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 May, we contacted Permit Holders to encourage them to participate. We engaged Aon Hewitt to administer and conduct the salary and benefits survey, and also to compile the resulting data for publication.

The more employer participants and employment positions represented, the better the data.

We’re therefore pleased with the level of participation this year, which is up 38 per cent from 2016. 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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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

- **2015**: 156
- **2016**: 177
- **2017**: 246

### Total Personnel Represented

- **2015**: 13,464 (increase of 4.8%)
- **2016**: 14,105 (increase of 4.7%)
- **2017**: 14,766

### Engineering & Geoscience Personnel Represented, Percentage of Total

- **2015**: 6.8% Geo., 93.2% Eng.
- **2016**: 6.3% Geo., 93.7% Eng.
- **2017**: 6.3% Geo., 93.7% Eng.

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**Year-to-Year Employer Participation**

2017: Increase of 39%

13.5% increase in 2016
**HOW TO USE RESULTS**

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

**Step 2:** Determine 2017 cash compensation results based on your responsibility level

**Step 3:** Review predicted salary increases reported by Permit Holders

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

**NOTES ABOUT SURVEY METHODS**

- APEGA engaged Aon Hewitt to administer and conduct the 2017 *Value of Professional Services* salary survey.

- Invitations to participate in the survey were distributed to APEGA Permit Holders in May. Permit Holders that participated in the 2016 survey received a 2017 questionnaire with some fields prepopulated, simplifying the process.

- Results were gathered and compiled by Aon Hewitt 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.

- Rather than being company weighted, compensation results this year are incumbent weighted using sample dominance. However, differences related to the methodology change between this year’s data and past years’ data are not statistically relevant. The decrease in compensation for engineers and geoscientists in 2017 accurately reflects ongoing economic conditions and organizations’ responses to them.

**JOB CLASSIFICATION FLOWCHART**

**BY LEVEL OF RESPONSIBILITY**

- **F+** Senior+ Management Engineer/Geoscientist
  - Authority over companies, often responsible for policy framework, approval of projects having wide public impact costing a significant amount of money.

- **F+** Senior+ Specialist Engineer/Geoscientist
  - Internationally recognized authority in a field of major importance and generally exercises authority over a group of highly qualified professionals engaged in complex applications.

- **F** Senior Management Engineer/Geoscientist
  - Authority over several interrelated professional groups in different fields, each field under a management eng./geo.

- **F** Senior Specialist Engineer/Geoscientist
  - Recognized authority in a field of major importance and generally exercises authority over a group of highly qualified professionals engaged in complex applications.

- **E** Management Engineer/Geoscientist
  - Authority over supervisory eng./geo. or a large group containing both professionals and other staff.

- **E** Advanced Specialist Engineer/Geoscientist
  - In addition to second level specialization, may have authority over a group of highly qualified professionals.

- **D** Supervisory Engineer/Geoscientist
  - First level of direct supervision over other eng./geo.

- **D** Specialist Engineer/Geoscientist
  - First level of full specialization in complex applications (e.g., research, design, sales).

- **C** Project Engineer/Geoscientist
  - Independently produces responsible and varied assignments. Minimal supervision. May give guidance, but not direct supervision to other eng./geo.

- **B** Assistant Project Engineer/Geoscientist
  - Assignments of limited scope and complexity. Work supervised in detail. May give guidance to M.I.T., technicians, technologists, etc.

- **A** Member-in-Training
  - On-the-job training assignments.

- **A⁻** Co-op/Intern Student
  - On-the-job training assignments.

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This flowchart offers an overview of responsibility levels. To determine your responsibility level more accurately, please see the detailed methodology, available now on apega.ca.
Predictions

Salary Predictions for Following Year*

- **2015**
  - 57% Increase
  - 31% Freeze
  - 12% No Prediction

- **2016**
  - 57% Increase
  - 36% Freeze
  - 7% No Prediction

- **2017**
  - 59% Increase
  - 30% Freeze
  - 11% No Prediction

Salary Increase Amounts

- **2015**
  - Average increase: 3%
  - 10% 1.5%

- **2016**
  - Average increase: 2.6%
  - 5% 1%

- **2017**
  - Average increase: 2.9%
  - 10% 1%

Staffing Level Predictions for Next 12 Months*

- **2015**
  - 48% Maintain
  - 45% Increase
  - 6% Reduce

- **2016**
  - 63% Maintain
  - 31% Increase
  - 6% Reduce

- **2017**
  - 49% Maintain
  - 47% Increase
  - 4% Reduce

*Respondents as Percentage of Employer Participants
†Due to rounding, total does not equal 100%.
GENDER PROGRESS

- Females in geoscience continue to represent more than a quarter (28 per cent) of the total geoscience sample. Results show that salaries for female geoscientists are nearly equal to those of their male counterparts (99.5 per cent).
- Engineering base salary results show a difference of 2.5 per cent between male and female average base salaries in 2017.

ALBERTA RECOVERY BEGINS

Alberta has started to emerge from its worst recession in more than three decades, caused by the steepest and most prolonged oil price shock in Canadian history. The Alberta economy is on the road to recovery, says the Province of Alberta’s Fiscal Plan, Economic Outlook (March 2017). Recovery is expected to be moderate.

The outlook presents several factors that continue to support economic growth in the province:
- Oil sands production will continue to expand in the near term, supporting exports
- Fort McMurray is rebuilding after the 2016 wildfire
- Public sector capital spending continues to be strong

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 most robust and representative the data.

Please contact us at salarysurvey@apega.ca to ensure that we send your company the 2018 survey participation package, next May.

For engineers ranging from Levels A- to F+, average base salary has decreased, with the exception of A- and A, although average total compensation has increased, with the exception of C, F, and F+.

For geoscientists, Levels A, E, and F show increases to base salaries, but total compensation decreases across all levels.

See graphs on the following pages.
Engineer – All Industry
Annual Base Salary by Responsibility Level

Responsibility Level

Annual Base Salary

- D50 to D75
- D2S to D50
- Median
- D9S – Top Line
- Average
- D5 – Bottom Line
Geoscience – All Industry
Annual Base Salary by Responsibility Level

Note: Insufficient D5, D25, D50, D75, D95 percentile data for Level A-.
Geoscience – All Industry
Total Compensation (Incl. Long-Term Incentives) by Responsibility Level

Note: Insufficient D5, D25, D50, D75, D95 percentile data for Level A-. 
In calculating Years of Experience Since Graduation, it is assumed that an individual enters the workforce immediately upon completion of his or her 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 an individual’s level of expertise/specialization, individual performance, and overall contribution within a company.

Responsibility level A- has been omitted in these charts, as this level falls outside of the defined parameters for Years of Experience Since Graduation.
This is a summary version only of the *Value of Professional Services*. Please be sure to pick up your own full version* for more detailed standard survey results, plus information on:

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

*Available now on apega.ca