

The Value of Professional Services 2018



For good reason, the [Value of Professional Services](#) is among APEGA's most sought-after publications. A compilation and analysis of data collected during our annual salary survey, it offers APEGA members and permit holders unbiased salary and benefits comparisons across a wide range of industries in Alberta.

Welcome to our summary version of this invaluable resource. APEGA encourages you to use it, along with any other available information, to ensure fair compensation.

Early in April we contacted permit holders to encourage participation. We engaged the services of Aon to administer and conduct the salary and benefits survey, and also to compile the resulting data for publication.

The more employers participate and the more employment positions are represented, the better the data.

We are therefore pleased with the level of permit holder participation this year, which is up five per cent from 2017. Individual data points have increased, too.

We know from experience how popular and useful the *Value of Professional Services* is, and we appreciate the effort permit holders make each spring to complete the survey. Without your help, this service would not be possible.

Please feel free to contact APEGA with your comments:

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 Director of Outreach & Product Services
 1-800-661-7020
salariesurvey@apega.ca

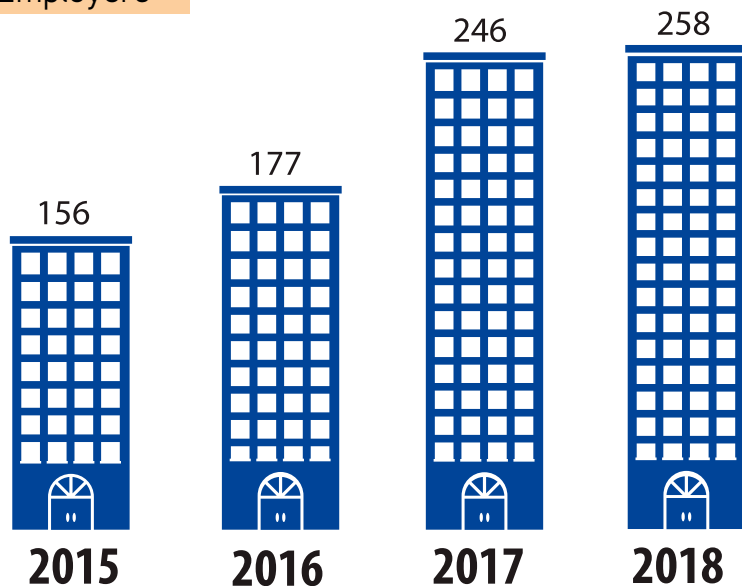
INDUSTRY CATEGORIES

This report covers nine industry categories:

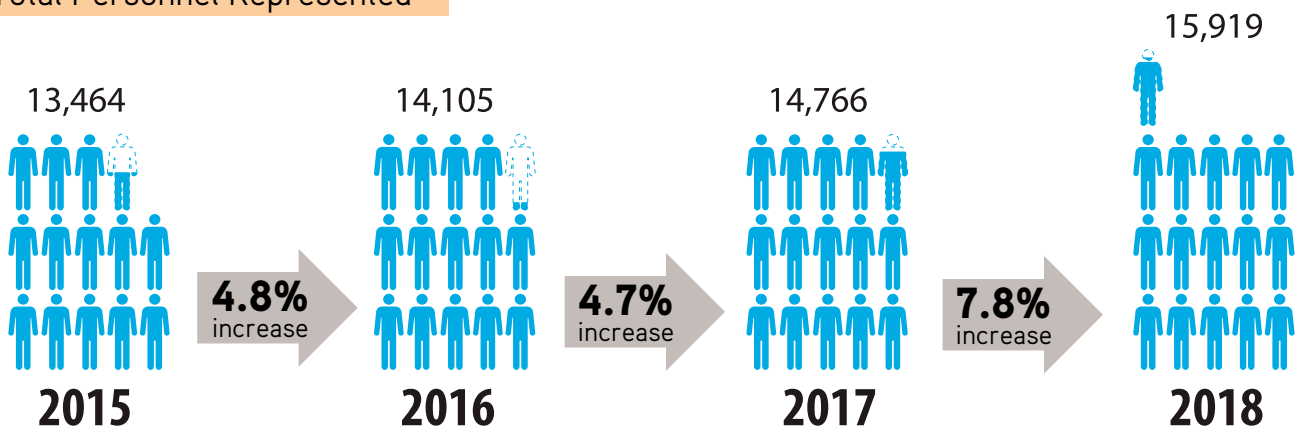
- Engineering and/or Geoscience Consulting Services
- Engineering, Procurement, and Construction
- Resource Exploitation (except oil and gas)
- Resource Exploitation (oil and gas only)
- Manufacturing (durables)
- Manufacturing (non-durables)
- Not-For-Profit Service, Control, and Utilities
- For-Profit Service, Control, and Utilities
- Information and Other Advanced Technologies

Survey Participants

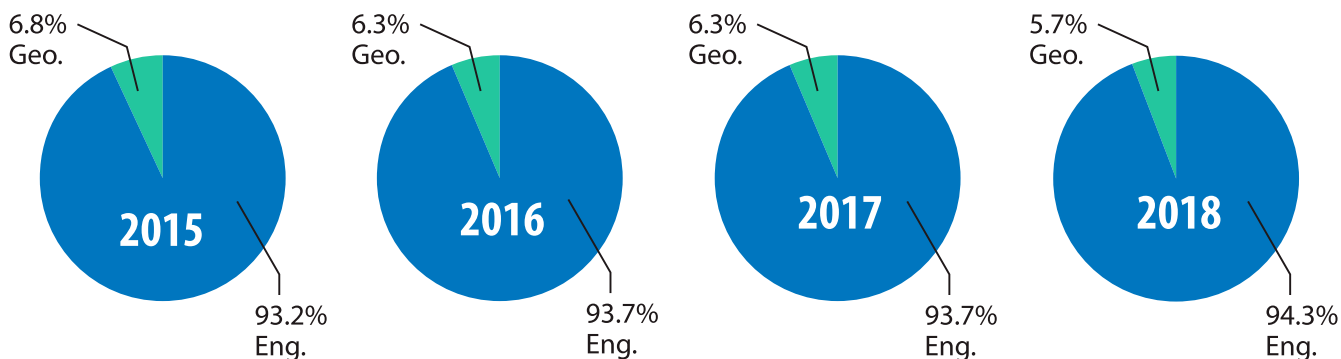
Employers



Total Personnel Represented



Engineering & Geoscience Personnel Represented, Percentage of Total



This flowchart offers an overview of responsibility levels. To determine your responsibility level more accurately, please see the [responsibility level tool](#) posted on [apega.ca](#).

HOW TO USE RESULTS

Step 1: Determine your responsibility level (A- to F+)

Step 2: Determine 2018 cash compensation salary results based on your responsibility level

Step 3: Review predicted salary increases reported by permit holders

Step 4: Review prerequisites or additional cash compensation and benefit plans (*full report only*)

NOTES ABOUT SURVEY METHODS

APEGA engaged Aon to administer and conduct the *2018 Value of Professional Services* salary survey.

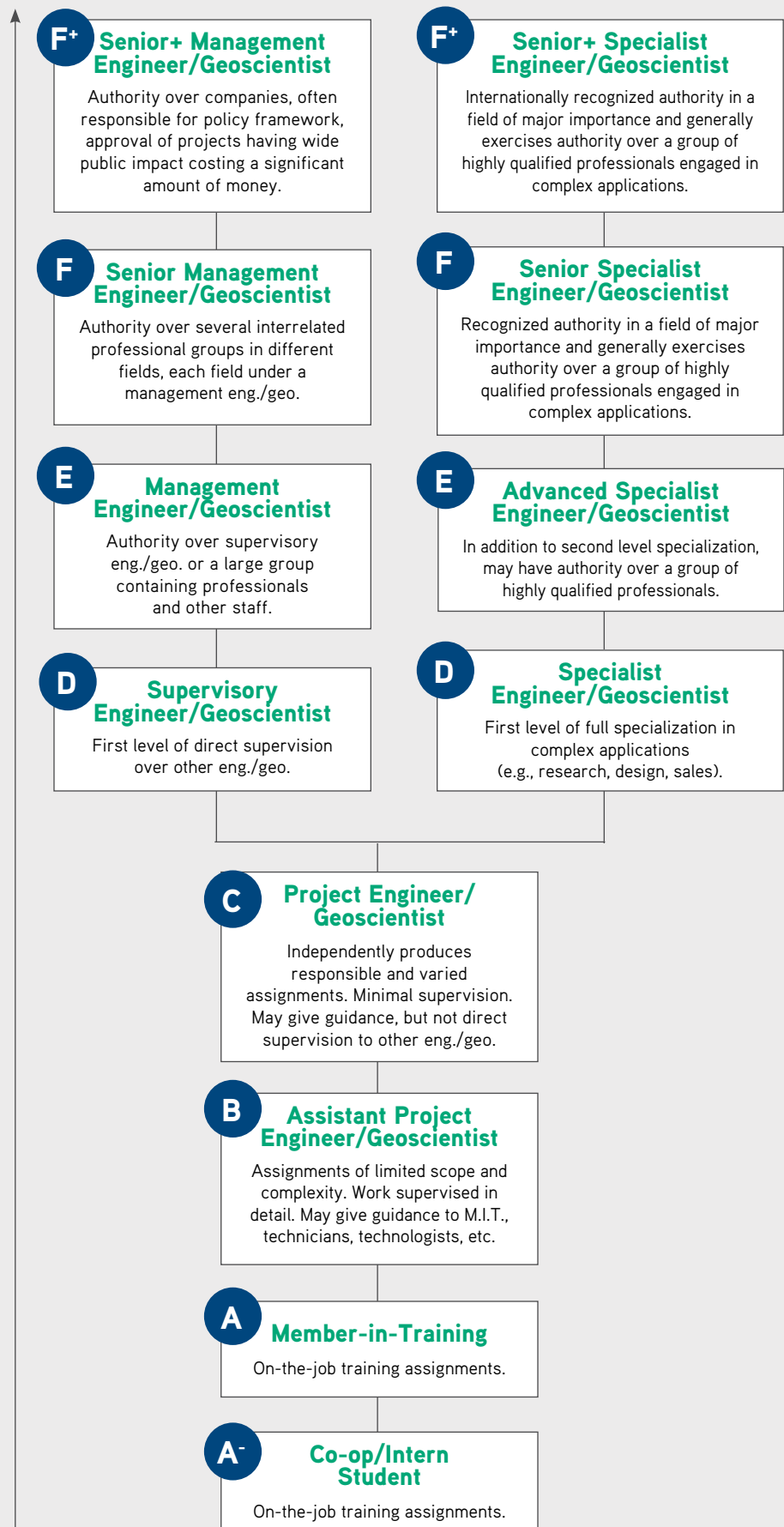
Invitations to participate in the survey were distributed to APEGA permit holders in April. Permit holders that participated in 2017 received a 2018 questionnaire with some fields prepopulated, simplifying the process.

Results were gathered and compiled by Aon in June and July.

A survey was completed by each participating permit holder's human resources or other applicable department.

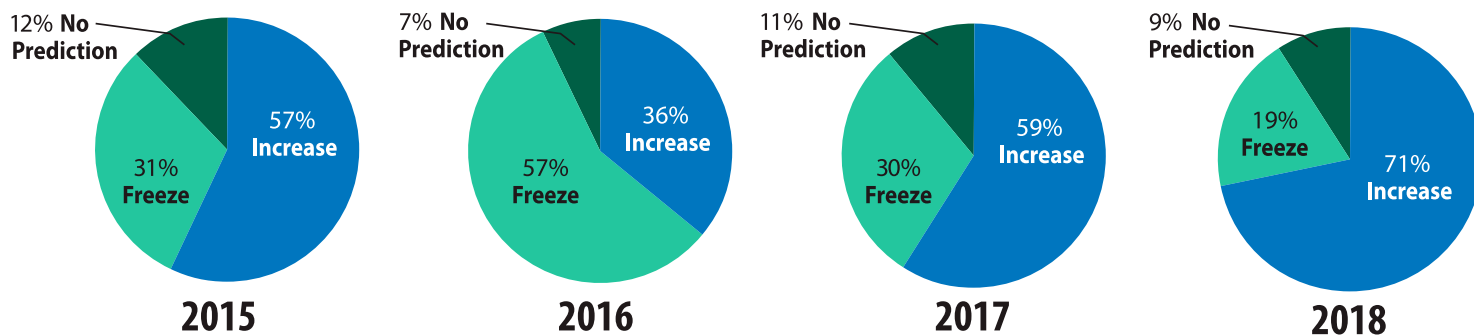
All data sources are anonymous.

JOB CLASSIFICATION FLOWCHART BY LEVEL OF RESPONSIBILITY



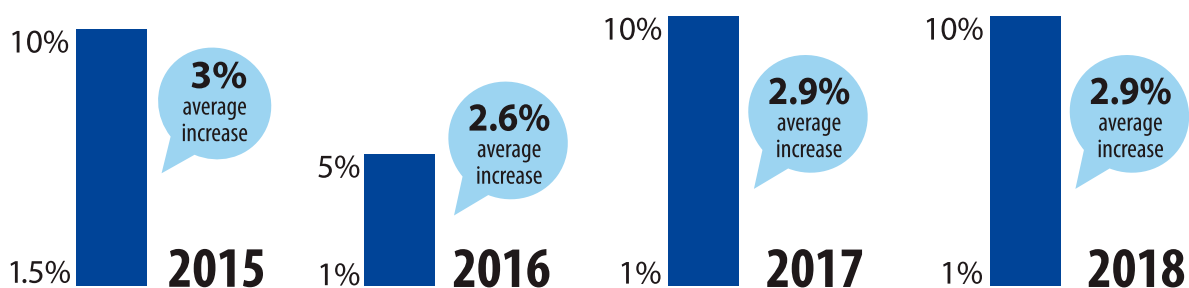
Predictions

Salary Predictions for Following Year*

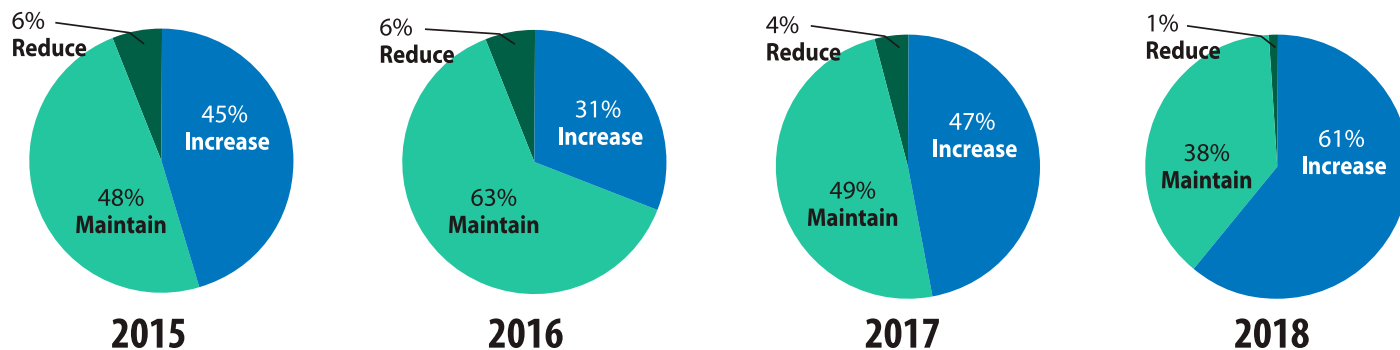


Due to rounding, totals do not necessarily equal 100%.

Salary Increase Amounts



Staffing Level Predictions for Next 12 Months



Due to rounding, totals do not necessarily equal 100%.

*Respondents as Percentage of Employer Participants

GENDER PROGRESS

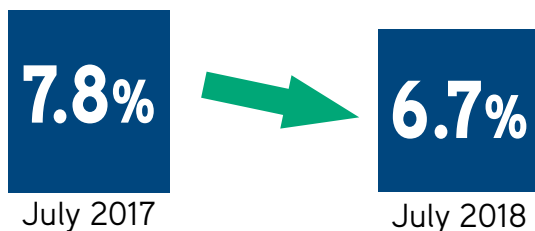
Females in geoscience represent more than 33 per cent of the total geoscience sample. Results show that salaries for female geoscientists are nearly equal to those of their male counterparts (99 per cent).

Engineering base salary results show a difference of 2.4 per cent between male and female average base salaries in 2018.

ALBERTA RECOVERY BEGINS

After the recent provincial recession, the economy has improved and stabilized in Alberta. Jobs are up, the deficit is down, and Alberta's economy is growing faster than anywhere in Canada, says the Province of Alberta's 2018 Fiscal Plan. Recovery is expected to remain moderate. The outlook presents several factors that continue to support economic growth in the province, such as continued capital spending on infrastructure by the public sector.

Alberta's seasonally adjusted **unemployment rate** is down from last year.



DID YOUR COMPANY PARTICIPATE?

We encourage all Permit Holders to participate in the salary survey. It's free, and the more Permit Holders surveyed, the more robust and representative the results.

Please contact us at salarysurvey@apega.ca to ensure that we send your company the 2019 survey participation package next April.

In Calculating Years of Experience Since Graduation, it is assumed that individuals enter the workforce immediately upon graduation from achieving their last degree. This may not necessarily be the case for all individuals, but it is considered the norm from a surveying perspective.

Typically, progression to the next responsibility level is also dependent on an individual's years of experience in the workforce. As more in-depth knowledge and specializations are gained over time, an individual's overall level of contribution and responsibility within a company progresses as well.

The highest average base salary is not necessarily solely attributed to the individuals with the most years of experience. Generally, it is more directly related to the individual's level of expertise and specialization, performance, and overall contribution within a company.

Increases are represented in a number of reporting levels, but they were minor. Generally speaking, salaries remained stable in 2018.

See graphs on following pages.

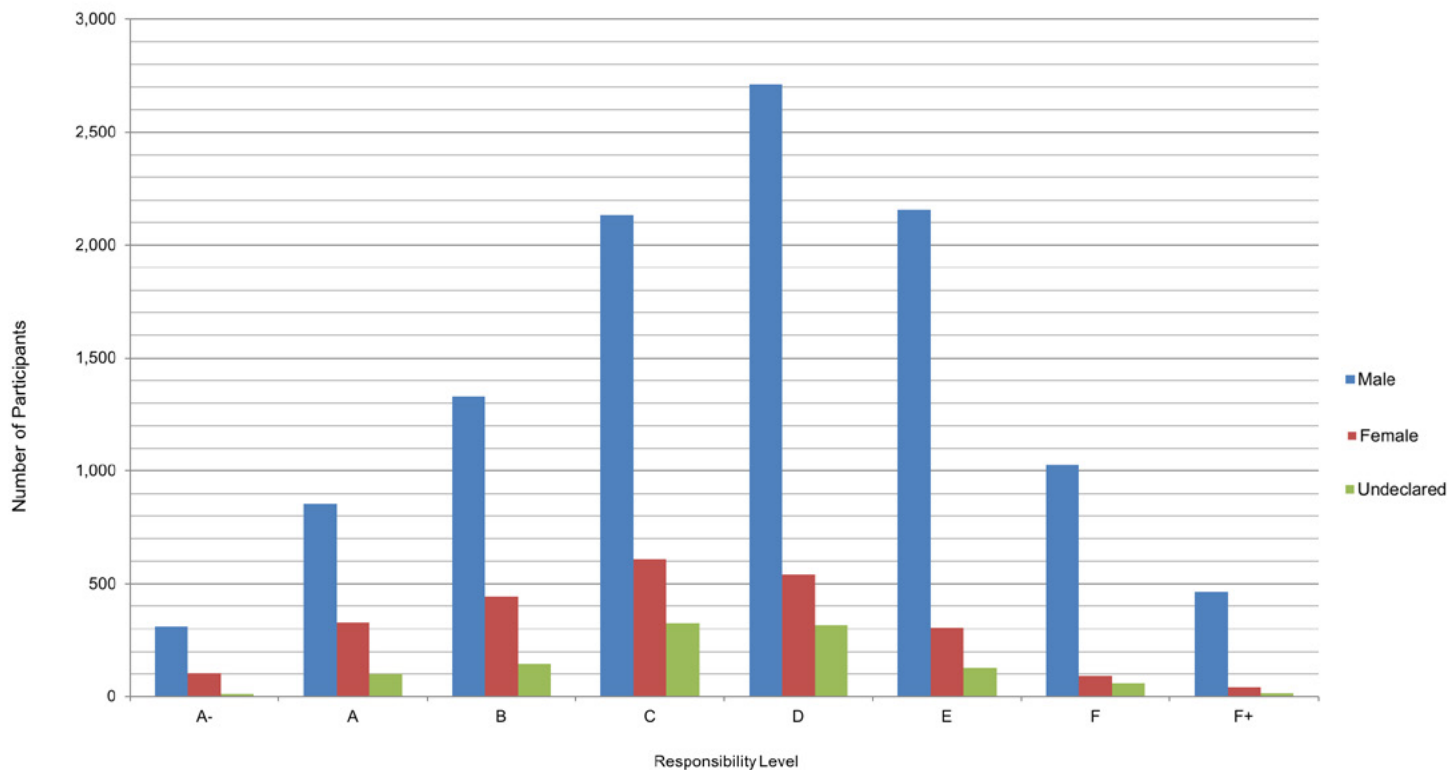
WANT MORE?

This is a summary version only of the *Value of Professional Services*. Please obtain your own full version for more detailed standard survey results, plus information on:

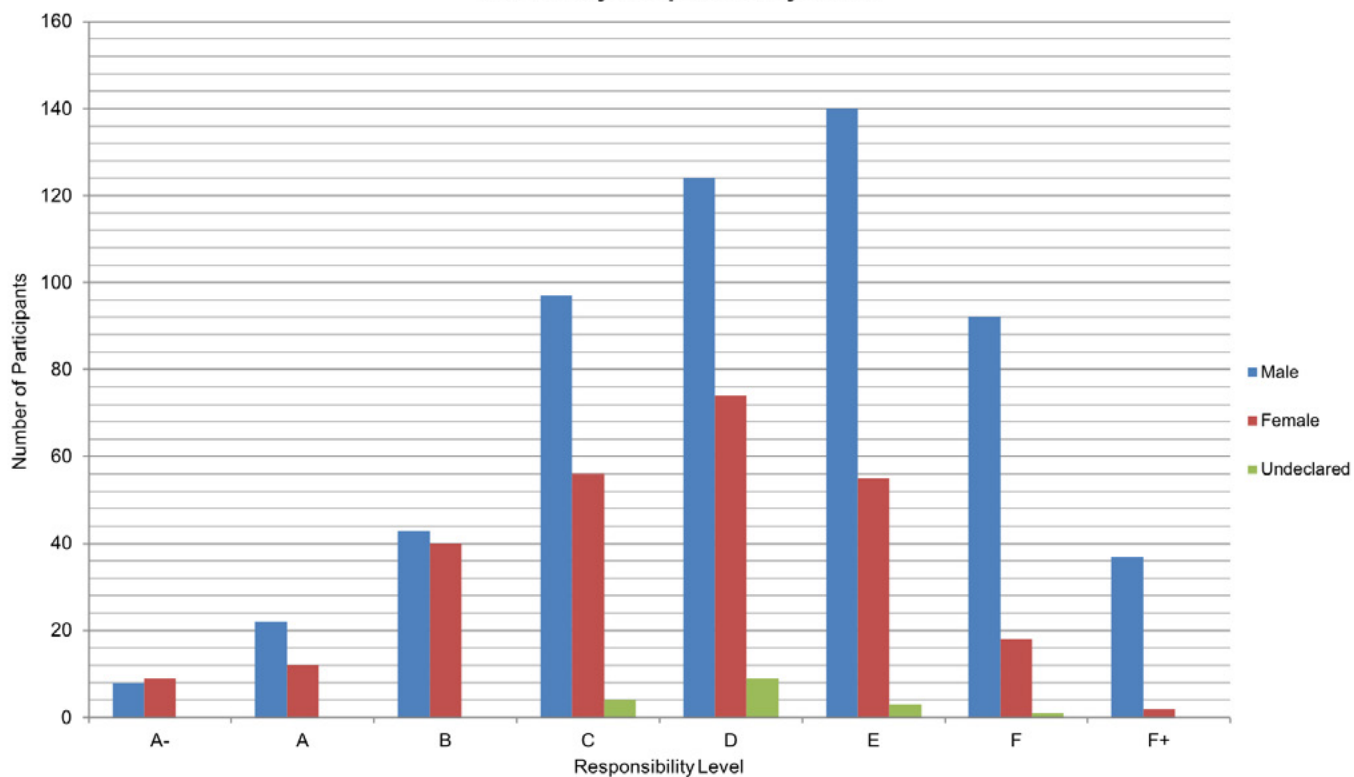
- Benefits and Additional Cash Compensation plans
- Vacation Entitlement
- Personal Sick Days
- Additional Paid and Unpaid Days
- Flexible Work Arrangements
- Overtime Policies
- Turnover
- Contract Employee Pay Rates
- Gender
- Location
- Engineering Disciplines
- Years of Experience
- APEGA License
- Company Size
- Co-op Student Salaries

The full version of the [*Value of Professional Services*](#) can be preordered at apega.ca.

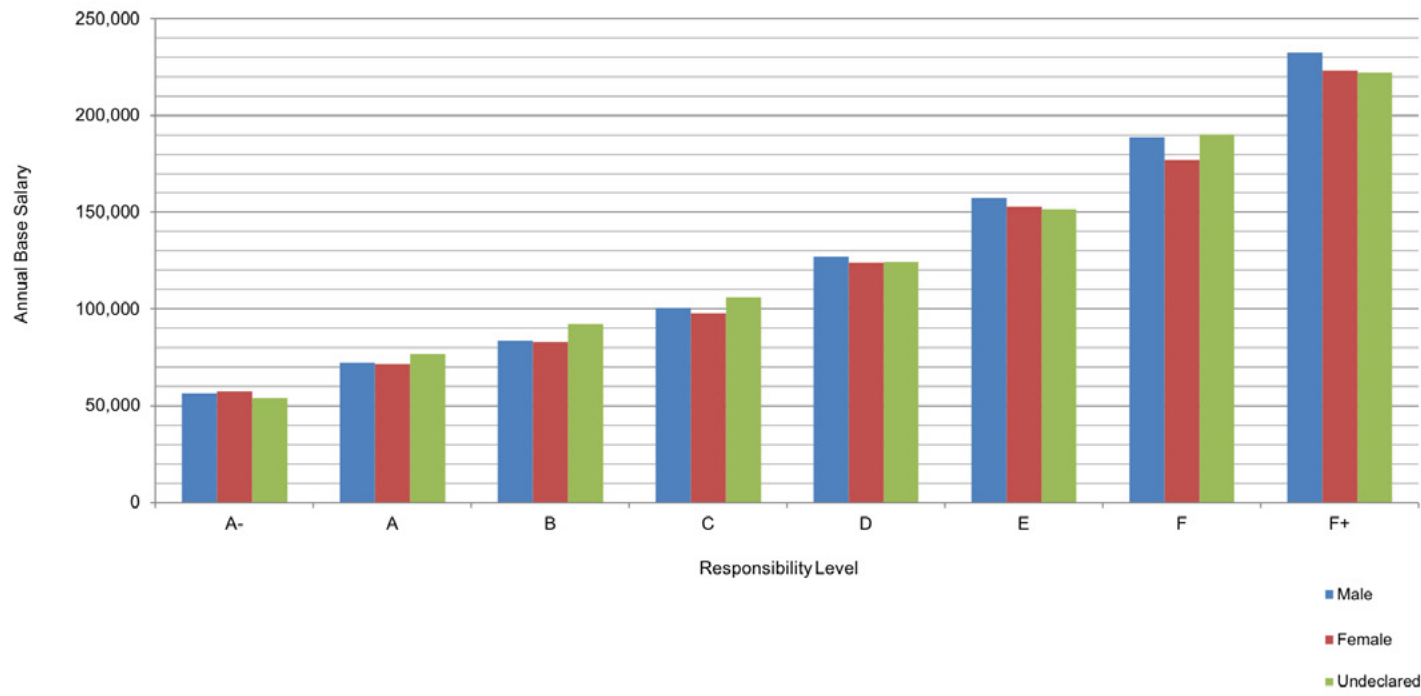
**Engineering
Gender by Responsibility Level**



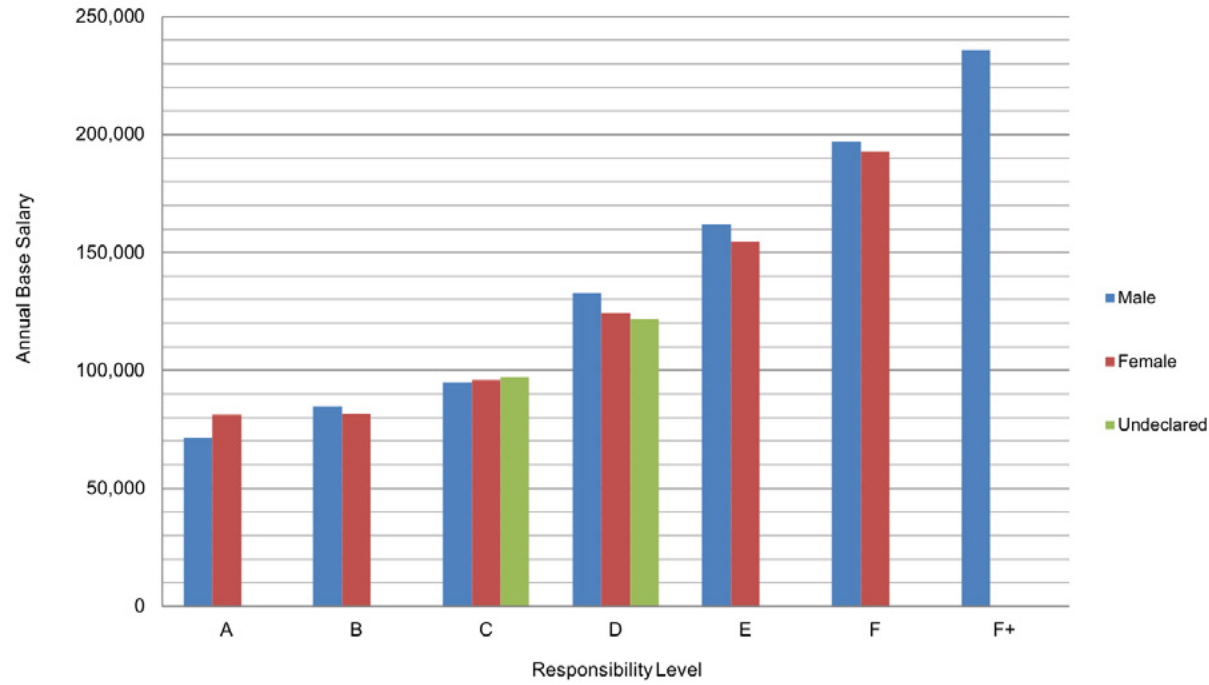
**Geoscience
Gender by Responsibility Level**



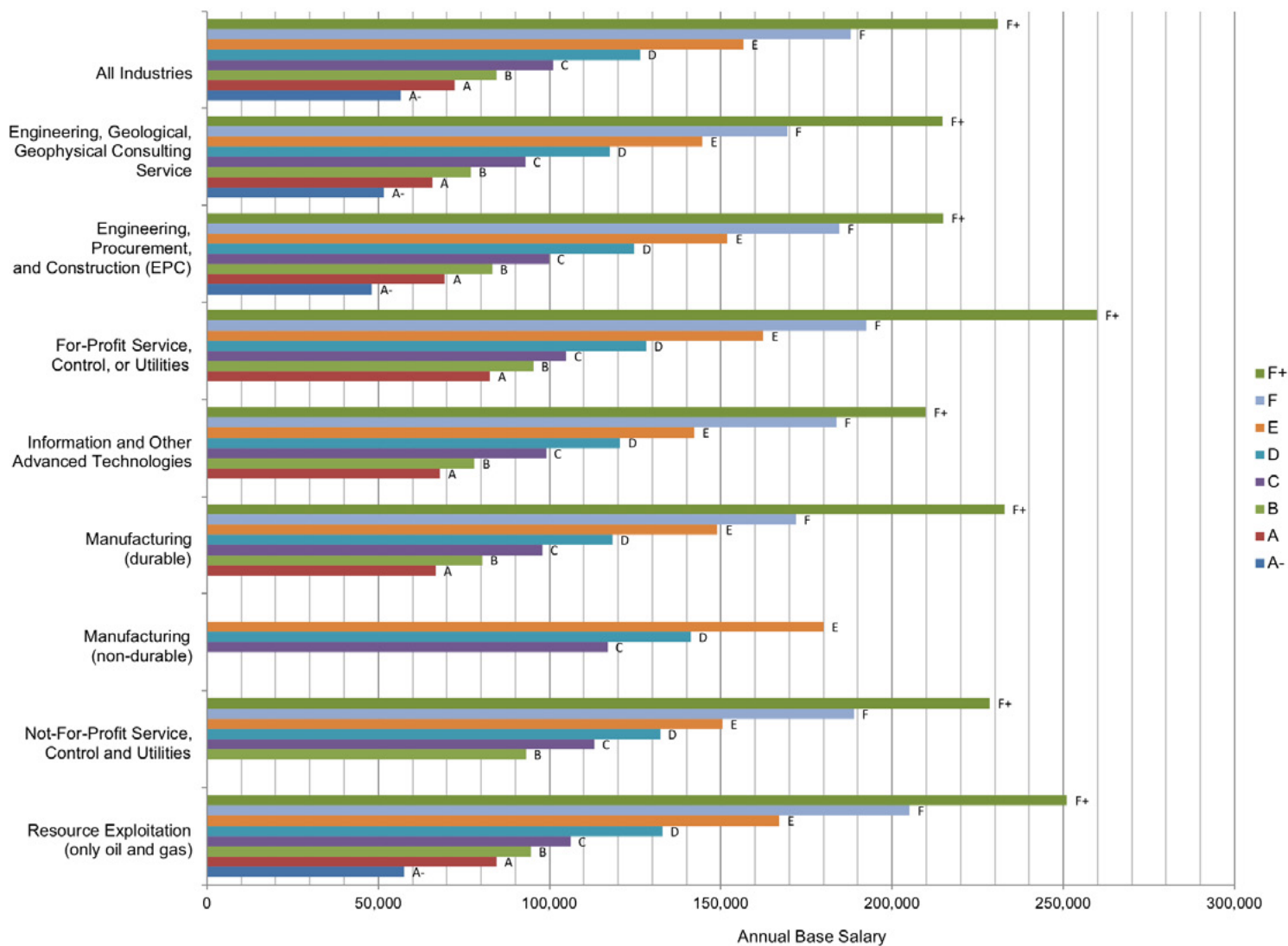
Engineering
Annual Base Salary by Gender and Responsibility Level



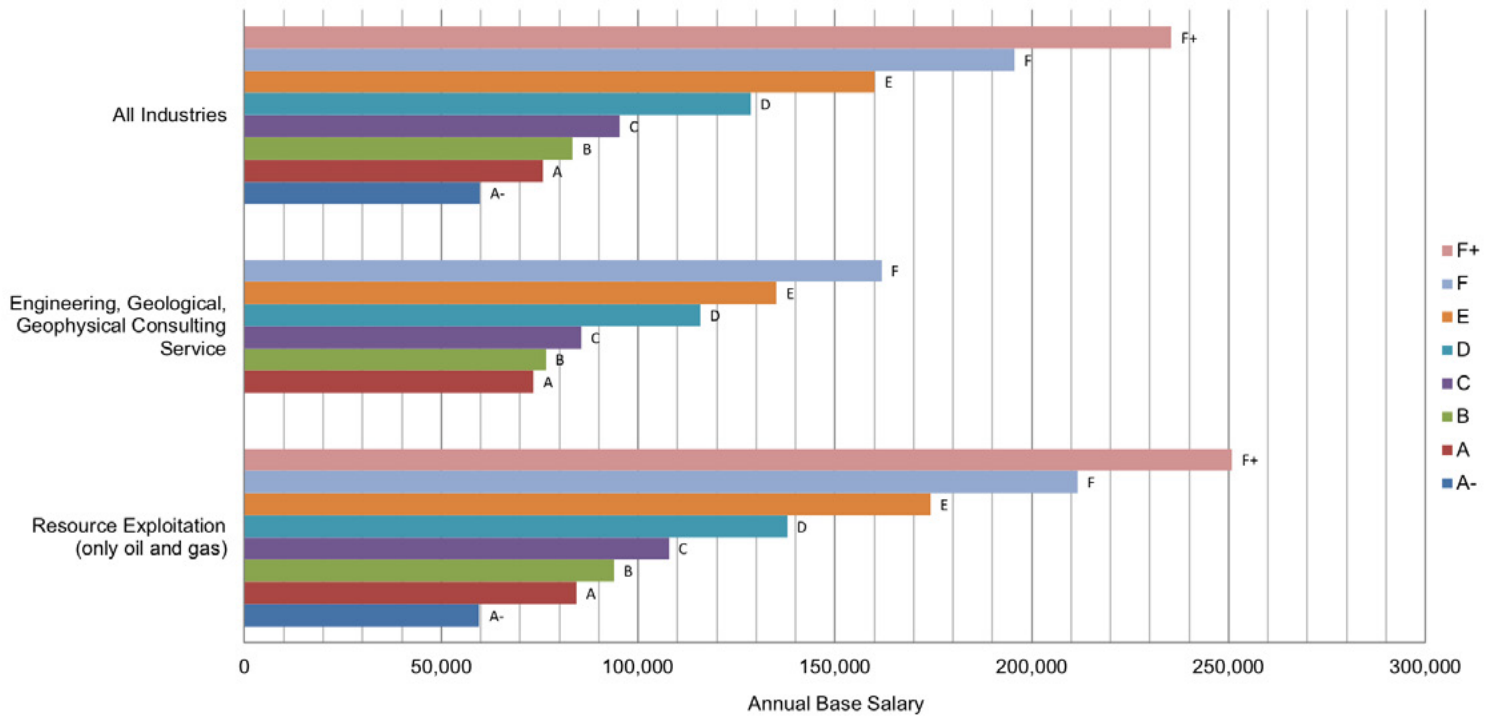
Geoscience
Annual Base Salary by Gender and Responsibility Level



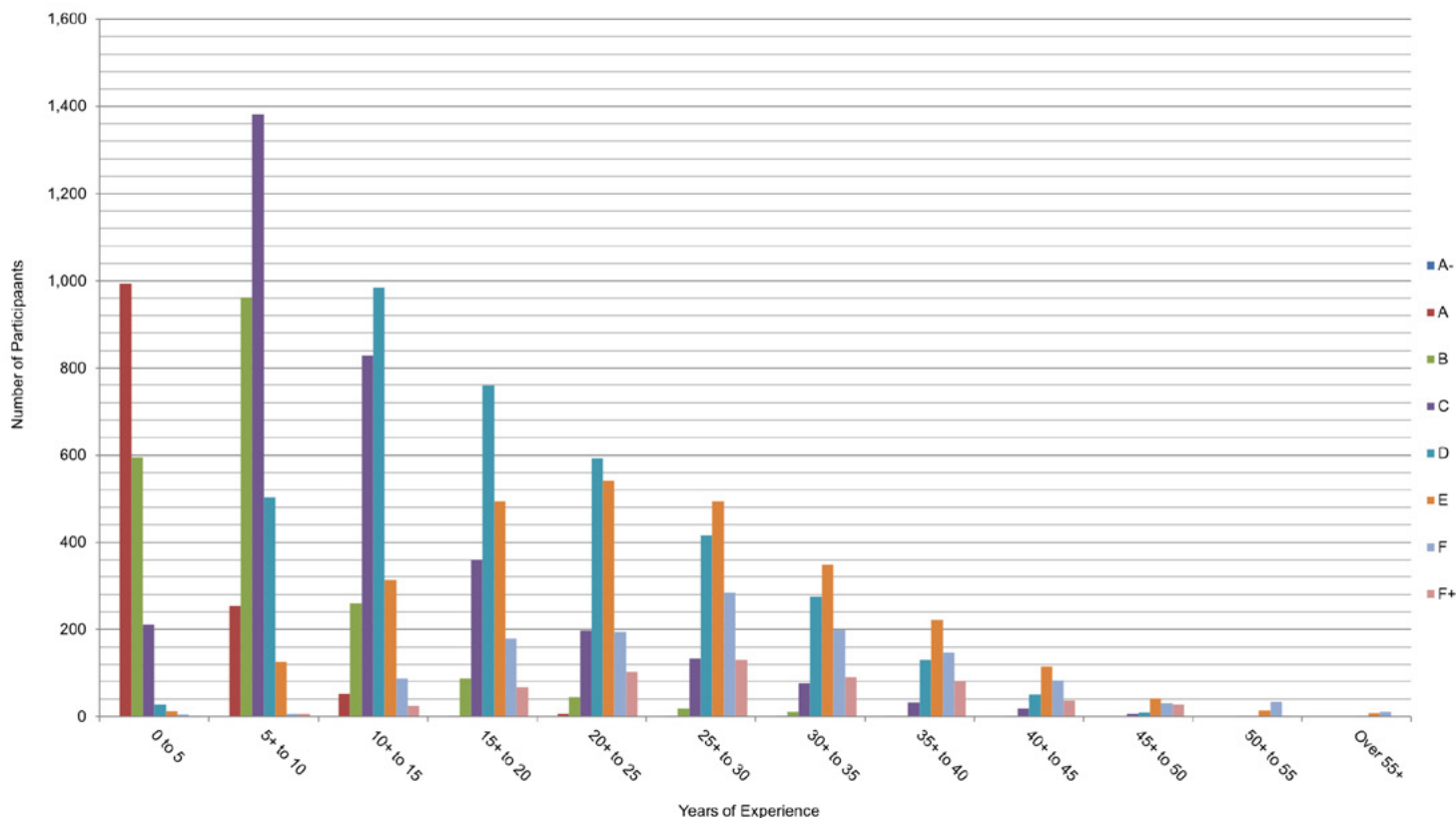
Engineering Annual Base Salary – Comparison Across Industry



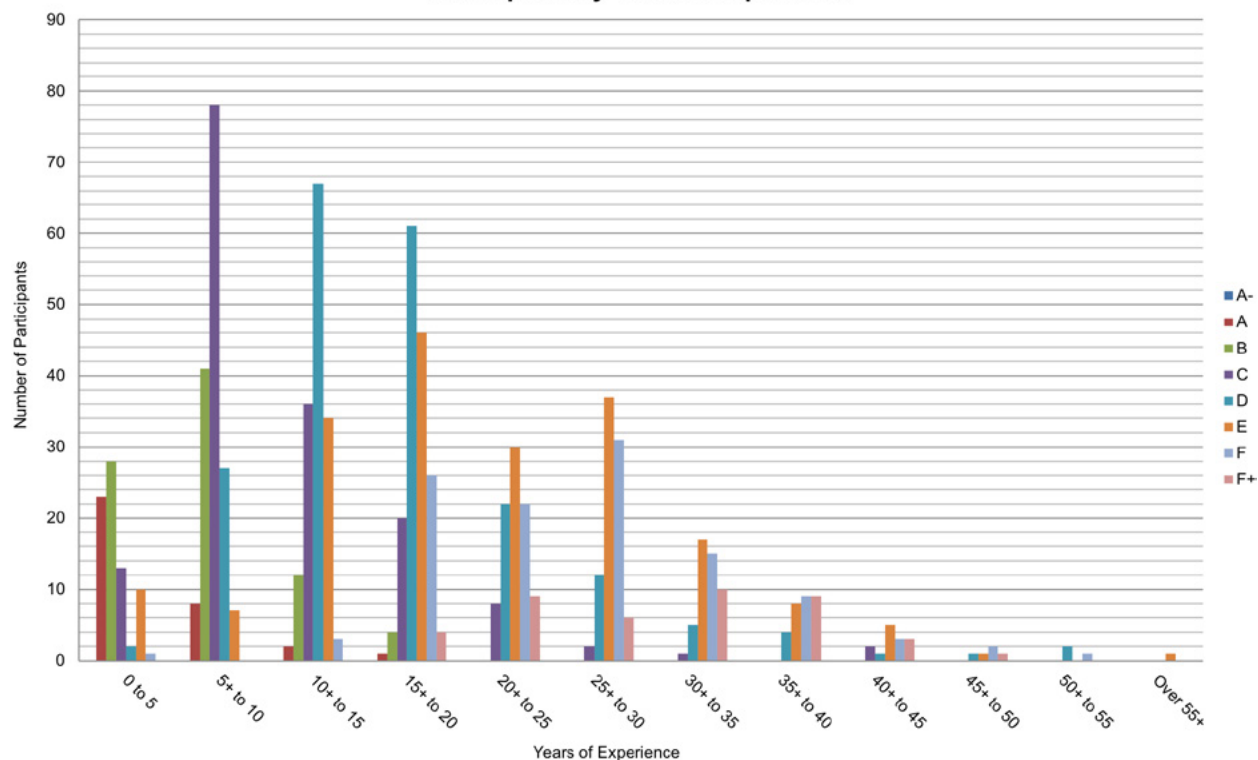
Geoscience Annual Base Salary – Comparison Across Industry



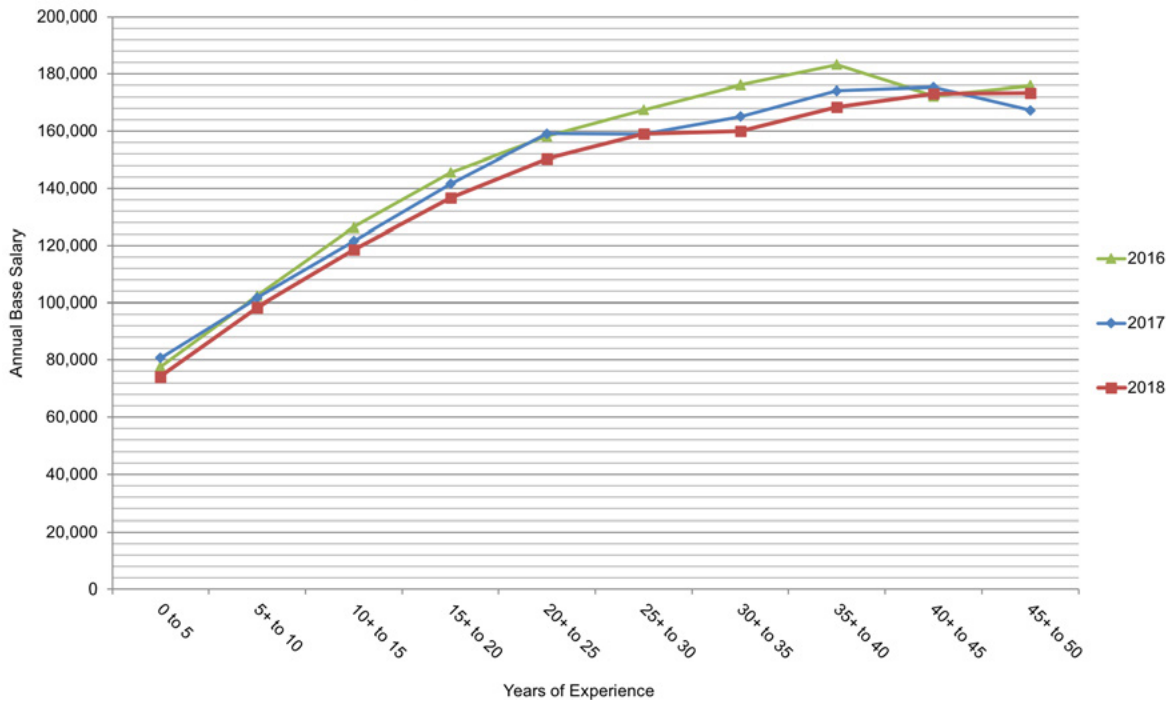
Engineering Participants by Years of Experience



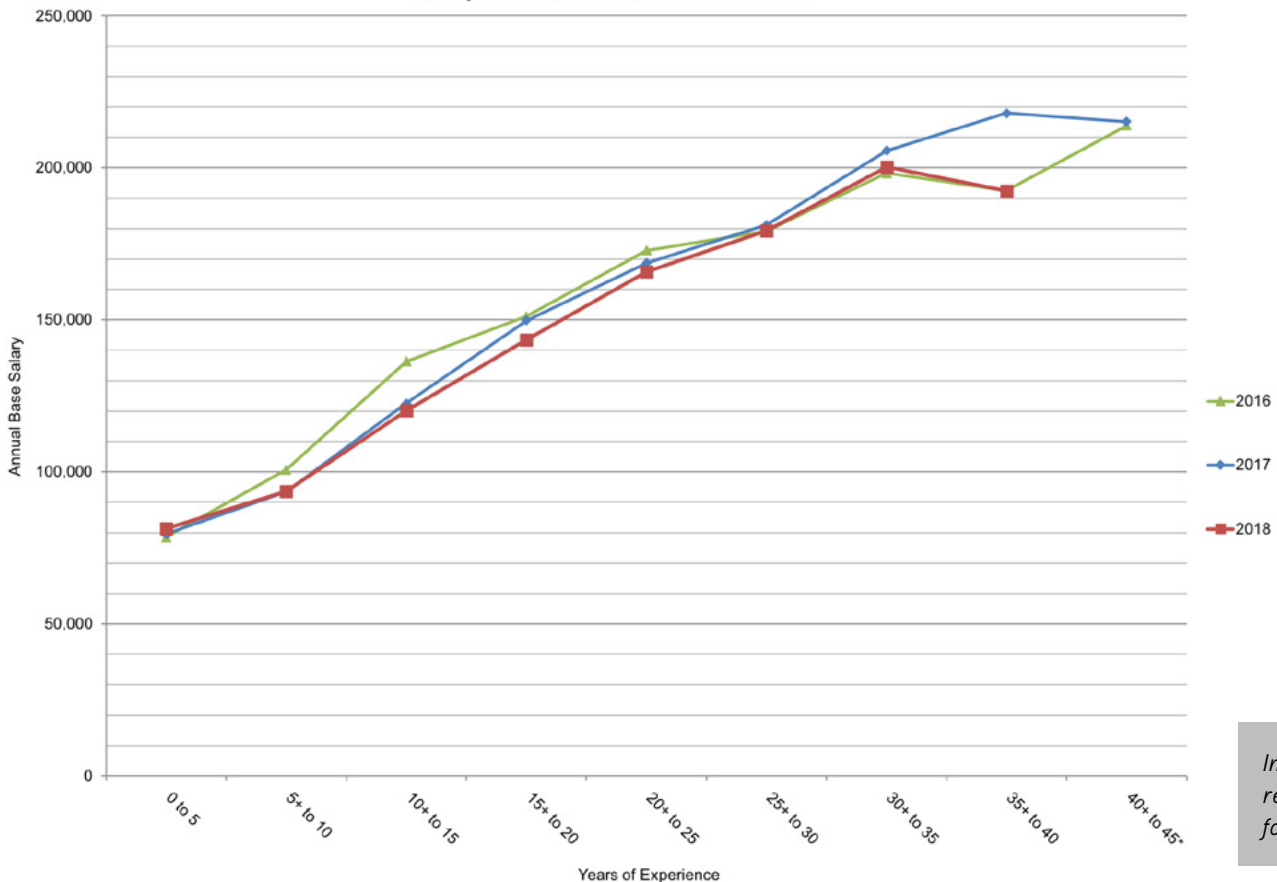
Geoscience Participants by Years of Experience



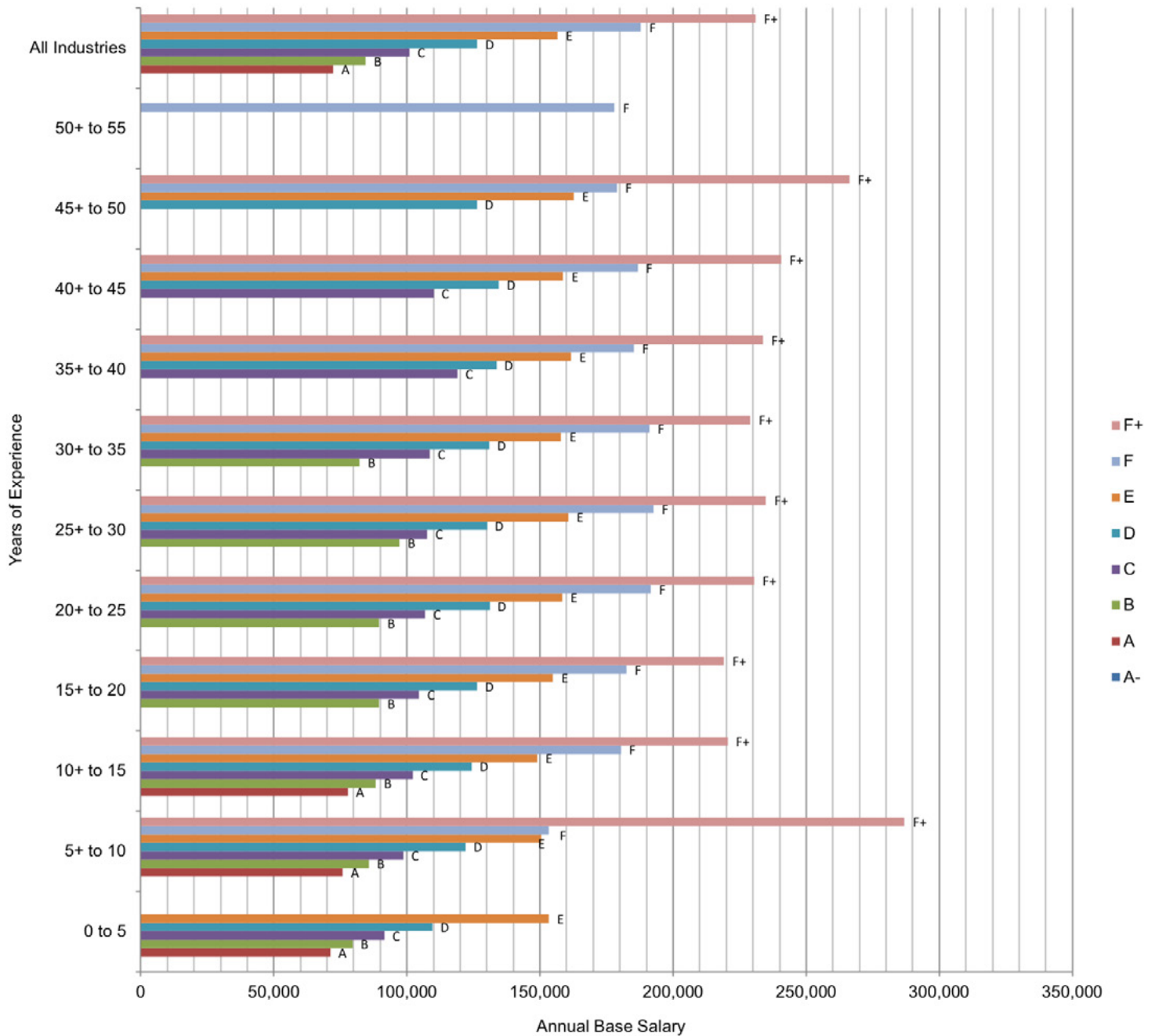
Engineering Annual Base Salary by Years of Experience Comparison of 2016, 2017 and 2018



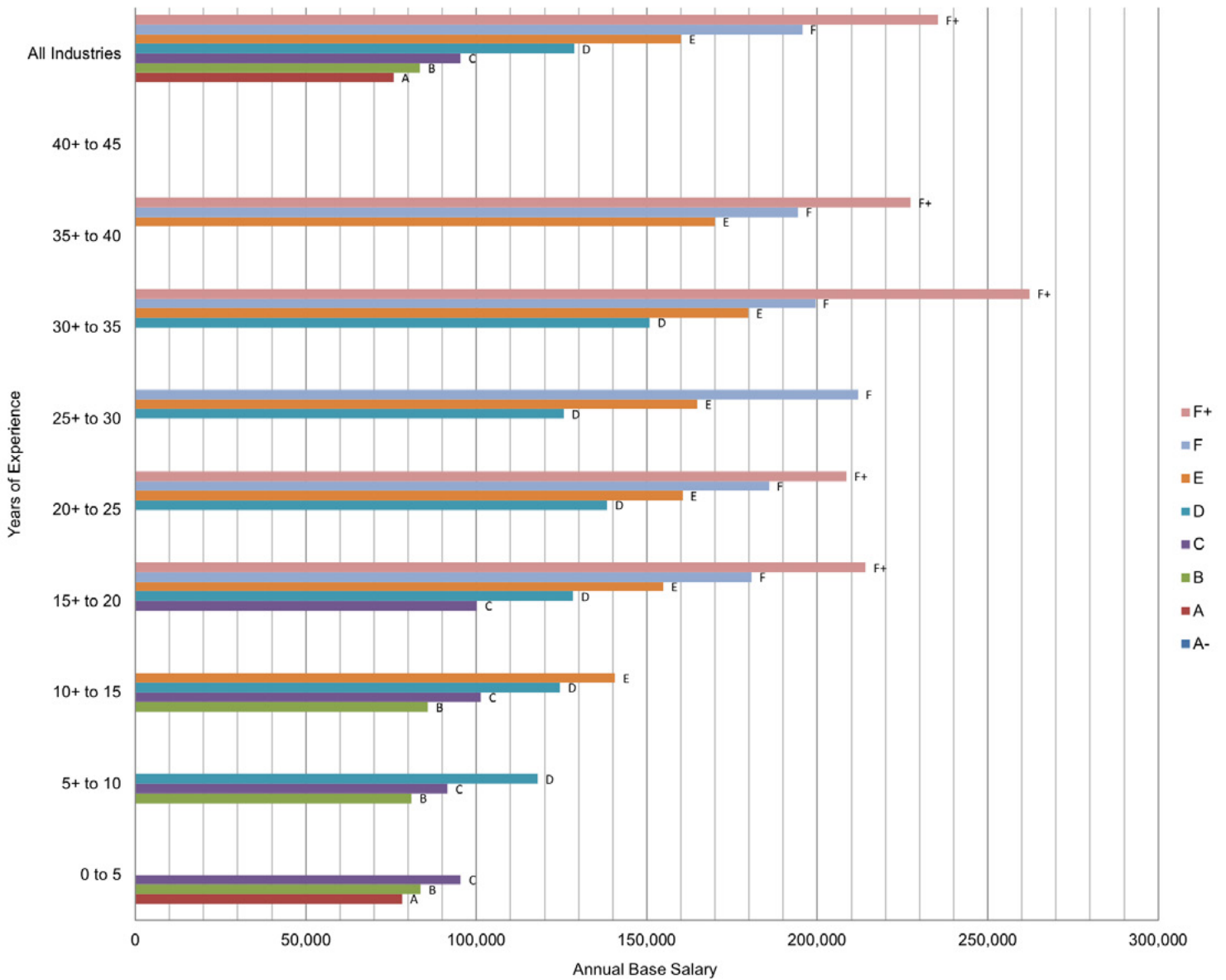
Geoscience Annual Base Salary by Years of Experience Comparison of 2016, 2017 and 2018



Engineering Annual Base Salary by Years of Experience

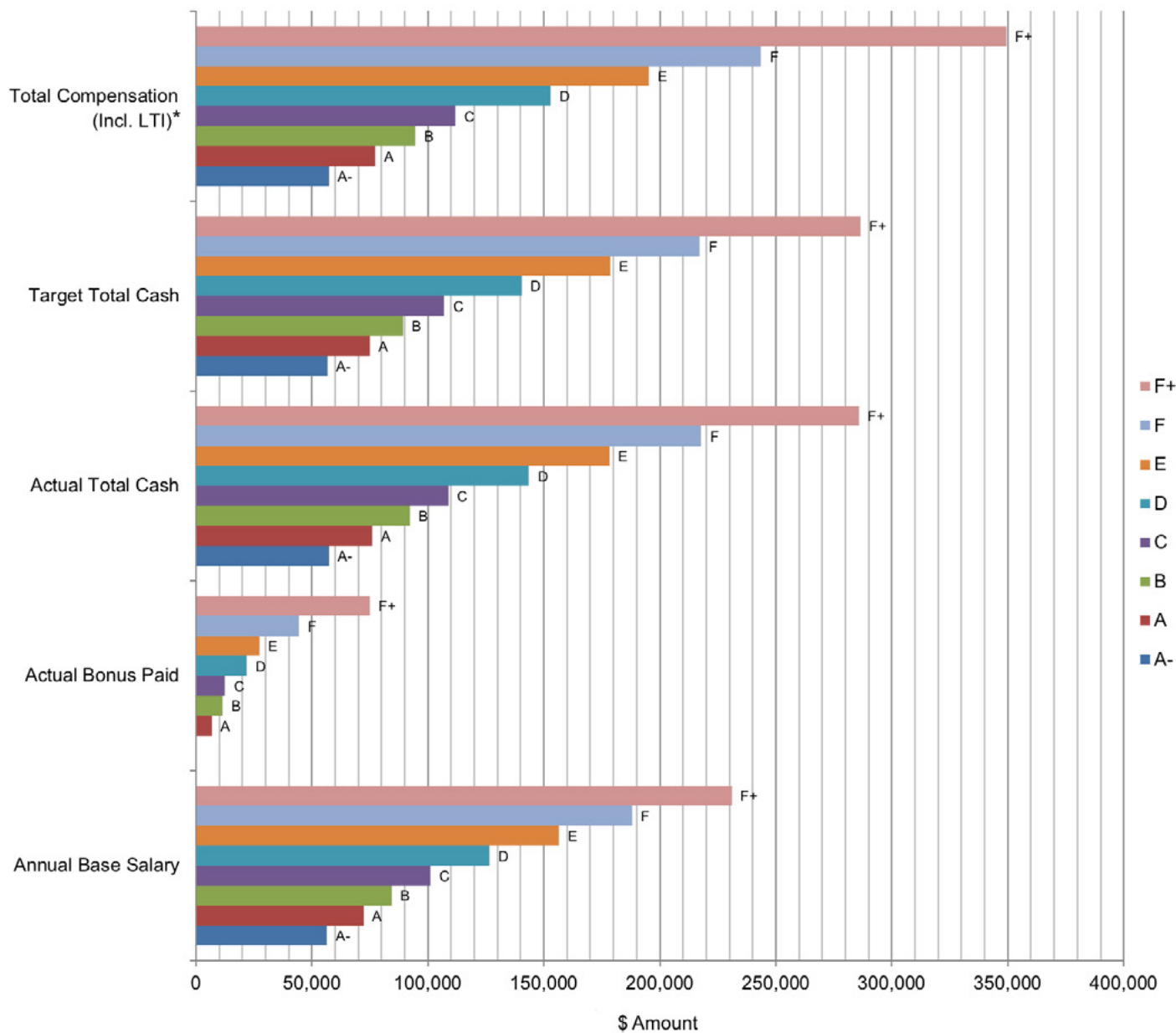


Geoscience Annual Base Salary by Years of Experience



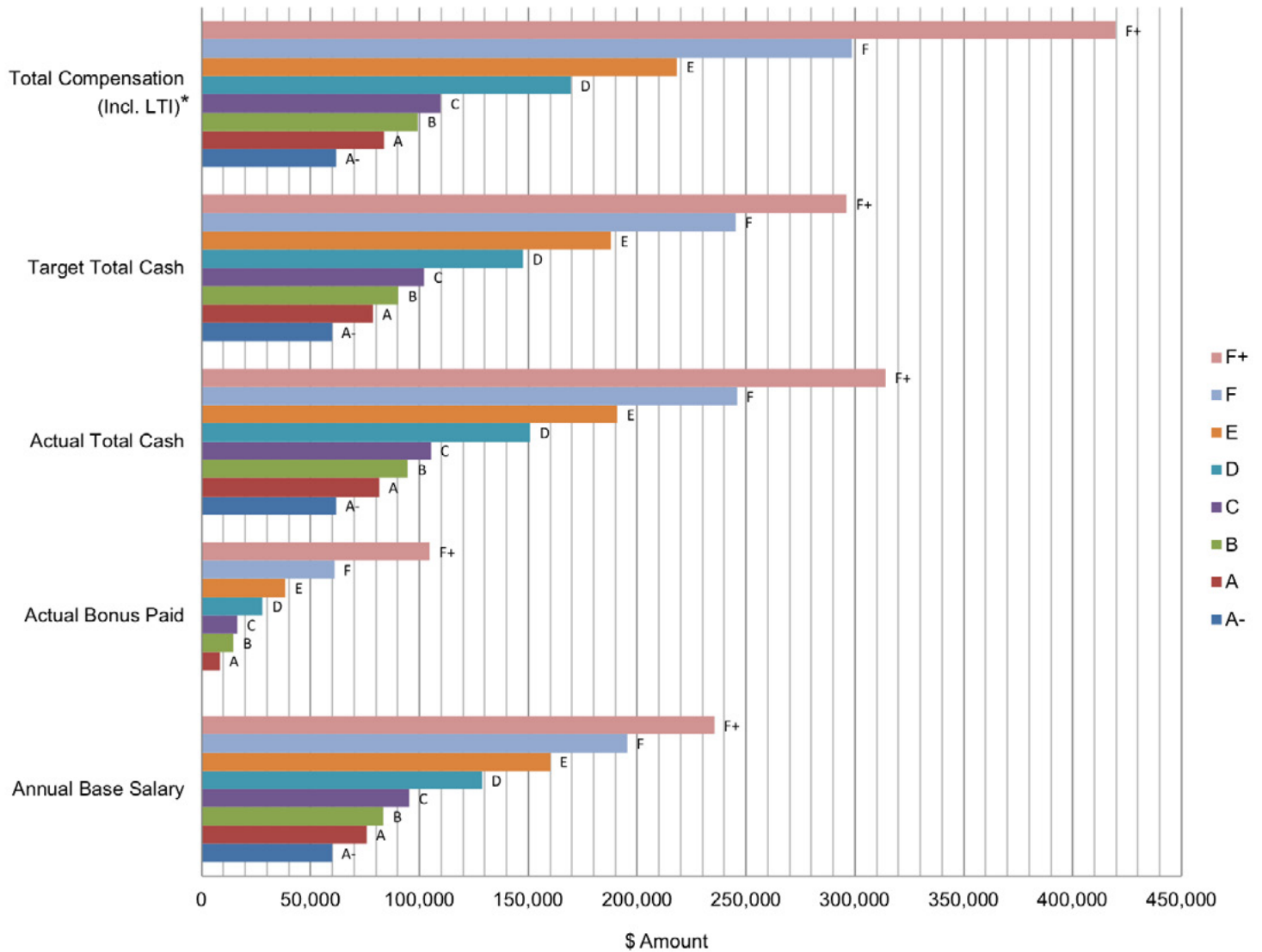
Insufficient data to report for 45+ to 50,
50+ to 55, and Over 55+

Engineering All Industry



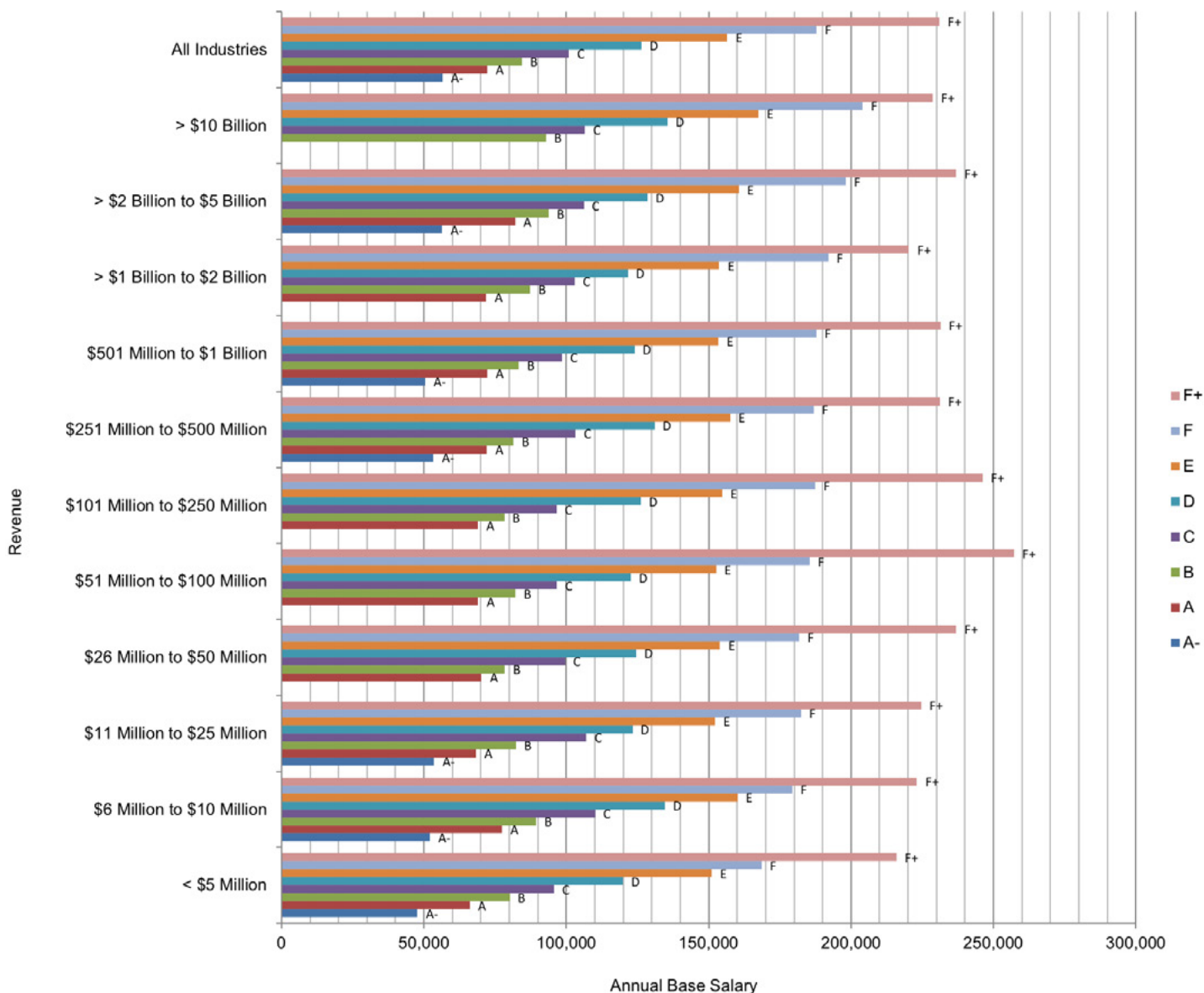
*long-term incentives

Geoscience All Industry

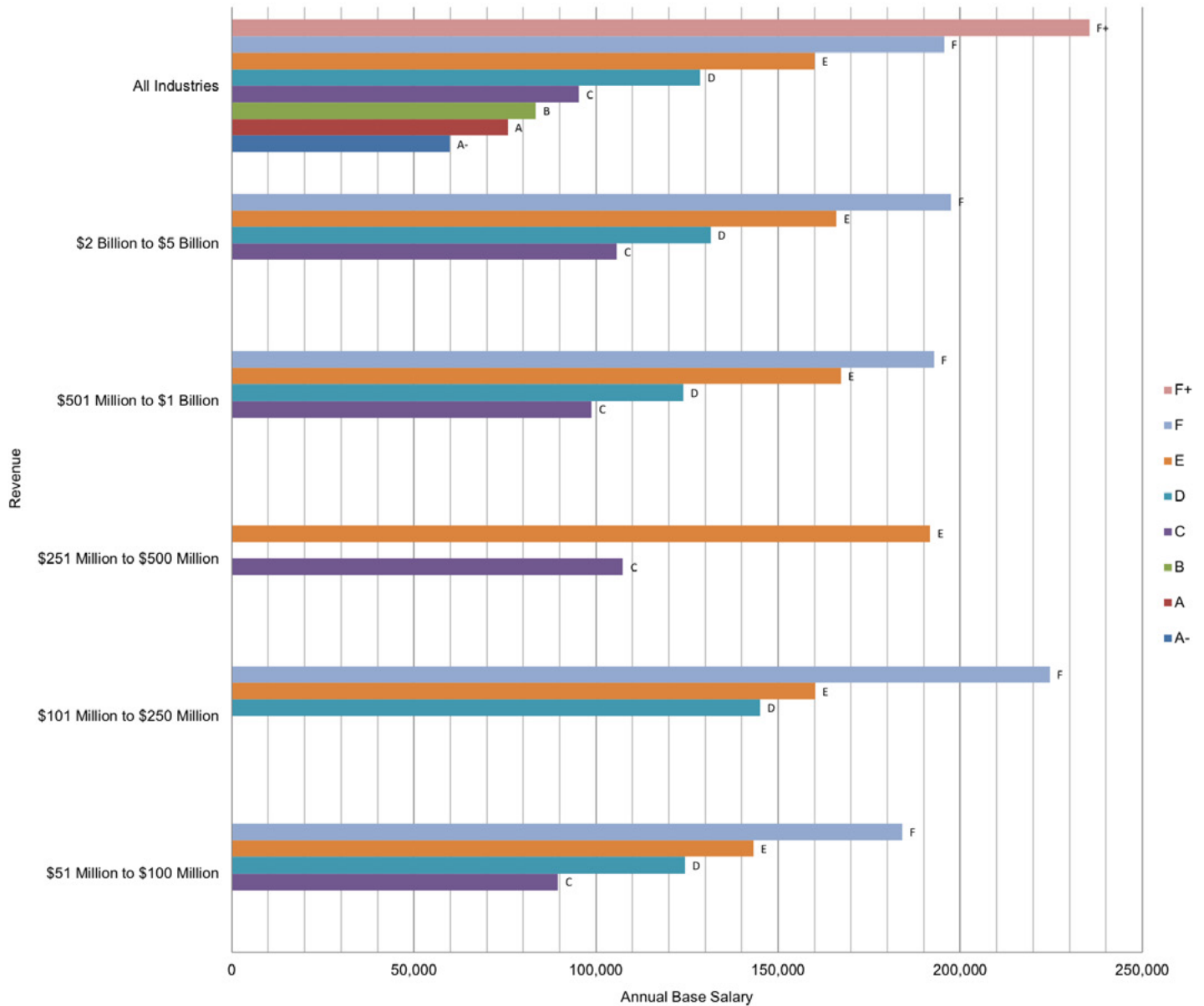


*long-term incentives

Engineering Annual Base Salary by Revenue



Geoscience Annual Base Salary by Revenue



Insufficient data to report for < \$5 Million, \$6 Million to \$10 Million, \$26 Million to \$50 Million, > \$1 Billion to \$2 Billion, > \$2 Billion to \$5 Billion, > \$5 Billion to \$10 Billion, and > \$10 Billion.