$215,000
	2004 to 2008	161	19%	\$113,164	\$54,040	\$112,000	\$200,000
	2009 to 2013	188	22%	\$106,497	\$37,000	\$102,546	\$259,600
	2014 to 2018	168	19%	\$88,627	\$40,000	\$87,618	\$180,000
	2019 to 2023	11	1%	\$73,097	\$10,000	\$75,292	\$97,000

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	25	100%	\$117,076	\$46,000	\$106,000	\$200,000
	Prior to 1994	9	36%	\$128,333	\$46,000	\$123,000	\$200,000
	1994 to 1998	4	16%	\$151,347	\$136,000	\$139,310	\$190,769
	1999 to 2003	3	12%	\$95,833	\$87,500	\$95,000	\$105,000
	2004 to 2008	1	4%	\$92,000	\$92,000	\$92,000	\$92,000
	2009 to 2013	6	24%	\$100,167	\$78,500	\$99,750	\$124,000
	2014 to 2018	2	8%	\$93,000	\$80,000	\$93,000	\$106,000

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	419	100%	\$71,979	\$4,475	\$69,412	\$200,000
	Prior to 1994	9	2%	\$82,056	\$59,250	\$73,031	\$131,494
	1994 to 1998	7	2%	\$84,442	\$67,000	\$79,500	\$114,154
	1999 to 2003	15	4%	\$77,124	\$4,475	\$78,000	\$140,000
	2004 to 2008	37	9%	\$82,533	\$26,000	\$75,000	\$200,000
	2009 to 2013	41	10%	\$74,694	\$42,000	\$71,700	\$118,000
	2014 to 2018	104	25%	\$75,534	\$36,000	\$73,900	\$130,000
	2019 to 2023	206	49%	\$66,528	\$44,700	\$65,000	\$103,000

Salaries by Supplemental Education

Supplemental Education

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
First degree and Supplemental Education	Total	1300	100%	\$100,816	\$4,475	\$95,000	\$325,000
	Engineering or Geoscience Degree	801	62%	\$94,920	\$36,000	\$91,125	\$258,000
	Diploma or other	112	9%	\$103,496	\$42,000	\$97,000	\$240,000
	M. Eng. or M. Sc.	216	17%	\$107,284	\$4,475	\$106,000	\$300,000
	2nd Bachelor (Eng. or other)	54	4%	\$98,882	\$10,000	\$92,000	\$220,000
	Multiple Supplemental Categories	10	1%	\$101,636	\$37,000	\$100,000	\$146,000
	PhD	19	1%	\$134,829	\$80,000	\$123,294	\$200,000
	MBA	35	3%	\$157,690	\$26,000	\$160,000	\$325,000
	Multiple Supplemental Education (Including MBA)	46	4%	\$111,171	\$22,000	\$110,000	\$215,000
	Other degree	7	1%	\$109,878	\$50,000	\$86,625	\$200,000