

# 2024 Salary and Compensation Survey Engineers/Geoscientists Members



## Engineers Geoscientists Manitoba

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# Key Findings



# Key Findings

## Profile of Respondents

- More than three-quarters of respondents identify as male.
- The average age of those participating in the survey is 39 years, rising to 53 among Advanced Level engineers.
- One in five were born outside of Canada, rising to one-third of Entry Level engineers.
- Four in five say their principal work location is Winnipeg.
- Slightly more than one in ten changed employers in 2023.
- Virtually all work full-time.
- Overall, engineers/geoscientists have practiced an average of 14 years. Canadian experience averaged 12 years while experience gained outside of this country averaged eight years.
- Most respondents were engineers. Only a handful identified as geoscientists.
- Around one in ten belong to a union, particularly those working in the public sector.

## Employment Dimensions

- Overall, nearly three-quarters are employed by private companies, particularly Entry Level engineers (82%). Crown Corporations employ 15 per cent of the Intermediate and Advanced engineers participating in the research.
- More than one in ten are employed in Consulting (23%), Utilities (16%) or Manufacturing (13%) with the rest employed in a wide variety of industries.
- Design (30%), Project Management (20%) and Management (17%) 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 38.47 hours with most typically working slightly more on average (41.37 hrs.).
- Seven in ten worked remotely or hybrid-ly in 2023. This was most common among Junior and Intermediate Level engineers as well as women. Among hybrid workers, around one-third of work was remote with two-thirds done in the office.

# Key Findings (cont'd)

## Industry Sectors and Job Functions with Highest and Lowest Mean Base Salary

- Overall, the industry sectors with the highest mean base salaries this sounding are Telecommunications (\$135,125), Transportation Equipment (\$128,349) and Metals-Fabricating (\$123,800).
- The sectors with the lowest mean base salaries include Agricultural/Equipment (\$87,743) and Biomedical (\$88,980).
- The job functions with the highest mean base salaries include Management (\$135,309), Teaching \$134,508) and Administrative Services (\$132,020).
- The lowest paid job functions include Quality Assurance (\$75,809) and Computer Services (\$89,192).

## Overtime Compensation

- One-third continue to not receive any compensation for working overtime, particularly Advanced Level engineers (48% do not receive overtime remuneration). One-third overall receive a combination of pay and time off for working overtime, particularly those working in the public sector (45%).



# Key Findings (cont'd)

## Satisfaction with Remuneration

- Overall, satisfaction with remuneration remains quite stable. Seven in ten are satisfied with their level of remuneration (71% vs. 72% satisfied as reported in 2023) although high levels of satisfaction do not reach 50 per cent.
- Those working in the private sector were more satisfied with their remuneration overall, compared to those working in the public sector (73% vs. 65%).
- Satisfaction is correlated with the levels of experience held by engineers. Entry Level engineers are less satisfied than other levels (63% satisfied among Entry Level vs. 72% among Junior Level and 75% among Intermediate and Advanced Level engineers).

## Salary Increases

- Salary increases were slightly lower in 2023. Overall, four in five received at least one salary adjustment in 2023 that included a net salary percentage increase of 6.3% (down from 7.1% reported for 2022). Entry Level and Junior Level engineers received the highest salary increases among their cohorts.
- Those working in the private sector received a higher salary increase than those in the public sector (6.9% vs. 4.8%).
- Two-thirds received their increase based on merit with one in five receiving a cost-of-living increase.
- A very small number experienced a decrease in salary, mostly due to changing employers.

# Key Findings (cont'd)

## Full-Time Remuneration

- The average base salary plus bonuses, overtime and other financial compensation (including commissions) for full-time engineers/geoscientists is \$114,936.61, with the median total salary of \$105,602. Note this year overtime and other monetary compensation such as commissions are included.
  - Entry Level: \$78,164.70 (with a base salary of \$73,611.63 and a median salary of \$74,000).
  - Junior Level: \$98,931.36 (with a base salary of \$91,672.05 and a median salary of \$95,250).
  - Intermediate Level: \$123,653.19 (with a base salary of \$112,967.12 and a median salary of \$120,000).
  - Advanced Level: \$157,433.37 (with a base salary of \$138,237.56 and a median salary of \$141,000).
- Those working hourly earned an average of \$50.72, rising to \$64.13 per hour among Advanced Level engineers.
- Overall, those working in the private and public sectors earned approximately the same amount of gross salary (\$115,471.87 private sector vs. \$114,197.87 public sector), although the average median salary is higher among those working in the public sector compared to their private sector counterparts (\$117,000 vs. \$100,000 respectively). Engineers/Geoscientists working in the education or non-profit sectors, on the other hand, earned slightly less than those in the other sectors (\$109,419.18 gross average salary, with a median salary closer to the private sector at \$97,671.50).
- Gender-wise, men continue to earn around 15 percent more than their female counterparts. Male professionals on average earned \$117,173.02 (gross average salary) compared to a female's gross average salary of \$102,057.72. However, this disparity in salaries is most acute when examining maximum gross salaries paid to men and women. Here, the maximum gross salary of men is double that of women (\$437,000 men vs. \$215,700 for women).



# Key Findings (cont'd)

## Part-Time Remuneration and Working Weeks

- Overall, the average base salary paid to part-time engineers/geoscientists is \$61,228.73. (Note this data is based on a very small sample of 15 respondents.)
- Average base salaries for men and women working part-time mirror the disparity among full-time workers. Men's part-time gross salary is \$64,155.50 vs. \$49,521.67 among women. However, women received double the amount of overtime pay on average than men for their part-time work (\$4,666.67 vs. \$2,701.42).
- Overall, those working part-time averaged 36.53 weeks per year.

## Paid Benefits

- All receive paid vacation time although not all receive paid sick days. Most notably, just slightly more than one in ten Entry Level engineers (15%) and those who work in the private sector (17%) do not receive paid sick days.
- Overall, engineers/geoscientists average 18 days of paid vacation a year (rising to 22 days 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 benefits paid by their employer.
- More than one-half share the costs of a pension plan and RRSPs, while a majority (67%) 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. Two in five were unsure if their employer offered maternity/adoption leave.
- A majority of employers pay for professional development courses including continuing education (52%) and job training (79%).
- In terms of professional dues, 79 per cent had their professional dues paid by their employer and 58 per cent had technical society dues paid by their employers.

# Key Findings (cont'd)

## Benefits Offered by Employers

- Around one-quarter of engineers (especially those working in the private sector) are offered additional financial benefits including profit sharing (24%), a savings plan (29%), a productivity incentive (15%) or a corporate share dividend (13%).
- Flexible work hours (77%) and leaves of absence (57%) are offered by a majority of employers, although job sharing was less apparent (9%).
- Vehicles (8%) and vehicle allowances (17%) are provided by far fewer employers, although four in 10 have paid parking provided. One-quarter of those who work in the public sector have a vehicle allowance offered by their employers.
- Cell phone reimbursement was paid by three in five employers with far fewer Entry Level engineers having this benefit provided, compared to Advanced Level engineers (40% vs. 71%).
- For engineers/geoscientists who are parents, parental leave is offered by around one-half of employers (51%) while daycare is offered by only 1% of employers (rising to a high of 11% among those in the non-profit/educational sectors). Two-thirds of those who work in the public sector and women have parental leave offered through their employer.
- Liability insurance is a benefit provided by one-third of employers. Advanced Level engineers are far more likely to have this benefit as part of their employment package compared to Entry Level engineers (47% vs. 19%).

# Key Findings (cont'd)

## Roles and Responsibilities

This year, a new line of enquiry was included in an effort to determine levels of responsibilities among engineers.

- Three in ten described their duties as being a fully qualified professional, with only four per cent in the “early training” phase and one per cent at the upper end of the duties, describing their role as a CEO.
- One-quarter identified their level of responsibility as making responsible decisions as well as functional decisions while six per cent were at the lowest level – only making routine decisions and three per cent at the upper end – making strategic decisions.
- Forty per cent indicated they work towards objectives to be accomplished independently while one per cent are still working under close supervision and three per cent determine policies, plans and programs.
- Fifteen per cent do not have a supervisor role at all, while a plurality of one-third described themselves as an individual contributor. Senior leaders/executives made up ten per cent of respondents.
- Very few engineers/geoscientists supervise more than 50 others.
- Thirteen per cent regularly/frequently use their professional seal, rising to around two in 10 among more senior level engineers.



# 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 2023. Probe Research Inc. was retained to review and develop the survey, 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 May 28 to June 24, 2024.

A total of 1,223 members completed the survey out of 6,411 eligible candidates, for a response rate of 19%. 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, members, and specified scope of practice licensees, who were eligible while the survey was open with a home and work address in Manitoba. Self-employed engineers/geoscientists are not included in these results.

With a sample of 1,223 eligible engineers/geoscientists, the margin of error is  $\pm 2.37$  percentage points, 19 times out of 20 (finite population correction).

# Experience Level Definitions

Below are the definitions used to describe the four levels of engineers/geoscientists as of December 31, 2023 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 of 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 10-19 years of experience after graduation.

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





# Profile of Respondents



# Profile of Respondents

	Total (N=1,223) (%)	Entry (n=345) (%)	Junior (n=199) (%)	Intermediate (n=388) (%)	Advanced (n=291) (%)
<b>Gender</b>					
Male	78%	75%	75%	79%	83%
Female	21%	24%	25%	21%	16%
Non-binary	<1%	1%	0%	0%	0%
<b>Age</b>					
Under 30 years	19%	57%	20%	0%	0%
30 to 39 years	21%	19%	65%	16%	1%
40 to 49 years	24%	9%	3%	38%	36%
50 + years	16%	2%	0%	4%	61%
<b>Average Age:</b>	<b>39 years</b>	<b>31 years</b>	<b>32 years</b>	<b>39 years</b>	<b>53 years</b>
<b>Other Identity</b>					
Indigenous	4%	5%	3%	4%	5%
Person of Colour	13%	22%	11%	11%	7%
LGBTQIA2S+	3%	4%	3%	3%	1%
Disability	3%	4%	3%	2%	4%
Born outside of Canada	22%	33%	14%	20%	16%
Speak other language	26%	34%	23%	23%	22%

# Profile of Respondents (cont'd)

	Total (N=1,223) (%)	Entry (n=345) (%)	Junior (n=199) (%)	Intermediate (n=388) (%)	Advanced (n=291) (%)
<b>Changed Employers in 2022</b>					
Yes	13%	18%	14%	10%	8%
<b>Principal Location</b>					
Winnipeg	81%	81%	79%	84%	79%
Southern Manitoba	16%	18%	19%	12%	16%
Northern Manitoba	2%	1%	1%	3%	4%
Outside Manitoba	1%	0%	1%	1%	1%
<b>Degree from Canadian University</b>					
Yes	83%	73%	92%	84%	86%
<b>Average Year of Bachelor Degree</b>					
	<b>2009</b>	<b>2017</b>	<b>2016</b>	<b>2009</b>	<b>1995</b>
<b>Additional Education</b>					
None	64%	73%	73%	61%	52%
Masters	19%	15%	19%	19%	24%
Second Bachelor Degree	5%	5%	4%	5%	4%
MBA	3%	0%	1%	5%	6%
PhD	3%	2%	2%	3%	5%
Other	9%	7%	4%	10%	14%

# Profile of Respondents (cont'd)

	Total (N=1,223) (%)	Entry (n=345) (%)	Junior (n=199) (%)	Intermediate (n=388) (%)	Advanced (n=291) (%)
<b>Employment Status</b>					
Full-time	98%	98%	98%	98%	97%
Part-time	1%	1%	0%	1%	2%
Unemployed	<1%	0%	1%	0%	0%
Maternity/paternity leave	<1%	0%	2%	1%	0%
<b>Average Salary (Full-time)</b>					
Base Salary	\$104,501.39	\$73,611.63	\$91,672.05	\$112,967.12	\$138,237.56
Bonus	\$6,593.58	\$2,090.19	\$4,378.23	\$6,269.80	\$13,845.38
Overtime	\$2,133.87	\$1,969.72	\$2,062.28	\$2,368.97	\$2,059.79
Other (commissions, etc.)	\$1,707.77	\$493.16	\$818.79	\$2,047.30	\$3,290.63
<b>Average Hourly Wage*</b>					
Full-time	\$50.72	\$37.95	\$42.87	\$55.93	\$64.13
Part-time**	\$34.83	\$28.19	\$37.04	\$45.14	\$42.70
<b>Paid Vacation</b>					
Average # of days	18	14	16	20	22
<b>Other Compensation</b>					
Profit sharing	24%	24%	27%	24%	24%
Productivity incentive	15%	15%	12%	14%	17%

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

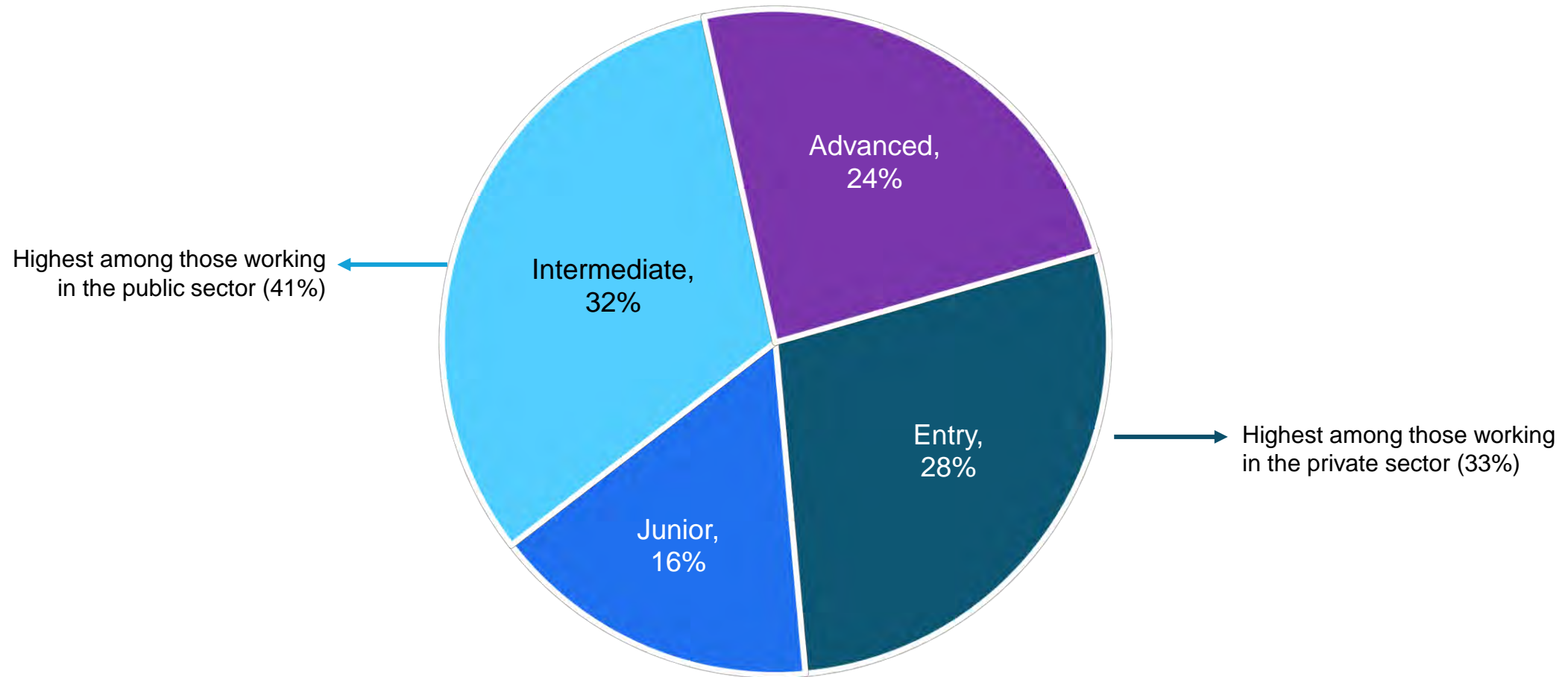
Hourly wage for part-time calculated by base salary/# of weeks worked/ average of typical work week hours reported

\*\*Caution: Very small bases



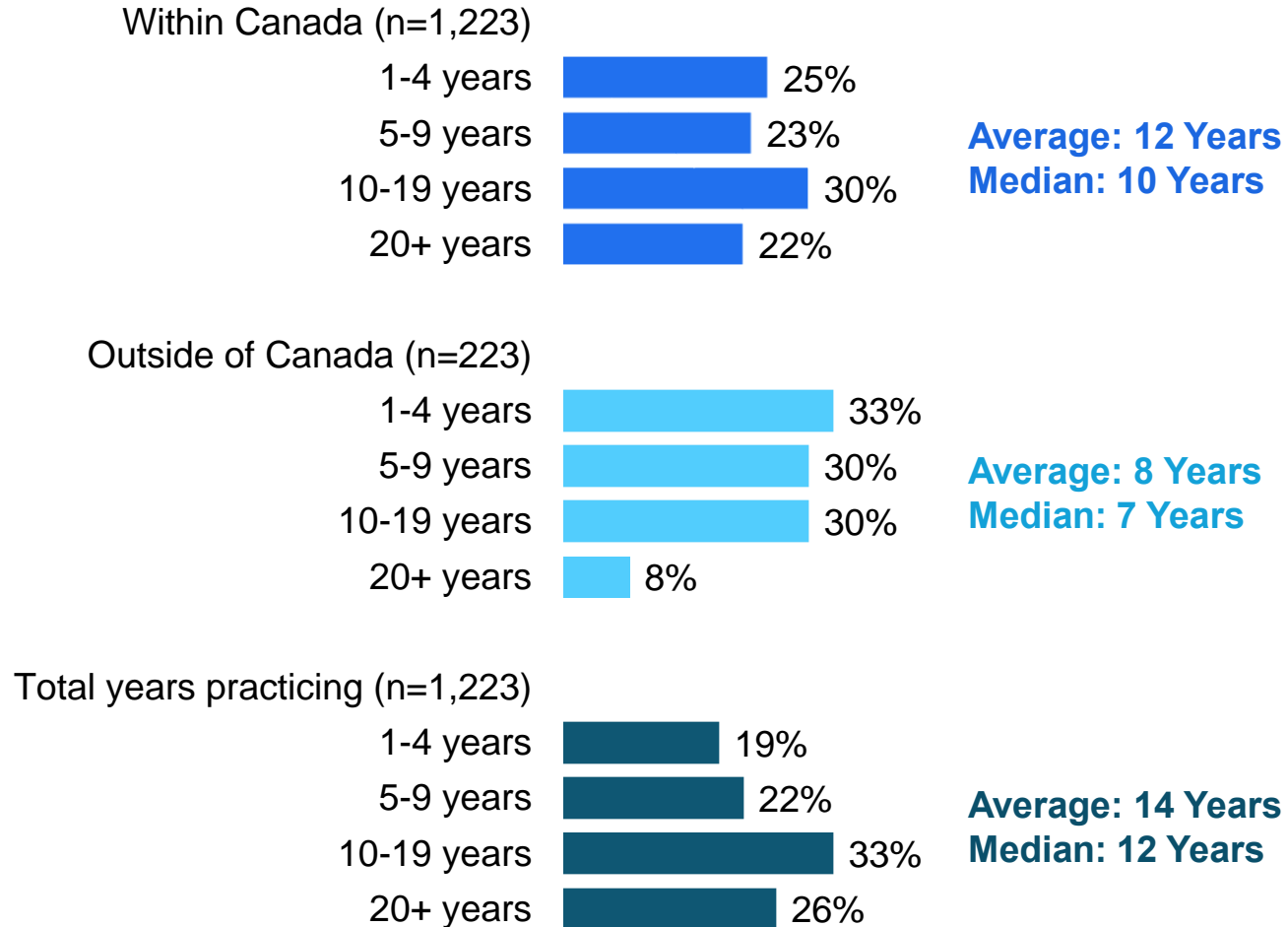
# Level of Experience

Which of the following best describes your level of experience as of December 31, 2023? (Base: All respondents, N=1,223)



# A Breakdown of Years Practicing: Overall

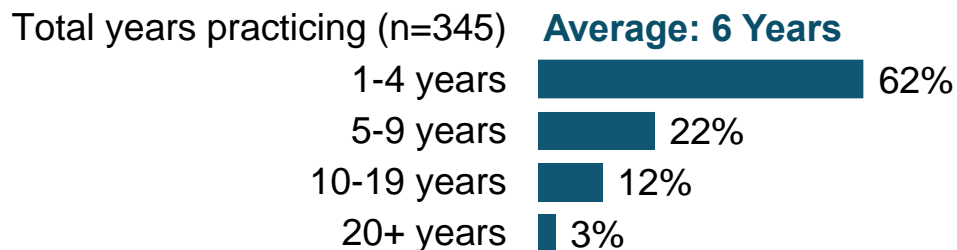
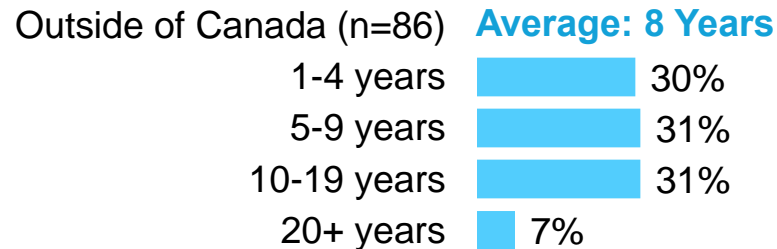
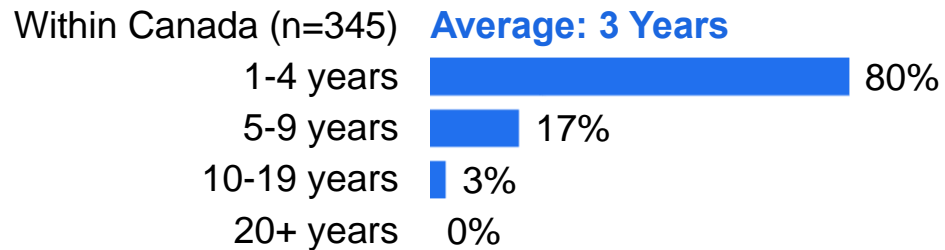
Please provide the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset. (Base: All respondents, N=1,223)



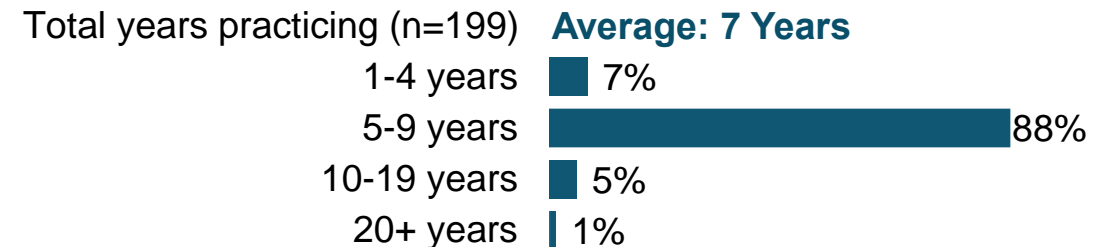
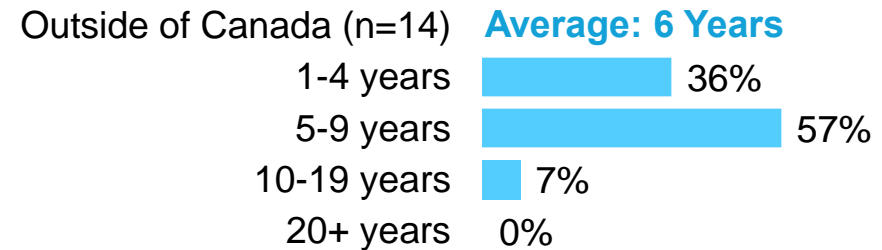
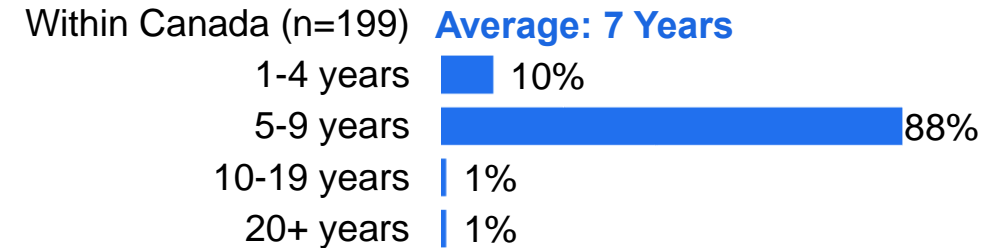
# Years Practicing: By Entry and Junior Levels

Please provide the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset.

## Entry Level



## Junior Level

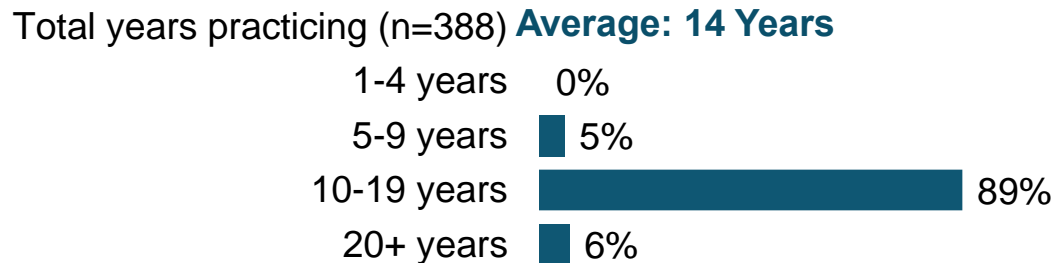
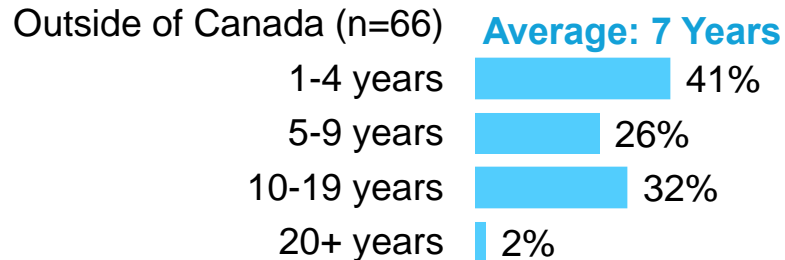
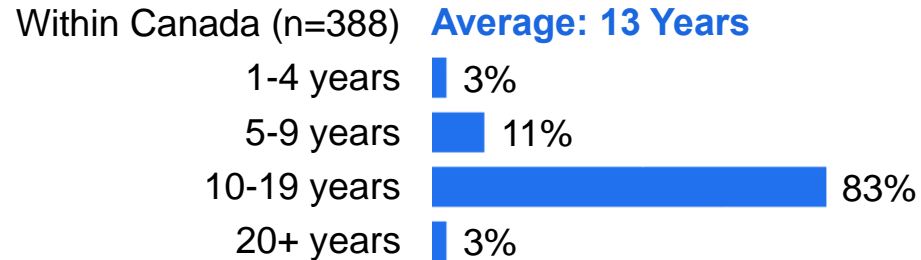




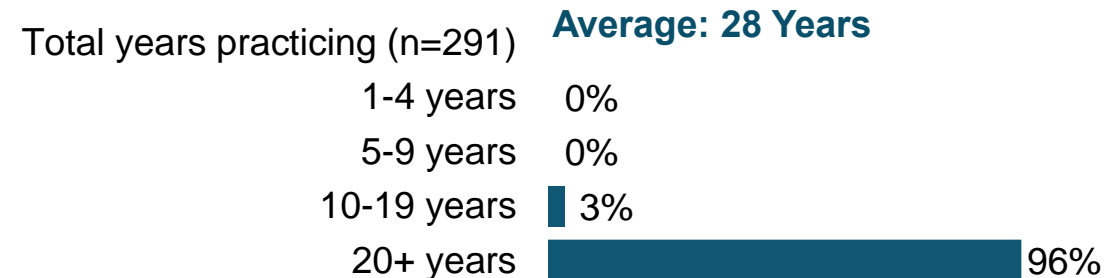
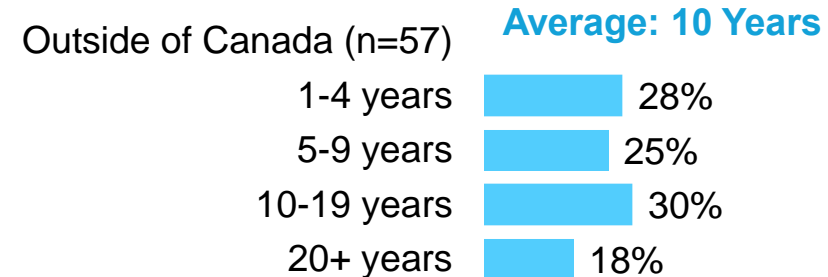
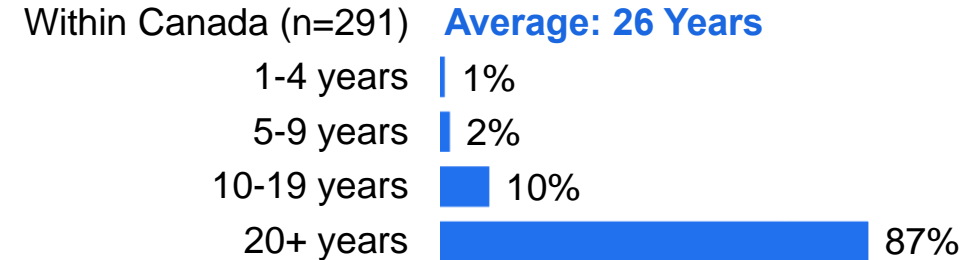
# Years Practicing: By Intermediate and Advanced Levels

Please provide the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset.

## Intermediate Level

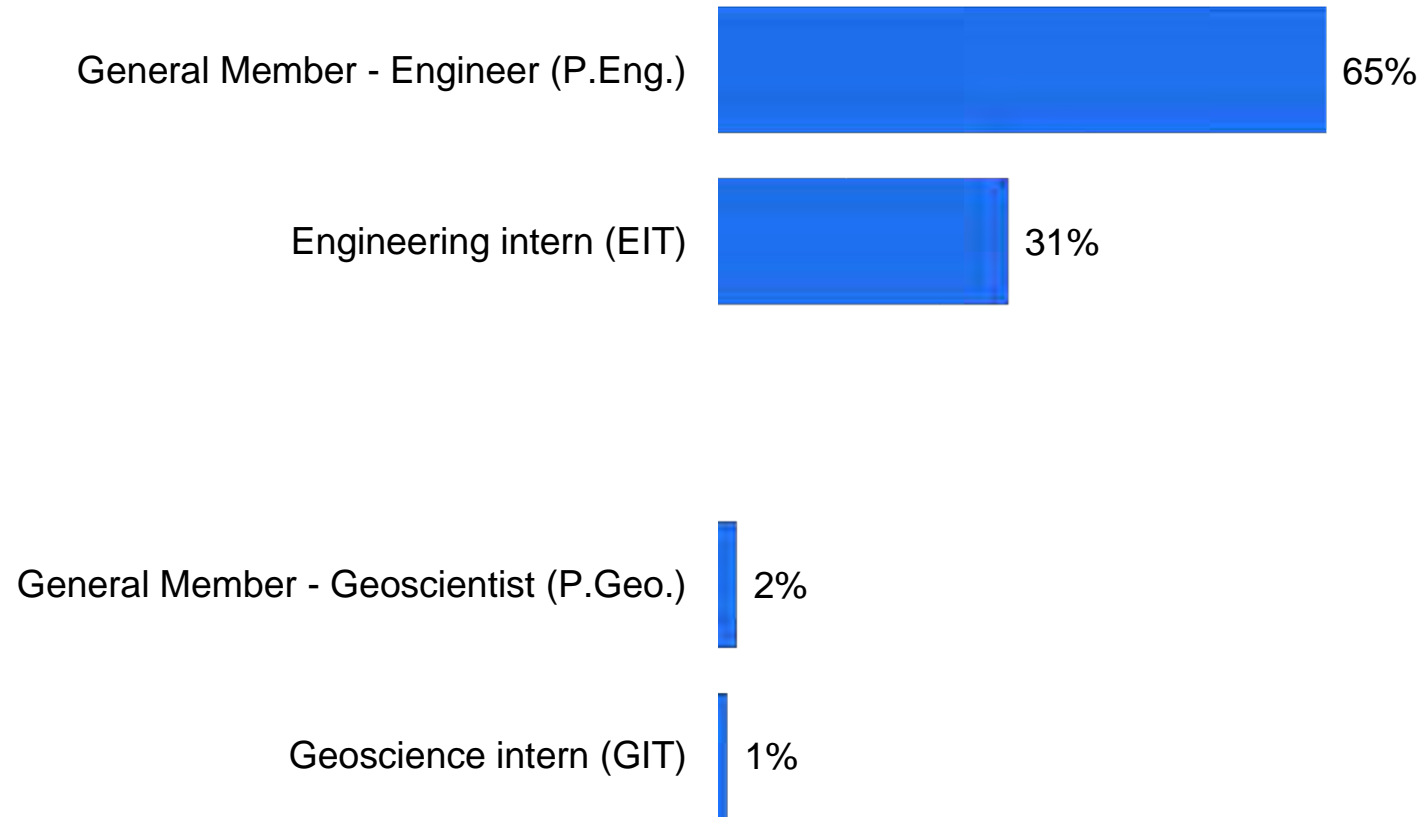


## Advanced Level



# Registration Status

What is your registration status as of December 31, 2023? (Base: All respondents, N=1,223)



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

- Those working in the public sector (78% vs. 59% in the private sector)
- Those practising for 20+ years (89%)

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

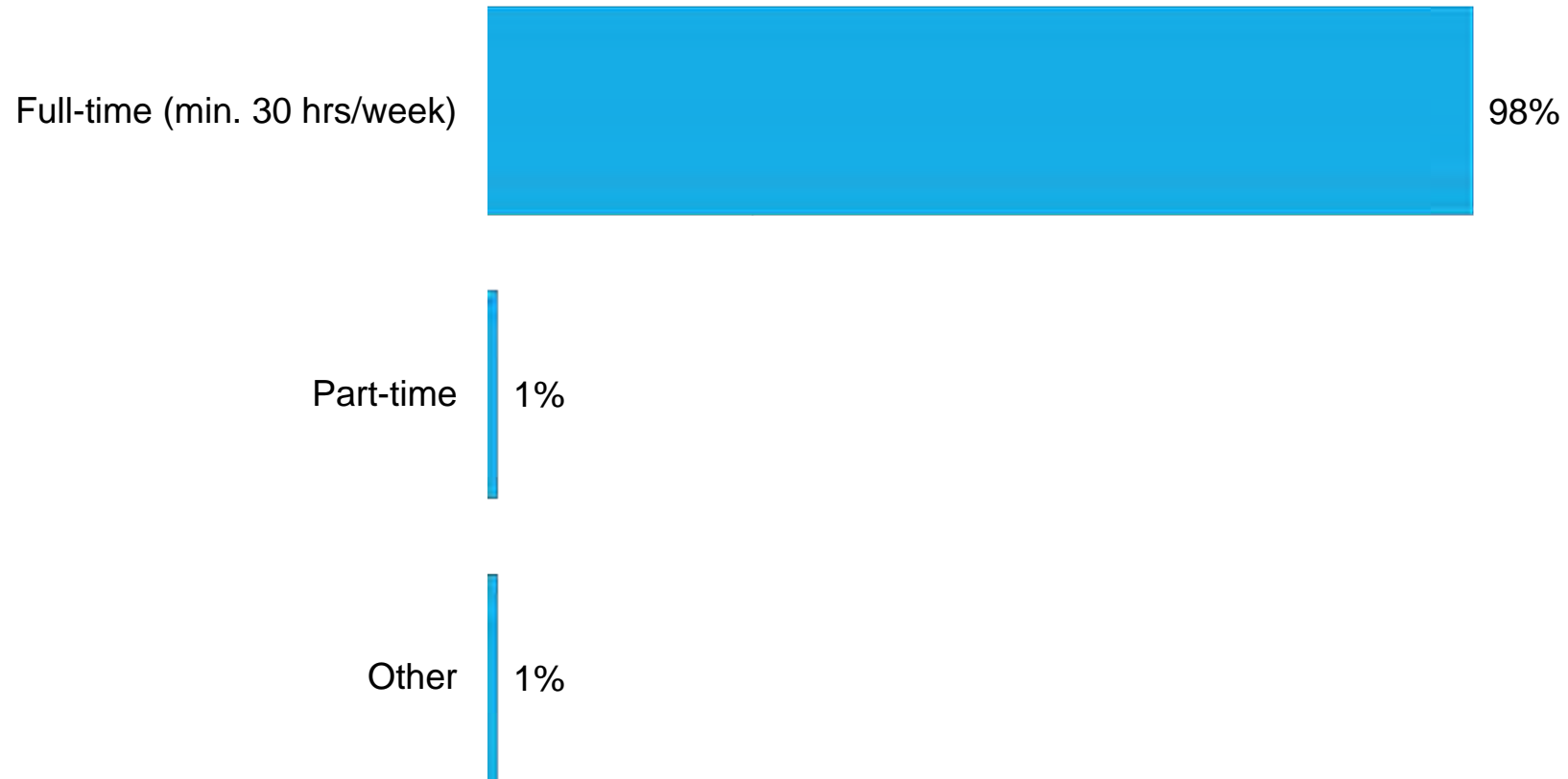
- Those working in the private sector (36% vs. 17% in the public sector)
- Those practicing for 1-4 years (90%)

A photograph of two industrial workers, a man and a woman, wearing white hard hats and high-visibility yellow and blue safety jackets. They are standing in a factory or industrial setting, looking at a laptop computer held by the woman. The man is pointing at the screen. The background is blurred, showing industrial equipment and structures. The entire image has a blue color overlay.

# Employment Dimensions

# Employment Status

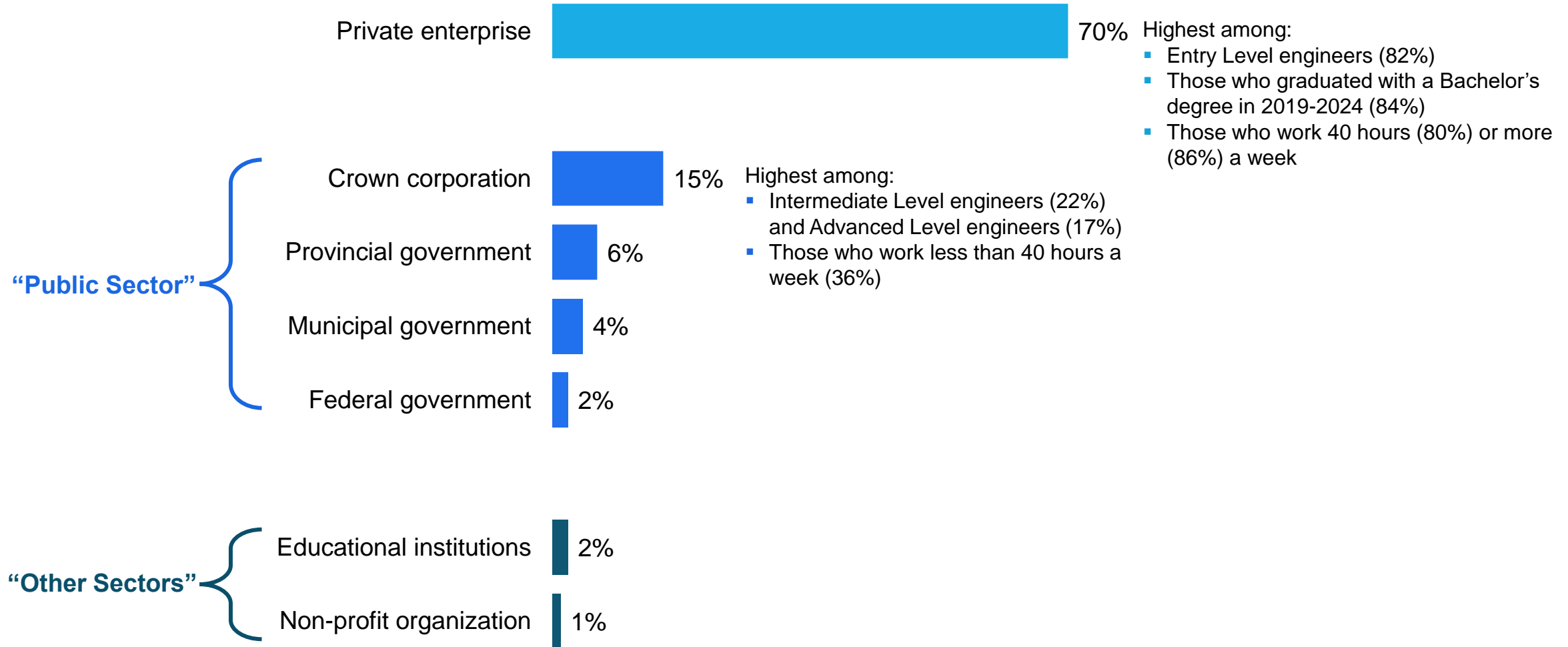
What is your employment status as of December 31, 2023? (Base: All respondents, N=1,223)





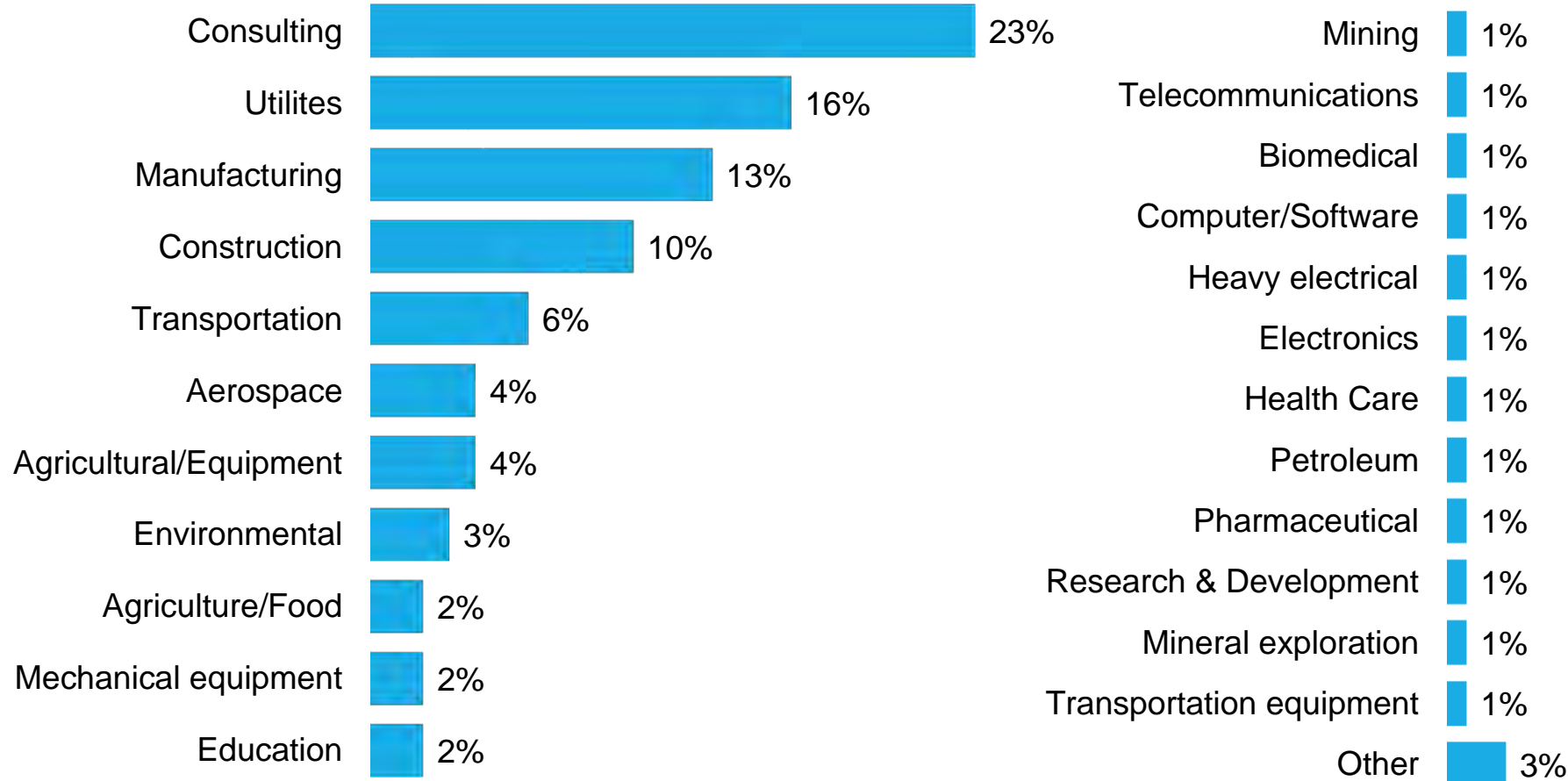
# Primary Employment Sector

Which is your primary employment sector? (Base: All respondents, N=1,223)



# Primary Industry Sector

Which is your industry sector (check all that apply)? And which is your primary industry sector, that is the one where you spend most of your working time? Please select one only (Base: All respondents, N=1,223)

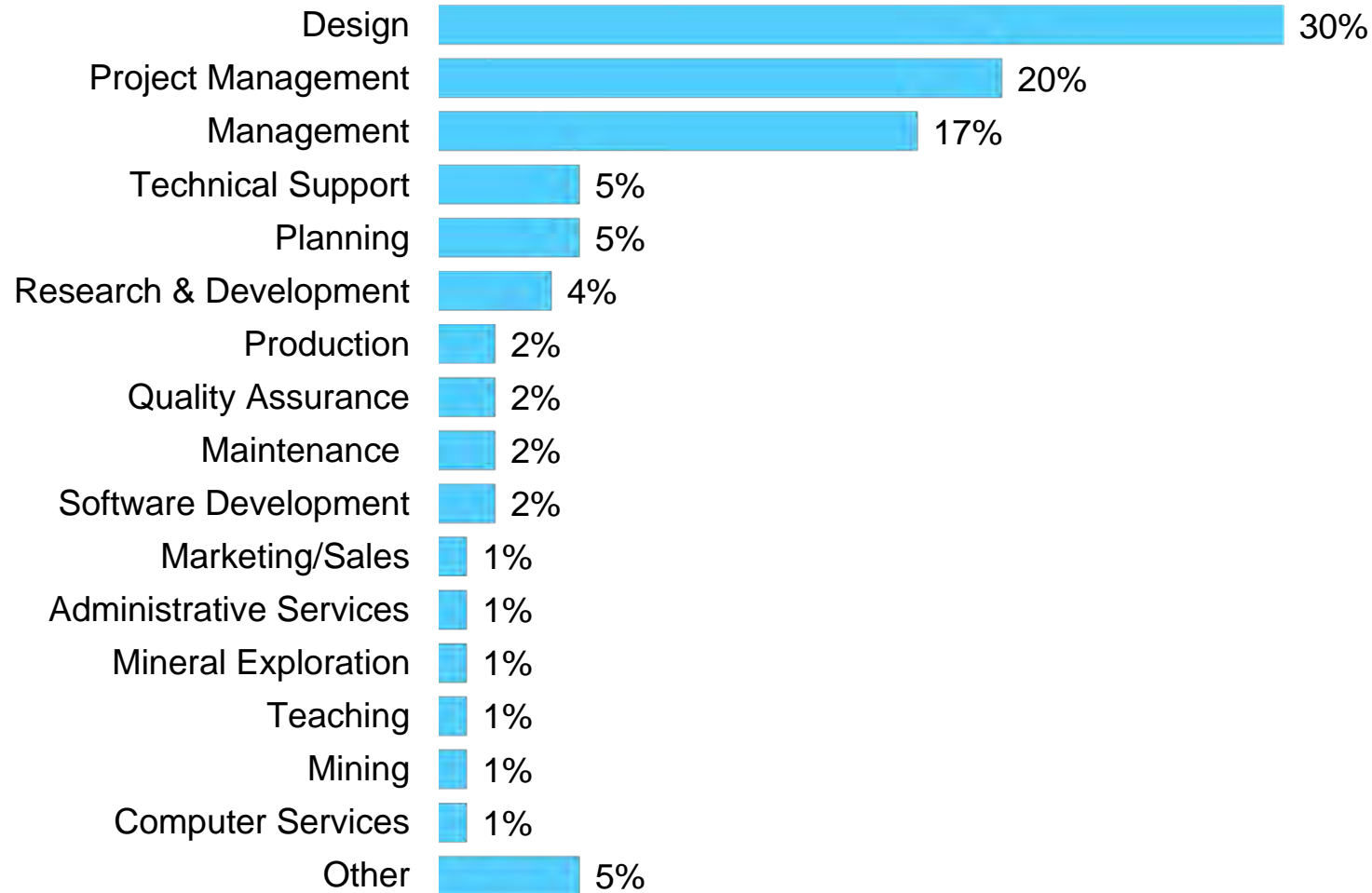


Those employed in **Consulting** are most likely to be working in the private sector (31%)

Those employed in **Utilities** are most likely to be working less than 40 hours/week (39%)

# Principal Job Function

What is your principal job function (check all that apply)? And which is your principal job function, that is the one where you spend most of your working time? Please select one only. (Base: All respondents, N=1,223)



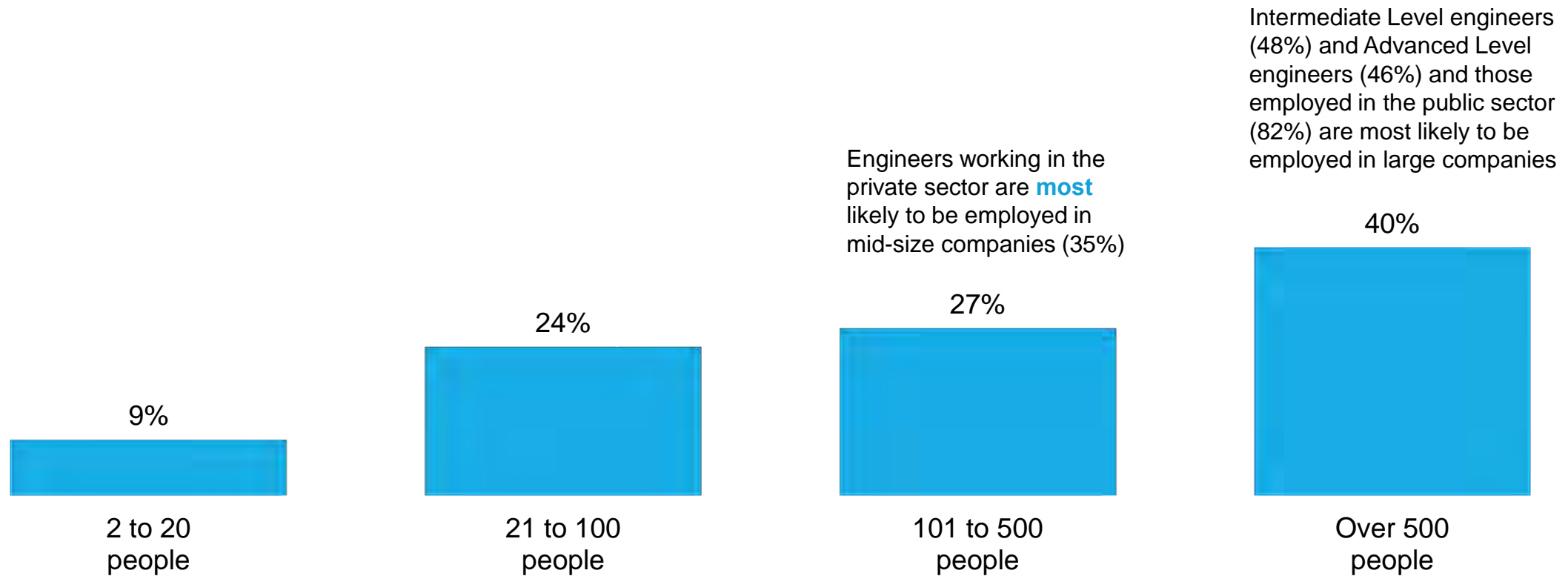
Advanced Level engineers are more likely to be employed in **Management** compared to all other levels (35%).

Junior and Entry Levels (39% and 34%), on the other hand, are more likely to be employed in **Design** compared to advanced-level engineers.

Engineers employed in **Management** are most likely to work more than 40 hours/week (26% vs. 12% less than 40 hours/week)

# Size of Manitoba Employer

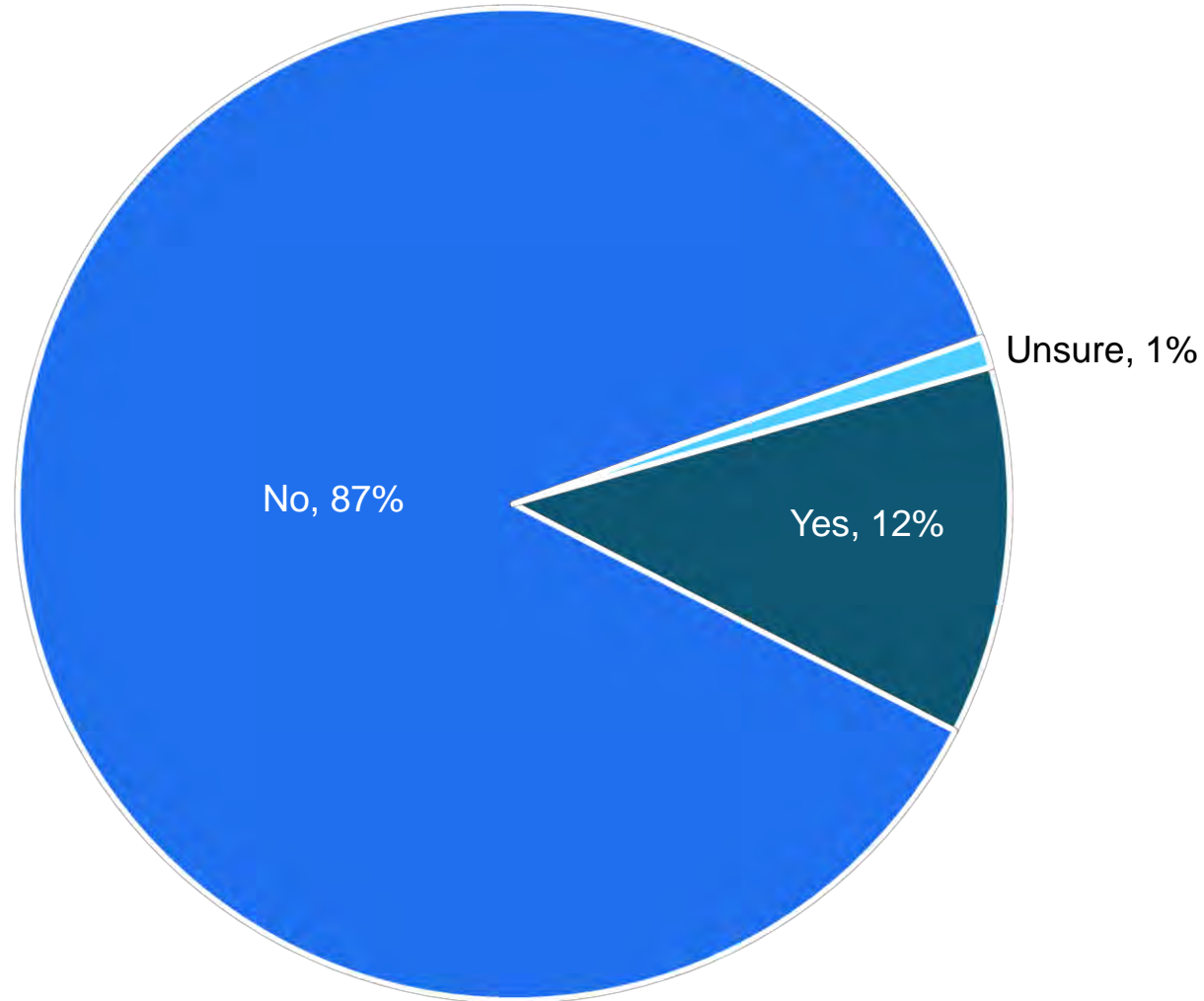
What is the size of your employer organization in Manitoba? (Base: All respondents, N=1,223)





# Union Status

Do you belong to a union? (Base: All respondents, N=1,223)

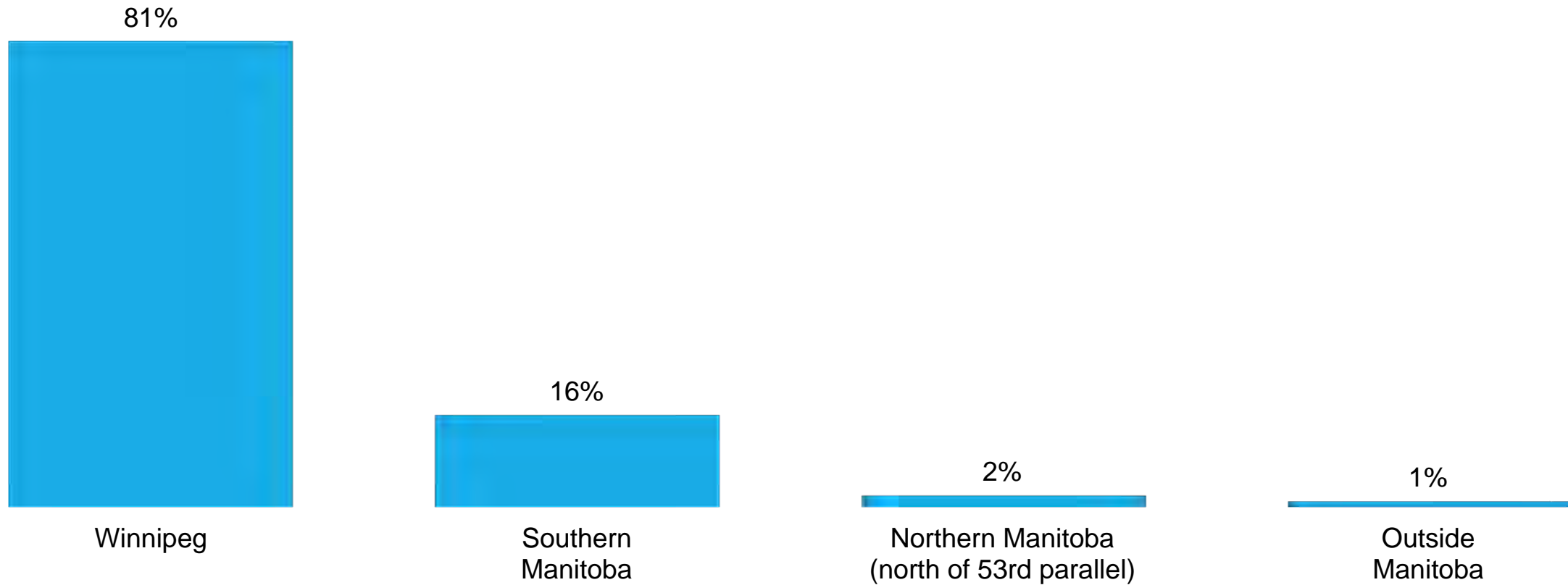


Those most likely to **belong to a union** include:

- Those working in “other” sectors (49%)
- Those working in the public sector (36%)
- Those working less than 40 hours/week (24%)

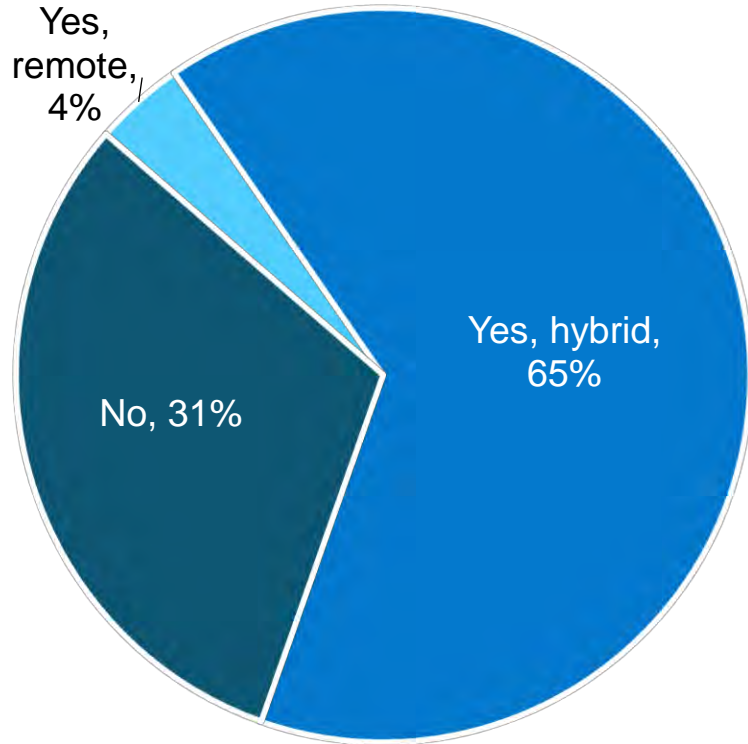
# Principal Work Location

Where is your principal work location? (Base: All respondents, N=1,223)



# Incidence of Remote/Hybrid Work

Did you work remotely or a hybrid model in 2023?  
(Base: All respondents, N=1,223)

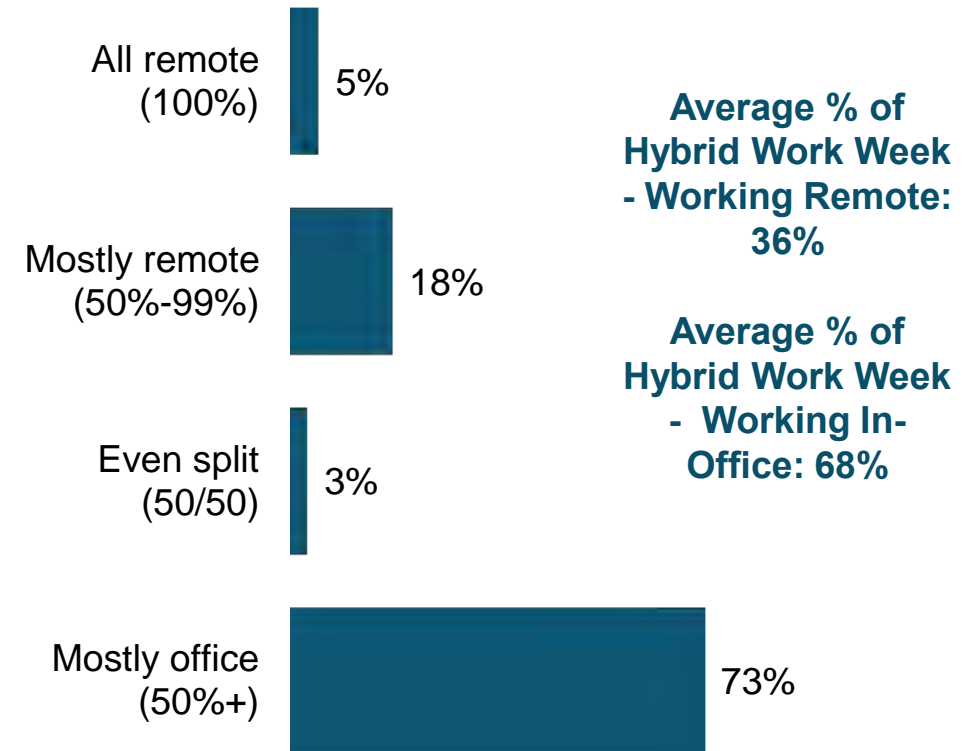


Those most likely to **work a hybrid model** include:

- Those practicing for 10-19 years (71%)
- Junior and Intermediate level engineers (73% each)
- Women (73%)

And in 2023, about what percentage of your typical work week did you work... (Base: Those who worked remotely/hybrid, n=841)

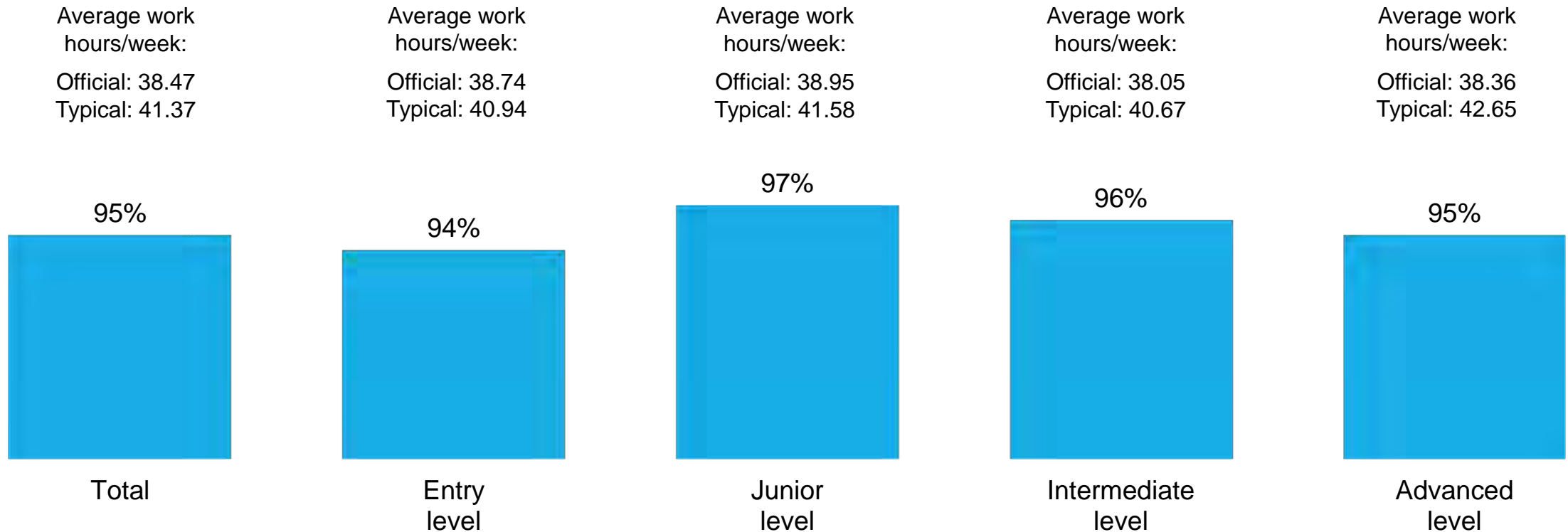
## Work Week Percentage Remote/Office



# Length of Official/Typical Work Week

Do you have an official work week? (Base: Those with an official work week, n=1,165)

Those who report an "official" work week



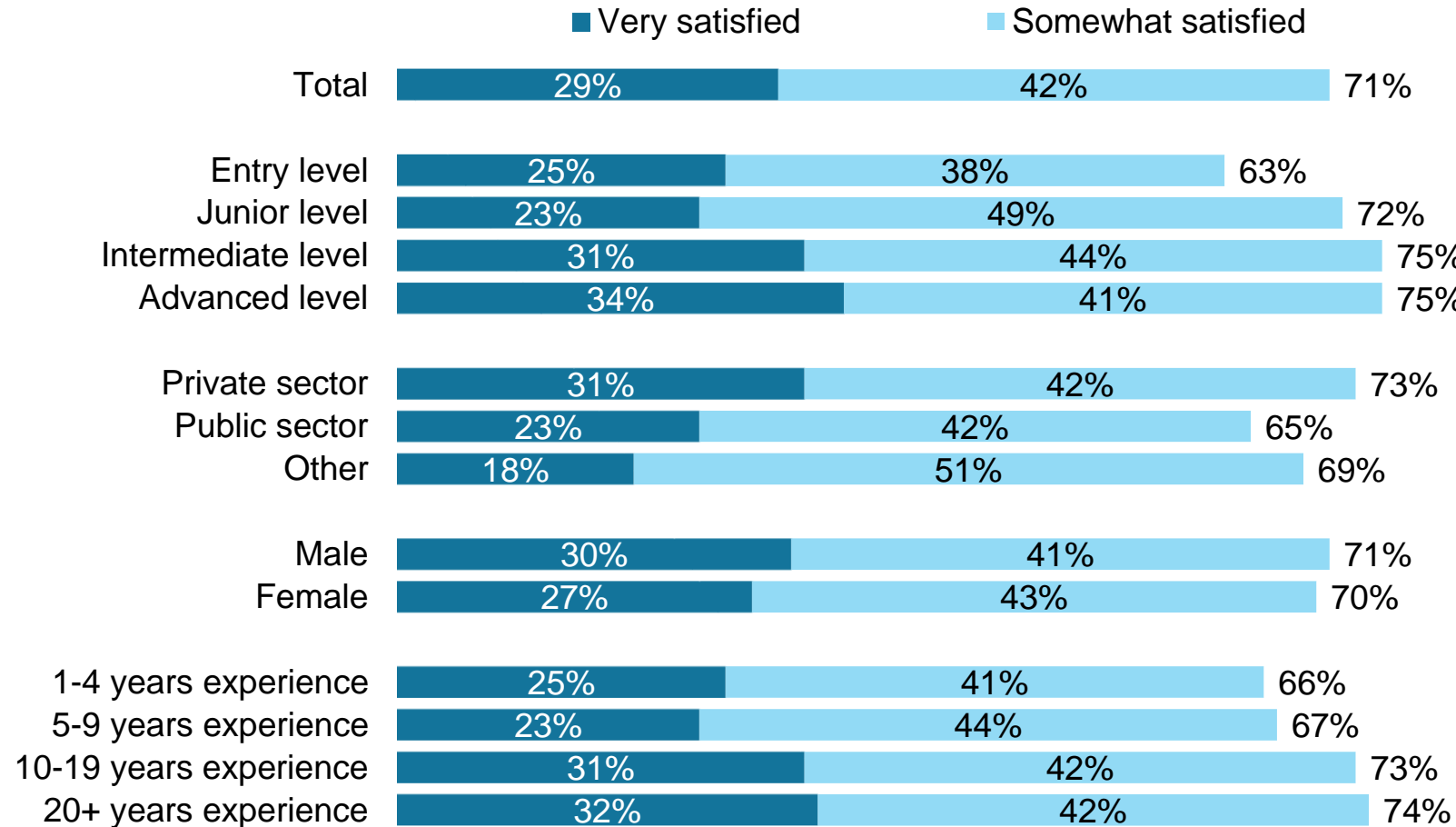


# Satisfaction With Remuneration



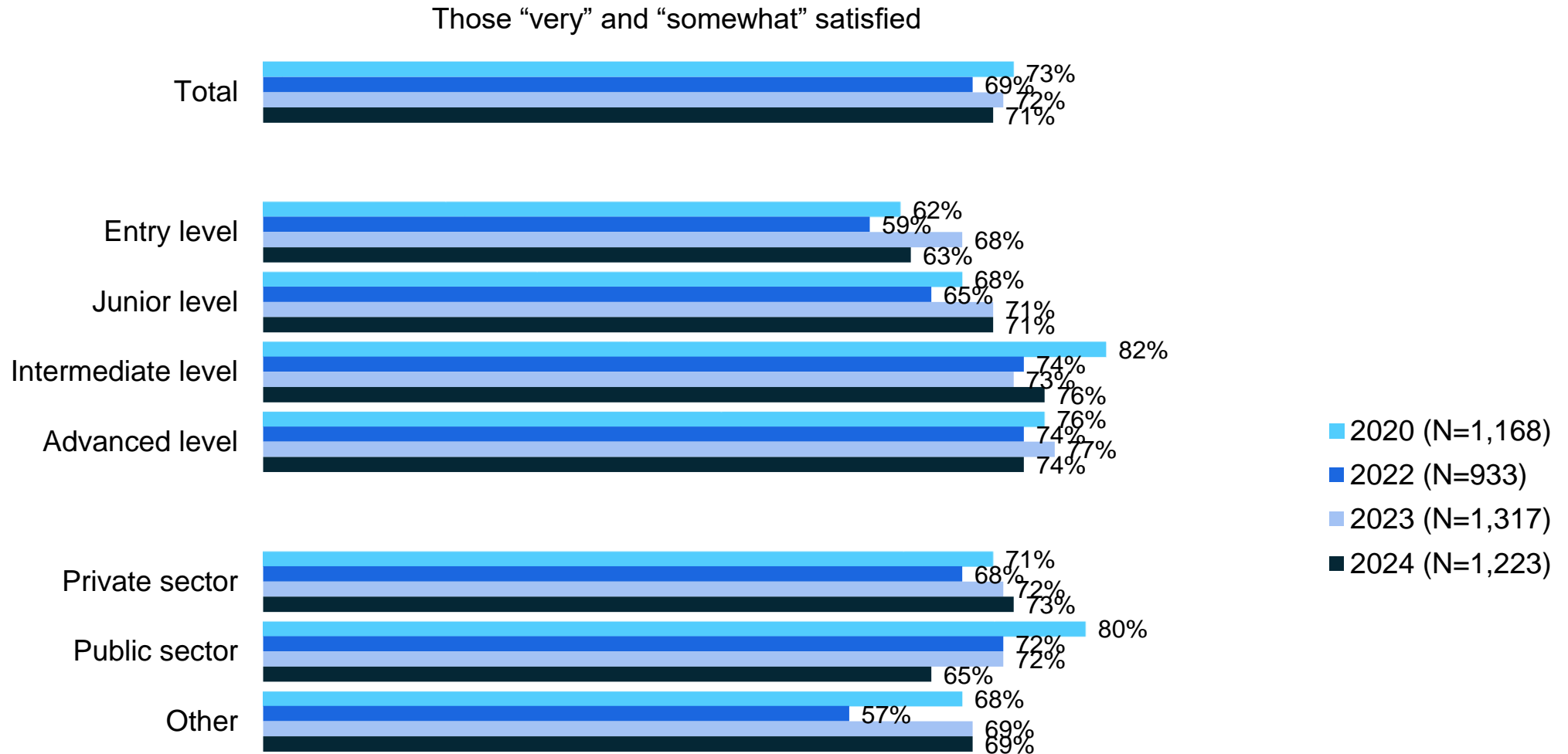
# Overall Satisfaction with Remuneration: By Sub-Groups

Overall, how satisfied are you with the level of remuneration for your current job? (Base: All respondents, N=1,223)



# Overall Satisfaction with Remuneration: Tracking

Overall, how satisfied are you with the level of remuneration for your current job? (Base: All respondents. Summaries may vary due to rounding)







# A Focus on Full-Time Remuneration



# Full-Time Gross Salary Breakdown: By Experience Level

Please report your 2023 pre-tax earnings - base pay, overtime, bonus, other remuneration (e.g., commissions, etc.). (Base: Those working full-time, n=1,208)

	Total (Average \$) (N=1,208)	Entry (Average \$) (n=337)	Junior (Average \$) (n=198)	Intermediate (Average \$) (n=386)	Advanced (Average \$) (n=287)
Base salary	\$104,501.39	\$73,611.63	\$91,672.05	\$112,967.12	\$138,237.56
Bonuses	\$6,593.58	\$2,090.19	\$4,378.23	\$6,269.80	\$13,845.38
Overtime	\$2,133.87	\$1,969.72	\$2,062.28	\$2,368.97	\$2,059.79
Other (e.g. commissions, etc.)	\$1,707.77	\$493.16	\$818.79	\$2,047.30	\$3,290.63
<b>Total full-time salary – All sources of compensation</b>	<b>\$114,936.61</b>	<b>\$78,164.70</b>	<b>\$98,931.36</b>	<b>\$123,653.19</b>	<b>\$157,433.37</b>
Median total salary	\$105,602	\$74,000	\$95,250	\$120,000	\$141,000
Maximum total salary	\$437,000	\$205,000	\$180,000	\$325,000	\$437,000

# Full-Time Gross Salary Breakdown: by Gender and Sector

Please report your 2023 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g. commissions, etc.)). (Base: Those working full-time, n=1,208) (\*Caution: Small base)

	Gender (Average \$)		Organization Sector (Average \$)		
	Men (n=877)	Women (n=241)	Private (n=843)	Public (n=327)	Other (n=38*)
Base Salary	\$105,990.06	\$95,605.63	\$102,026.54	\$110,400.22	\$108,642.87
Bonuses	\$7,200.62	\$3,517.56	\$9,284.62	\$391.79	\$263.16
Overtime	2,020.52	\$2,022.70	\$1,886.39	\$3,009.13	\$92.11
Other (e.g. commissions, etc.)	\$1,961.82	\$911.83	\$2,274.32	\$396.73	\$421.05
<b>Total full-time salary – All sources of compensation</b>	<b>\$117,173.02</b>	<b>\$102,057.72</b>	<b>\$115,471.87</b>	<b>\$114,197.87</b>	<b>\$109,419.18</b>
Median Total Salary:	\$107,019	\$97,500	\$100,000	\$117,000	\$96,671.50
Maximum Total Salary:	\$437,000	\$215,700	\$437,000	\$200,000	\$186,598

# Full-Time Gross Salary Breakdown: by Graduation Year

Please report your 2023 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g. commissions, etc.)). (Base: Those working full-time, n=1,208) (\*Caution: Small base)

	GRADUATION YEAR				
	Prior to 1999 (n=204)	1999 to 2008 (n=286)	2009 to 2013 (n=233)	2014 to 2018 (n=258)	2019 to 2024 (n=227)
Base Salary	\$138,017.28	\$116,512.88	\$105,102.44	\$92,277.38	\$72,524.36
Bonuses	\$13,149.21	\$6,977.09	\$6,094.81	\$5,511.21	\$1,961.15
Overtime	\$1,763.74	\$2,790.24	\$1,880.57	\$1,896.16	\$2,169.70
Other (e.g. commissions, etc.)	\$2,319.31	\$2,102.07	\$2,718.15	\$1,036.60	\$387.15
<b>Total full-time salary – All sources of compensation</b>	<b>\$155,249.54</b>	<b>\$128,382.28</b>	<b>\$115,795.97</b>	<b>\$100,721.35</b>	<b>\$77,042.36</b>
Median Total Salary:	\$140,751.50	\$122,000	\$108,000	\$97,000	\$74,200
Maximum Total Salary:	\$415,000	\$326,750	\$437,000	\$225,000	\$205,000

# Full-Time Gross Salary Breakdown: by Total Years Practicing

Please report your 2023 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g. commissions, etc.)). (Base: Those working full-time, n=1,208)

	1-4 years (Average \$) (n=224)	5-9 years (Average \$) (n=271)	10-19 years (Average \$) (n=405)	20+ years (Average \$) (n=308)
Base Salary	\$71,425.51	\$88,814.17	\$109,771.39	\$135,429.57
Bonuses	\$1,735.13	\$4,203.96	\$6,209.37	\$12,734.77
Overtime	\$2,142.48	\$1,760.38	\$2,287.36	\$2,254.40
Other (e.g. commissions, etc.)	\$279.33	\$912.82	\$2,099.30	\$2,931.25
<b>Total full-time salary – All sources of compensation</b>	<b>\$75,582.46</b>	<b>\$95,691.33</b>	<b>\$120,367.42</b>	<b>\$153,349.98</b>
Median Total Salary:	\$72,725.50	\$93,000	\$116,941	\$140,000
Maximum Total Salary:	\$162,000	\$205,000	\$437,000	\$415,000





# A Focus on Part-Time Remuneration

# Part-Time Gross Salary Breakdown: by Experience Level

Please report your 2023 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g. commissions, etc.)). (Base: Those working part-time (n=15\*) (\*Caution: Small bases)

	Total (Average \$) (n=15*)	Entry (Average \$) (n=8*)	Junior (Average \$) (n=1*)	Intermediate (Average \$) (n=2*)	Advanced (Average \$) (n=4*)
Base Salary	\$57,902.60	\$45,050	\$80,000	\$53,782.50	\$80,143.50
Bonuses	\$231.67	\$434.38	\$0	\$0	\$0
Overtime	\$3,094.47	\$1,552.13	\$0	\$7,000	\$5,000
Other (e.g. commissions, etc.)	\$0	\$0	\$0	\$0	\$0
<b>Total part-time salary – All sources of compensation</b>	<b>\$61,228.73</b>	<b>\$47,036.50</b>	<b>\$80,000</b>	<b>\$60,782.50</b>	<b>\$85,143.50</b>
Median Total Salary:	\$61,500	\$44,250	\$80,000	\$60,782.50	\$86,787
Maximum Total Salary:	\$99,000	\$66,000	\$80,000	\$99,000	\$97,000

# Part-Time Gross Salary Breakdown: by Gender and Sector

Please report your 2023 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g. commissions, etc.)). (Base: Those working full-time, n=1,208) (\*Caution: Small base)

	Gender (Average \$)		Organization Sector (Average \$)		
	Men (n=12*)	Women (n=3*)	Private (n=11*)	Public (n=3*)	Other (n=1*)
Base Salary	\$61,164.50	\$44,855	\$51,087.73	\$86,858	\$46,000
Bonuses	\$289.58	\$0	\$315.91	\$0	\$0
Overtime	\$2,701.42	\$4,666.67	\$3,128.82	\$4,000	\$0
Other (e.g. commissions, etc.)	\$0	\$0	\$0	\$0	\$0
<b>Total part-time salary – All sources of compensation</b>	<b>\$64,155.50</b>	<b>\$49,521.67</b>	<b>\$54,532.45</b>	<b>\$90,858</b>	<b>\$46,000</b>
Median Total Salary:	\$63,750	\$31,000	\$59,000	\$95,000	\$46,000
Maximum Total Salary:	\$99,000	\$95,000	\$97,000	\$99,000	\$46,000

# Part-Time Gross Salary Breakdown: by Graduation Year

Please report your 2023 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g. commissions, etc.)). (Base: Those working part-time (n=15\*) (\*Caution: Small bases)


	Graduation Year				
	Prior to 1999 (n=3*)	1999 to 2008 (n=4*)	2009 to 2013 (n=1*)	2014 to 2018 (n=2*)	2019 to 2024 (n=5*)
Base Salary	\$83,524.67	\$53,391.25	\$35,000	\$52,500	\$52,880
Bonuses	\$0	\$0	\$500	\$0	\$595
Overtime	\$6,666.67	\$3,500	\$7,000	\$0	\$1,083.40
Other (e.g. commissions, etc.)	\$0	\$0	\$0	\$0	\$0
<b>Total part-time salary – All sources of compensation</b>	<b>\$90,191.33</b>	<b>\$56,891.25</b>	<b>\$42,500</b>	<b>\$52,500</b>	<b>\$54,558.40</b>
Median Total Salary:	\$95,000	\$53,000	\$42,500	\$52,500	\$61,500
Maximum Total Salary:	\$97,000	\$99,000	\$42,500	\$59,000	\$80,000

# Part-Time Gross Salary Breakdown: by Total Years Practicing

Please report your 2023 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g. commissions, etc.)). (Base: Those working part-time (n=15\*) (\*Caution: Small bases)

	1-4 years (Average \$) (n=5*)	5-9 years (Average \$) (n=3*)	10-19 years (Average \$) (n=2*)	20+ years (Average \$) (n=5*)
Base Salary	\$46,080	\$58,000	\$53,782.50	\$71,314.80
Bonuses	\$595	\$166.67	\$0	\$0
Overtime	\$1,083.40	\$2,333.33	\$7,000	\$4,000
Other (e.g. commissions, etc.)	\$0	\$0	\$0	\$0
<b>Total part-time salary – All sources of compensation</b>	<b>\$47,758.40</b>	<b>\$60,500</b>	<b>\$60,782.50</b>	<b>\$75,314.80</b>
Median Total Salary:	\$46,000	\$59,000	\$60,782.50	\$78,574
Maximum Total Salary:	\$66,000	\$80,000	\$99,000	\$97,000

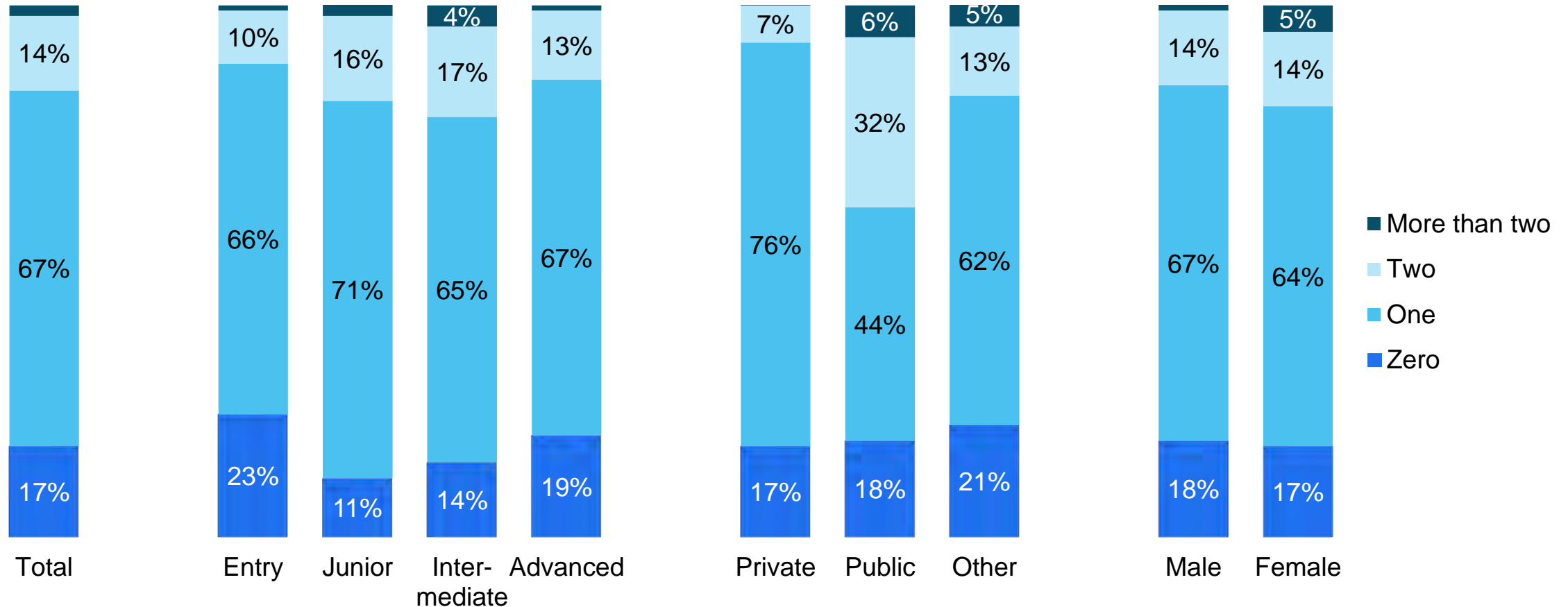




**Salary Adjustments  
Including Overtime**

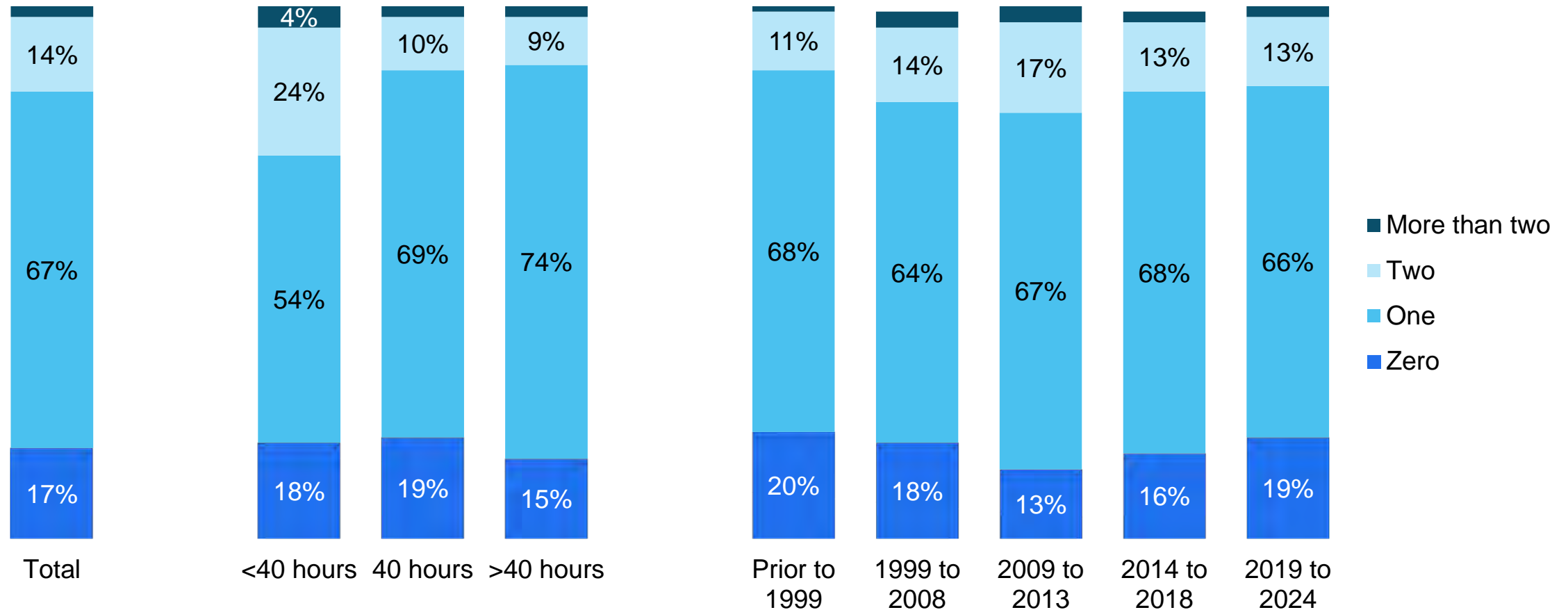
# Base Salary Adjustments by Experience, Sector and Gender

How many base salary adjustments did you receive during 2023? This salary adjustment could be due to a promotion and/or a regular pay rate change. Base: All respondents (N=1,223)



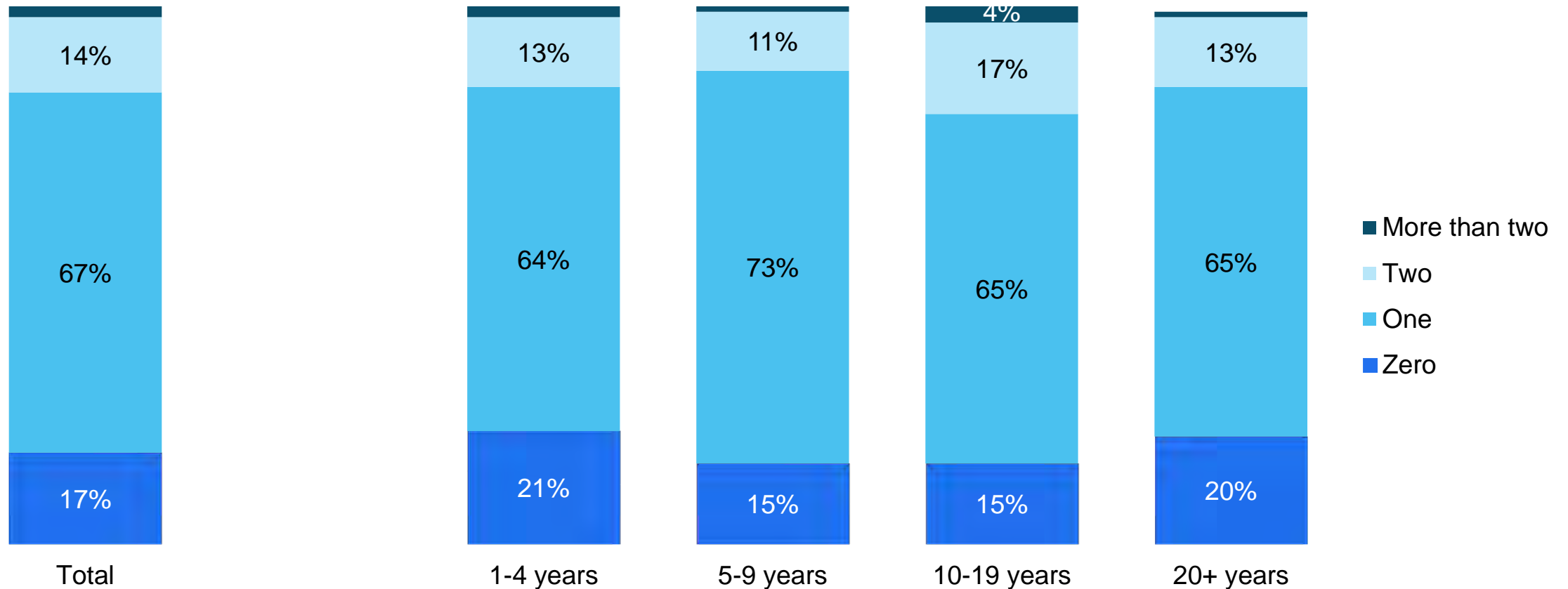
# Base Salary Adjustments by Hours Worked Per Week and Year of Bachelor Degree

How many base salary adjustments did you receive during 2023? This salary adjustment could be due to a promotion and/or a regular pay rate change. (Base: All respondents, N=1,223)



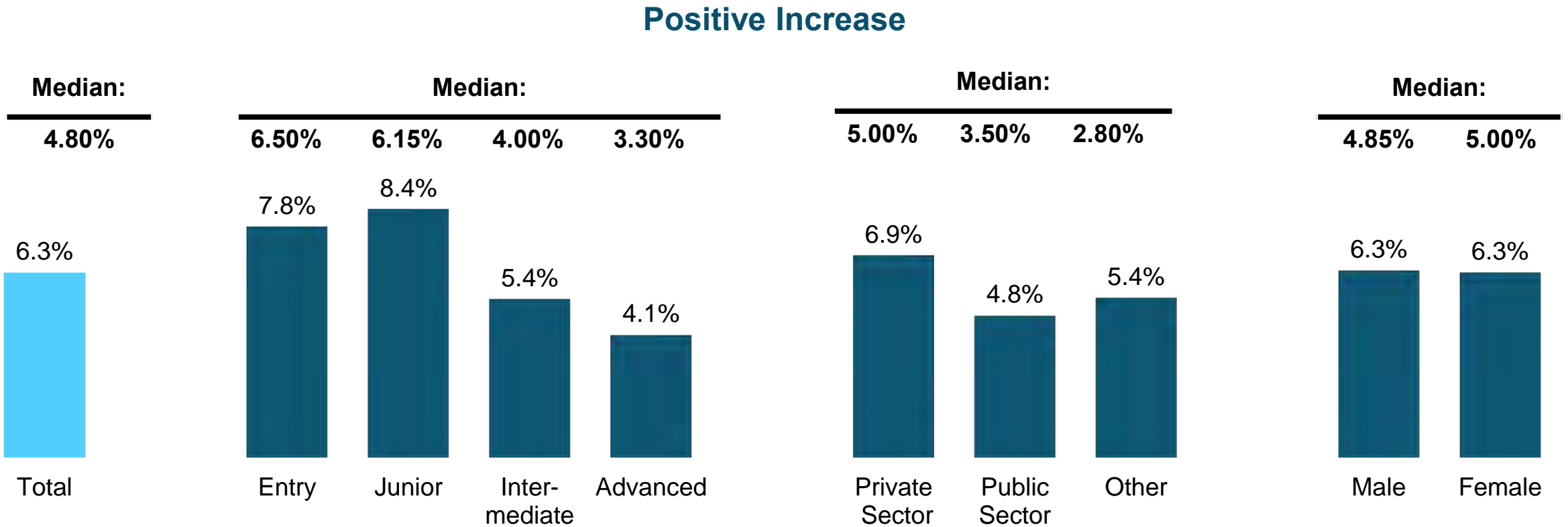
# Base Salary Adjustments by Total Years Practicing

How many base salary adjustments did you receive during 2023? This salary adjustment could be due to a promotion and/or a regular pay rate change. (Base: All respondents, N=1,223)



# Net Salary Average Percentage Increase by Experience Level, Sector and Gender

What is your net percentage change in 2021 base pay from 2022 (i.e. 3.5%) Is that a positive or negative change? (Base: All respondents who received a salary adjustment in 2022, n=1,026)



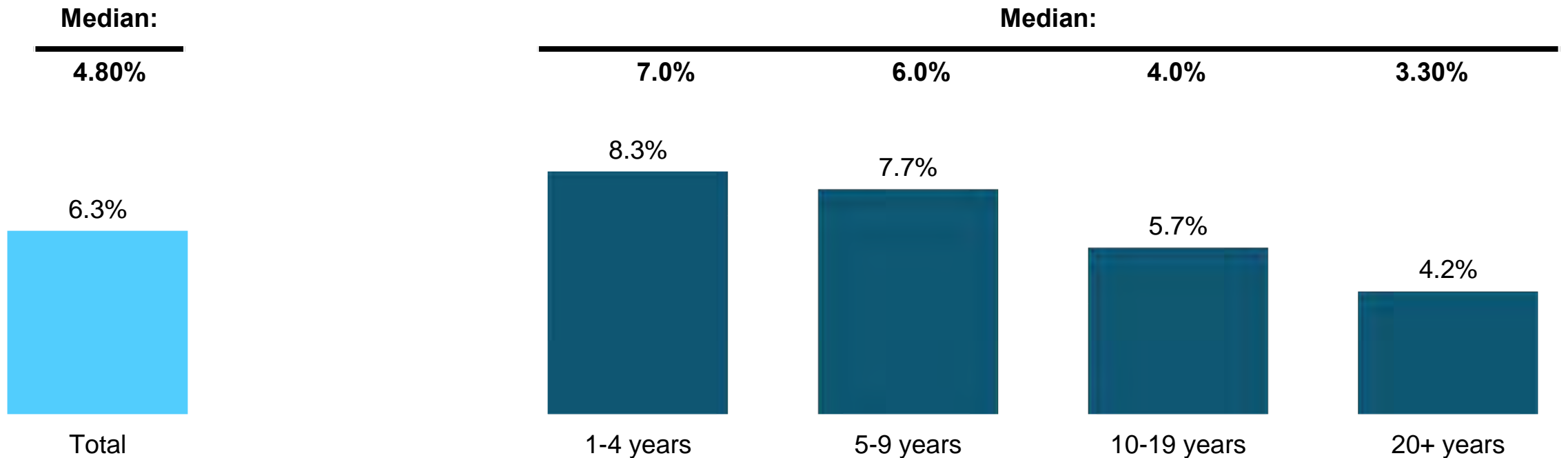
A total of 3 respondents indicated they received a decrease in their base salary in 2022 – because they got a different job/not stated.



# Net Salary Average Percentage Increase by Total Years Practicing

What is your net percentage change in 2021 base pay from 2022 (i.e. 3.5%). Is that a positive or negative change? (Base: All respondents who received a salary adjustment in 2022, n=1,026)

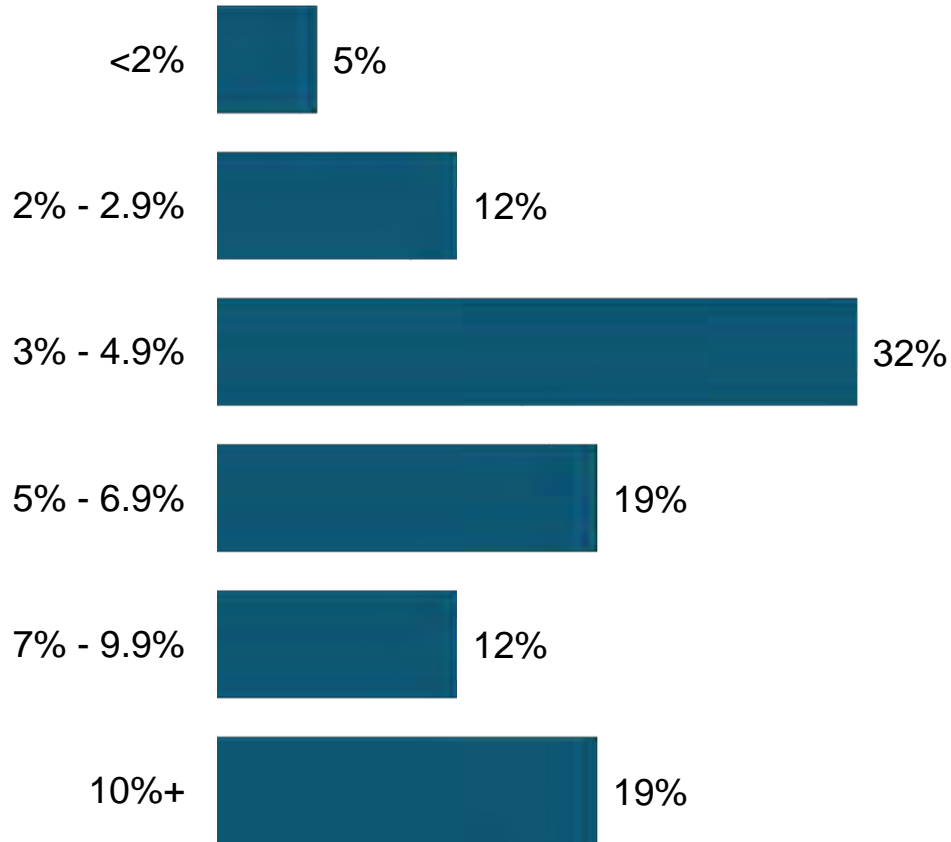
## Positive Increase



# Increase in Pay

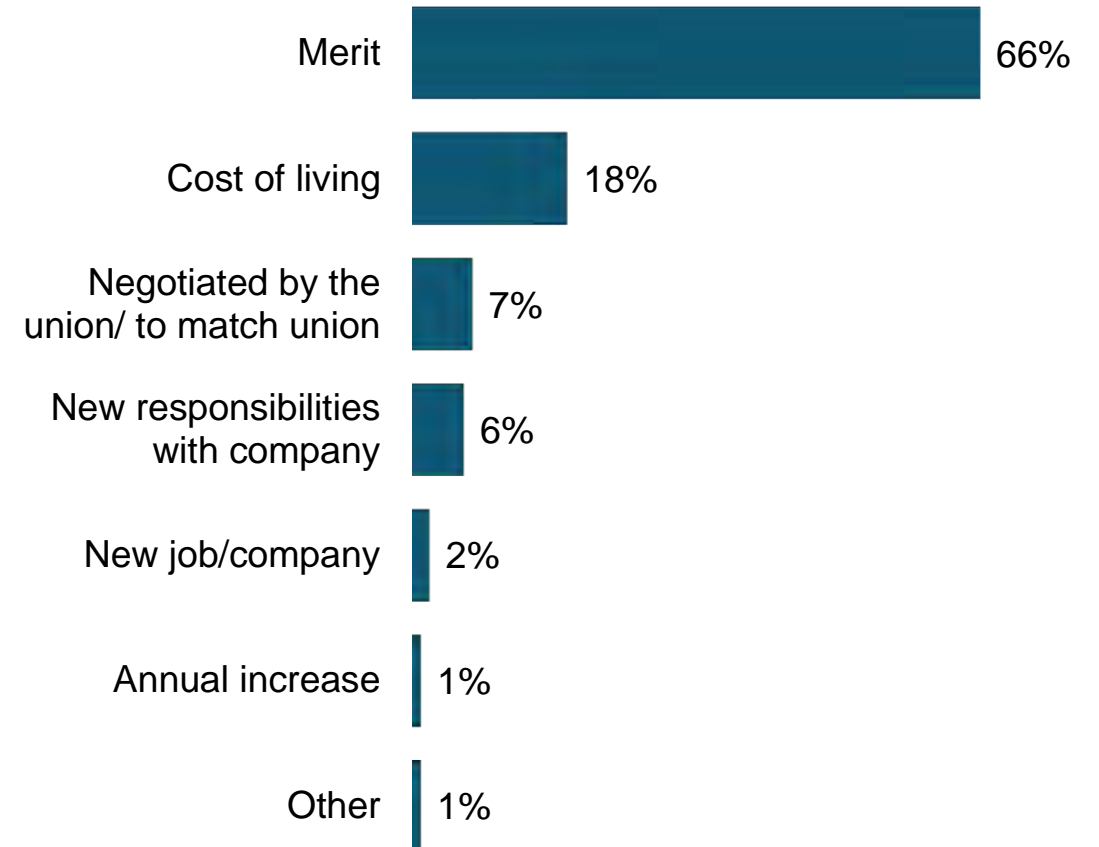
Was your increase in pay based on....(select all that apply):  
(Base: Those receiving an increase in pay, n=1,009)

**Average % Pay Increase**



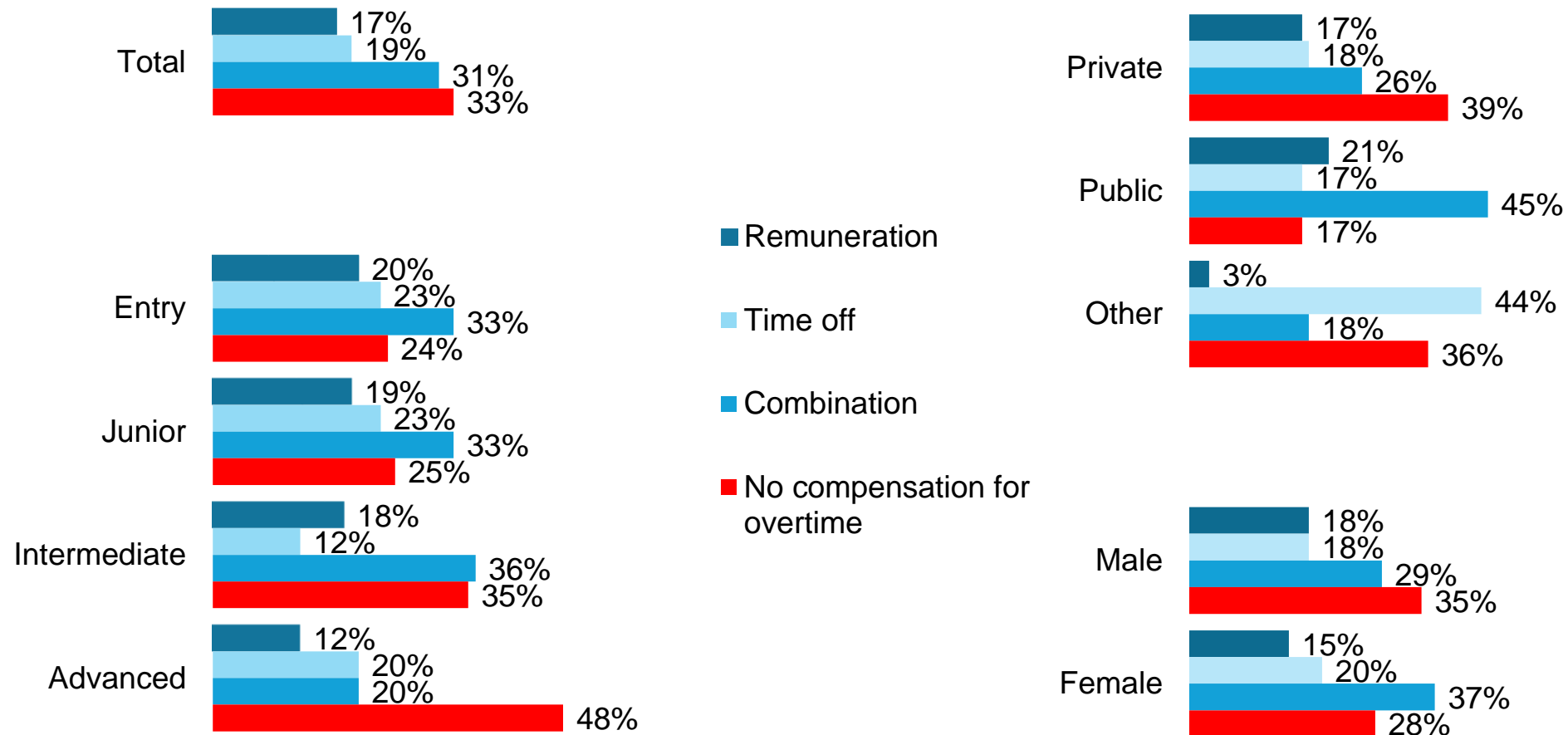
What was your overall net percentage difference in base pay from 2022 to 2023? Was it positive: (Base: Those receiving an increase in pay, n=1,009)

**Reasons for Pay Increase**



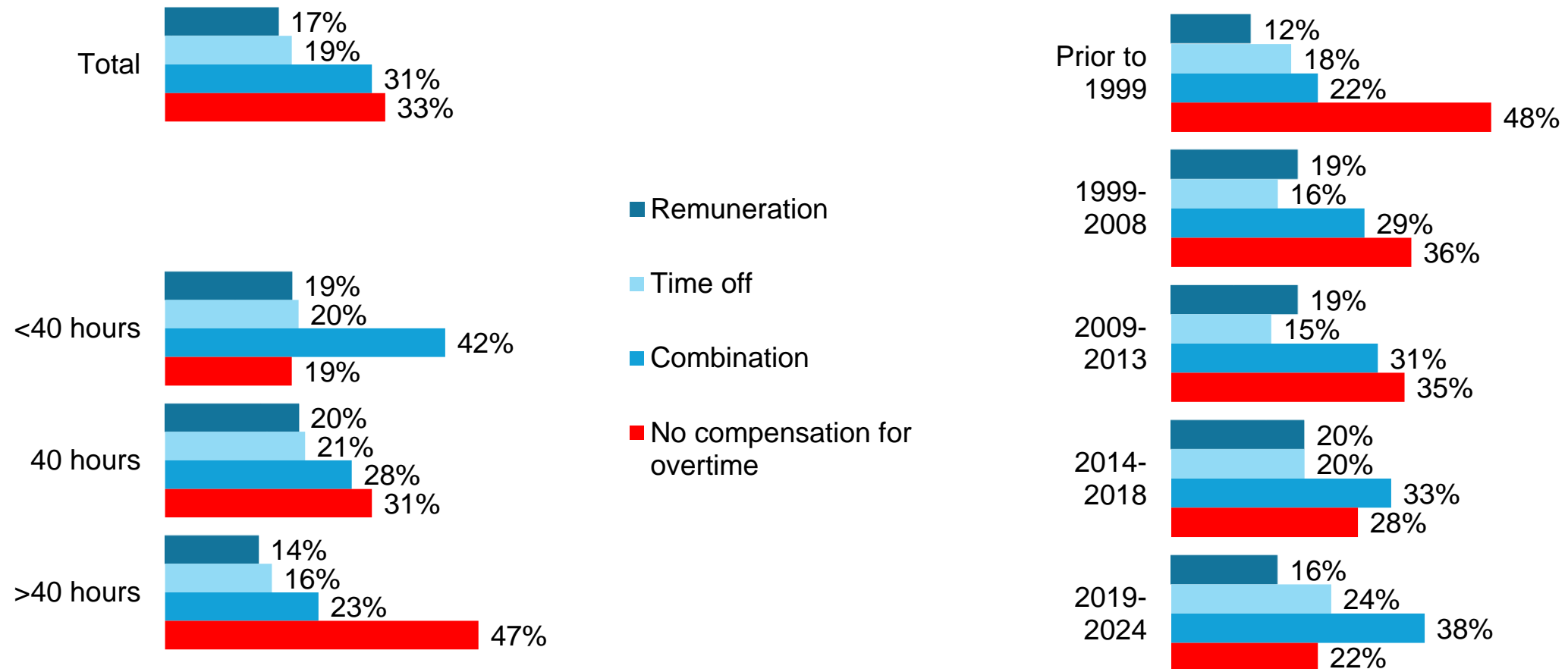
# Type of Overtime Compensation by Experience, Sector and Gender

Do you receive overtime compensation? (Base: All respondents, N=1,223)



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

Do you receive overtime compensation? (Base: All respondents, N=1,223)



# An Examination of Paid Benefits

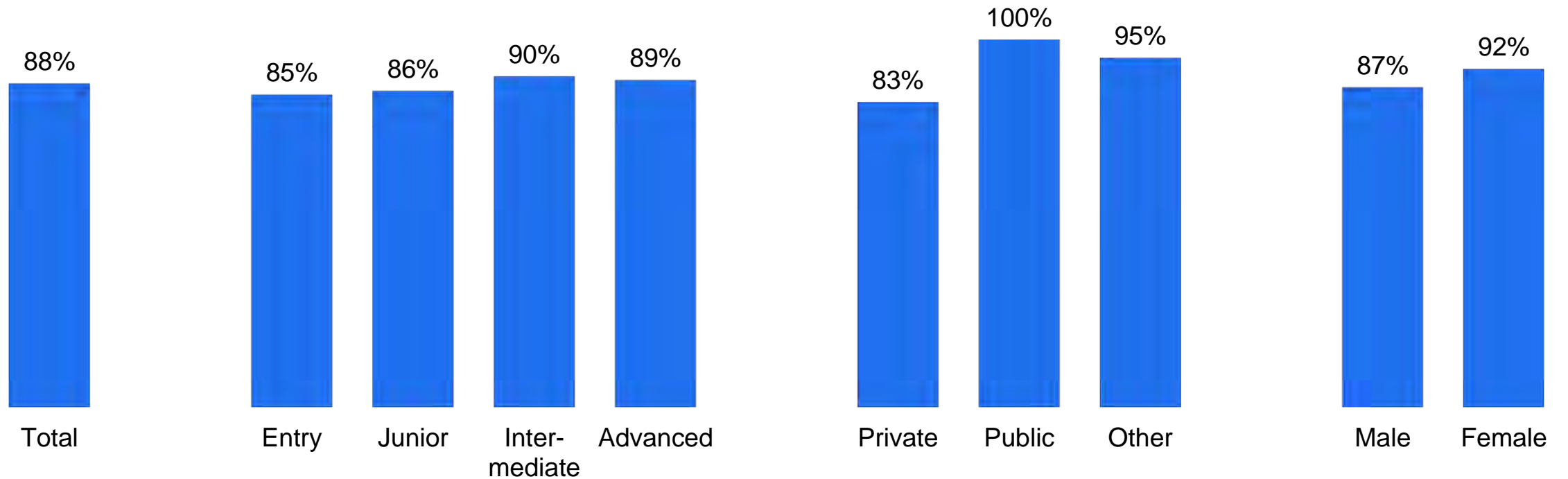




# Paid Sick Time by Experience, Organizational Sector and Gender

Does your employer provide paid sick time? (Base: All respondents, N=1,223)

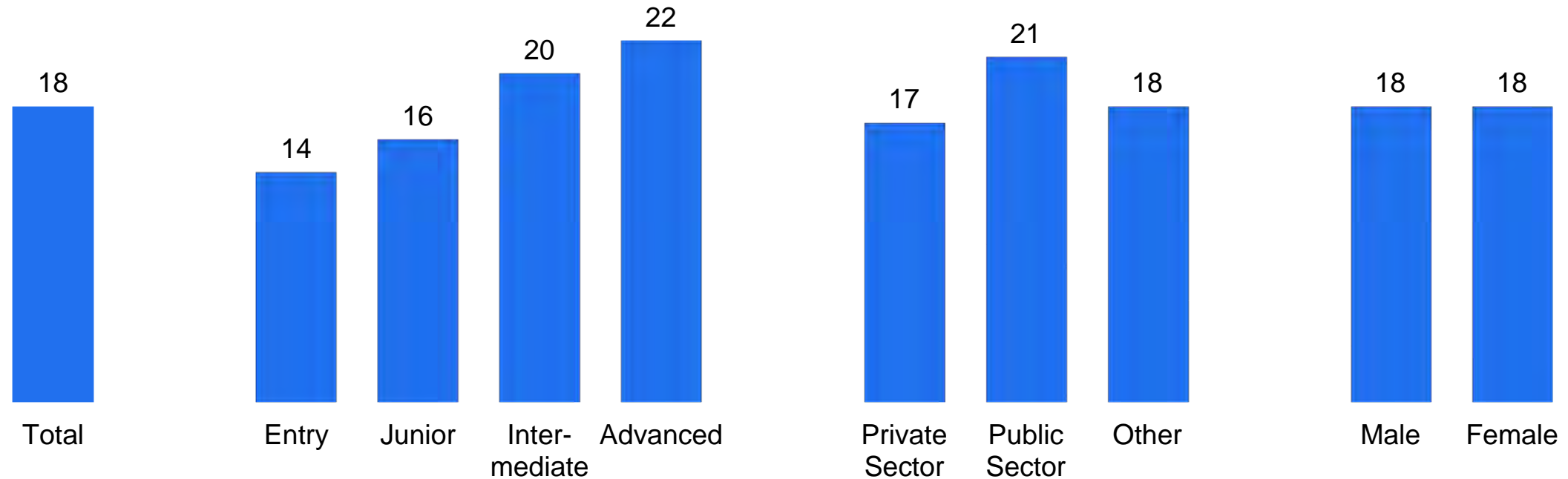
Those indicating they receive paid sick days



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

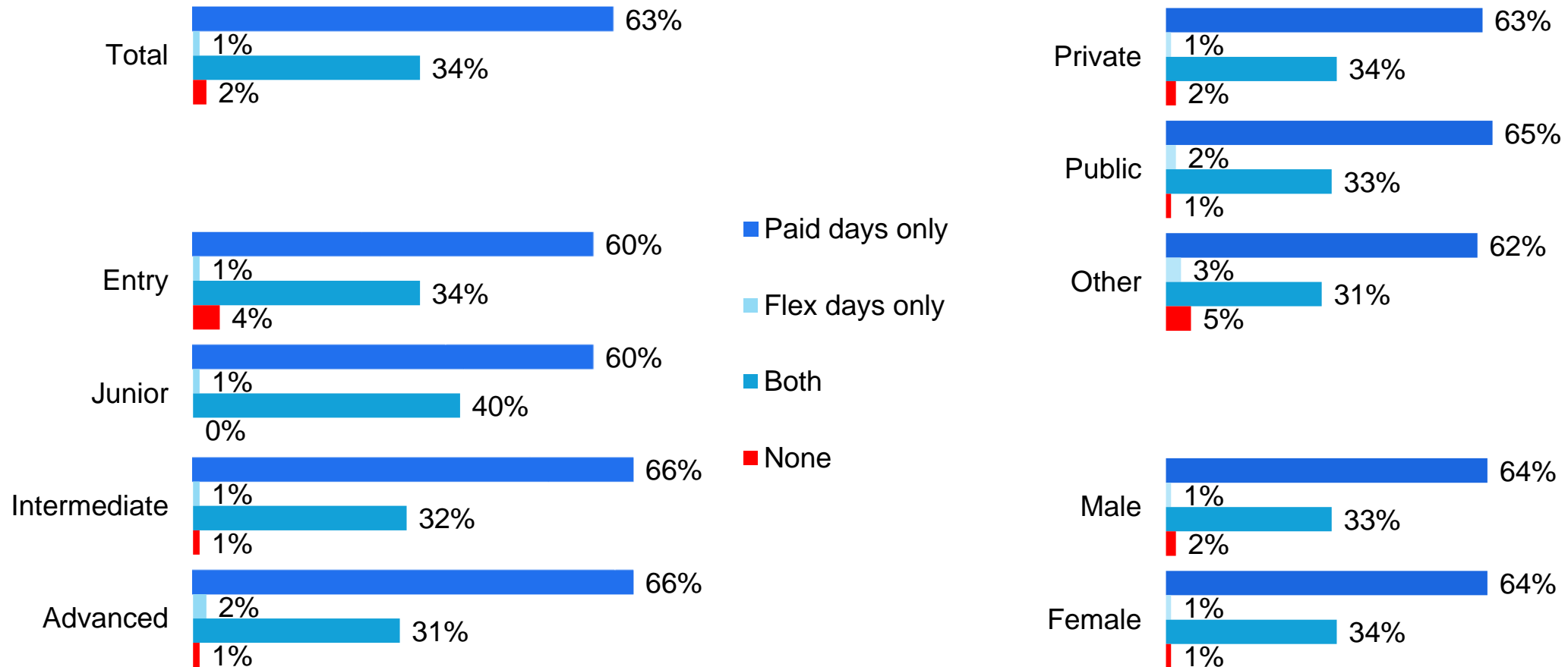
Please indicate your vacation time taken during the 2023 calendar year as... (Base: All respondents, N=1,223)

- Average Number of Paid Vacation Days -



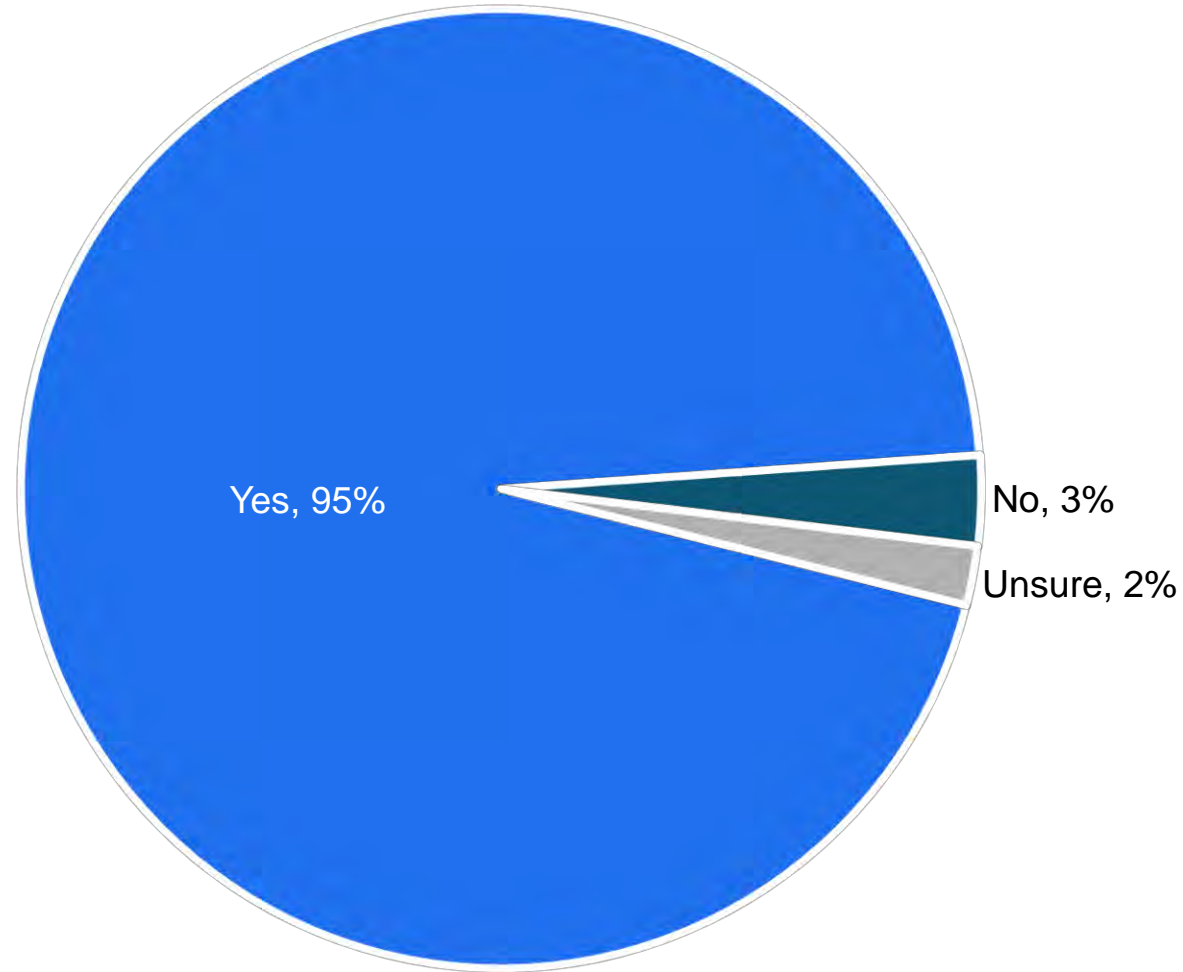
# Type of Vacation by Experience, Sector and Gender

Please indicate the type of vacation time taken during the 2023 calendar year as..... (Base: All respondents, N=1,223)



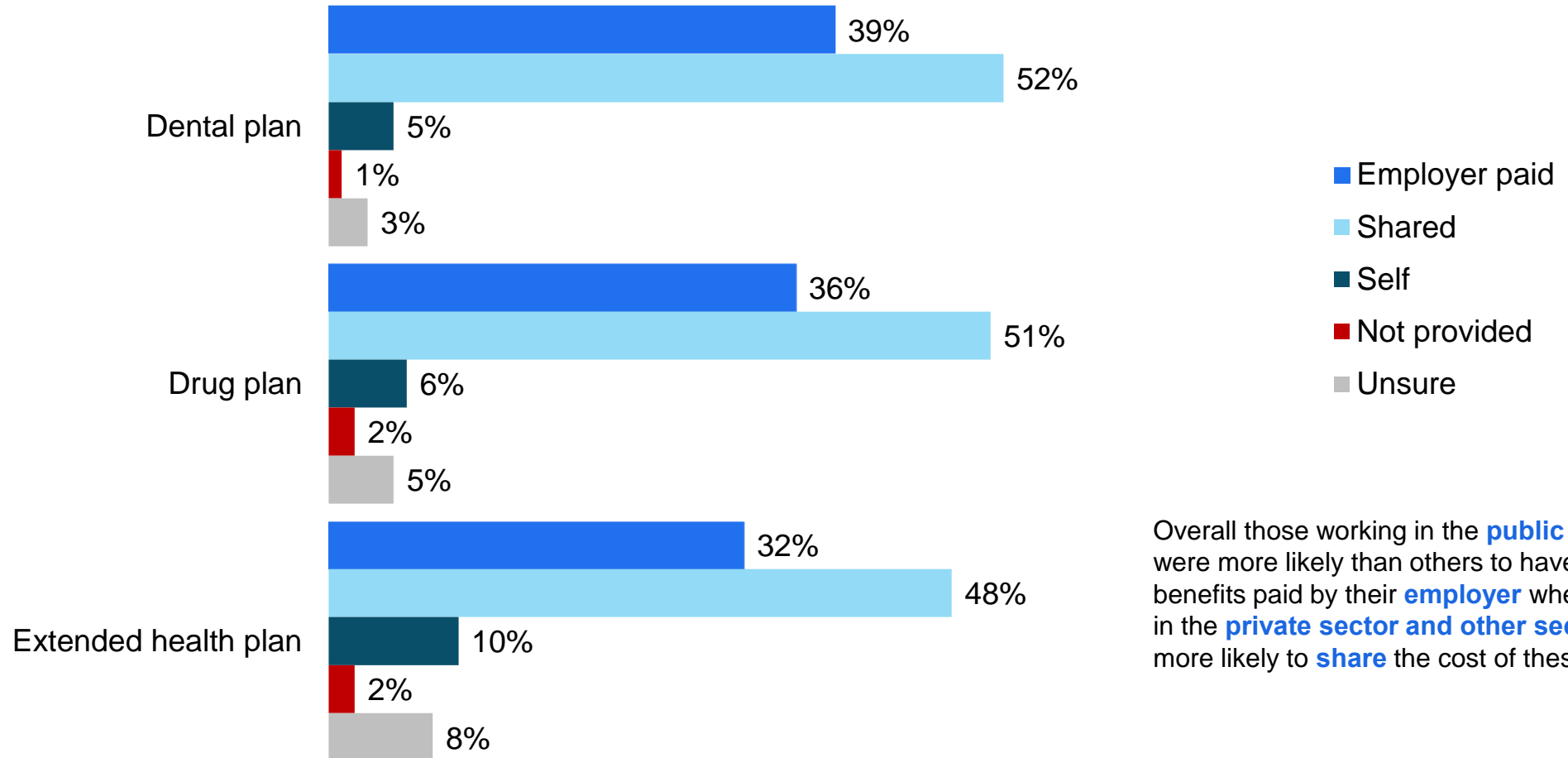
# Eligibility for Employee Benefits

Were you eligible for employee benefits in 2023? (Base: All respondents, N=1,223)



# Paid Health Benefits

Even though you may not have been eligible for employee benefits in 2023, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those whose employer has a benefits plan, n=1,160)

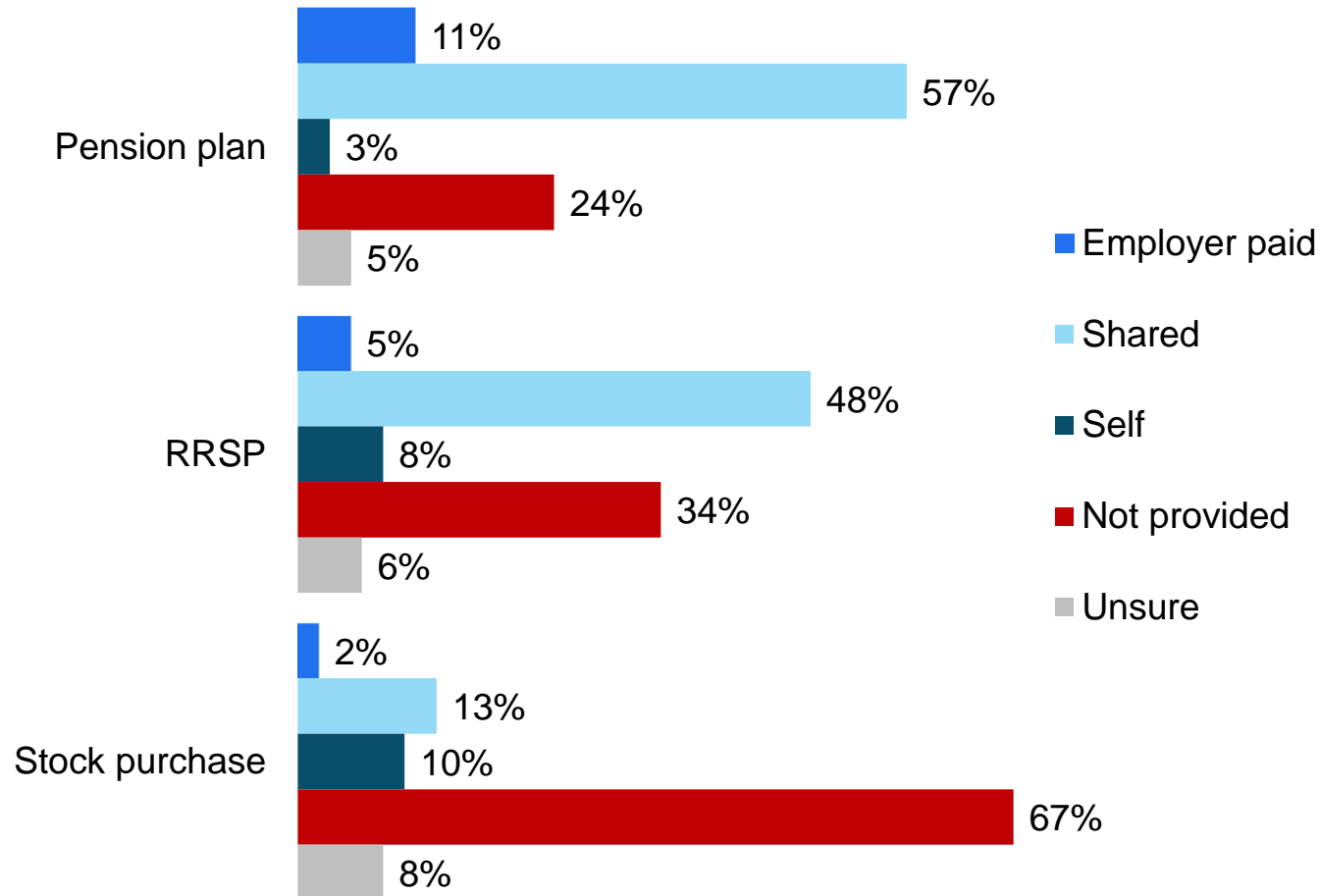


Overall those working in the **public sector** were more likely than others to have these benefits paid by their **employer** whereas those in the **private sector and other sectors** were more likely to **share** the cost of these benefits.



# Paid Retirement Benefits

Even though you may not have been eligible for employee benefits in 2023, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those whose employer has a benefits plan, n=1,160)

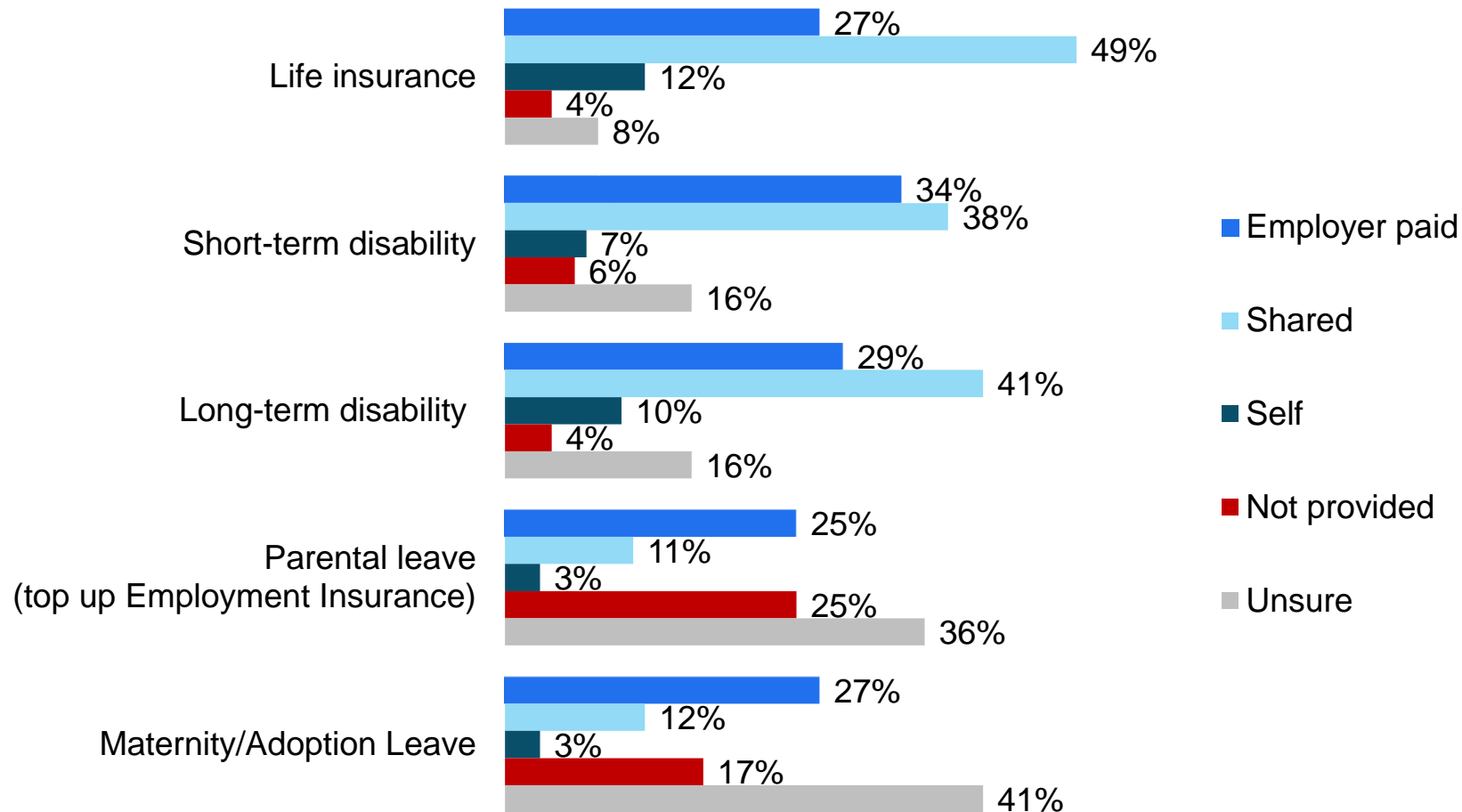


Overall, those working in the public and other sectors were most likely to **share** the costs of their **pension plan** with their employer but least likely to be offered **stock purchases**.

Men were more likely than women to **not be offered stock purchases** as were Advanced Level engineers.

# Paid Leave and Disability Benefits

Even though you may not have been eligible for employee benefits in 2023, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those whose employer has a benefits plan, n=1,160)



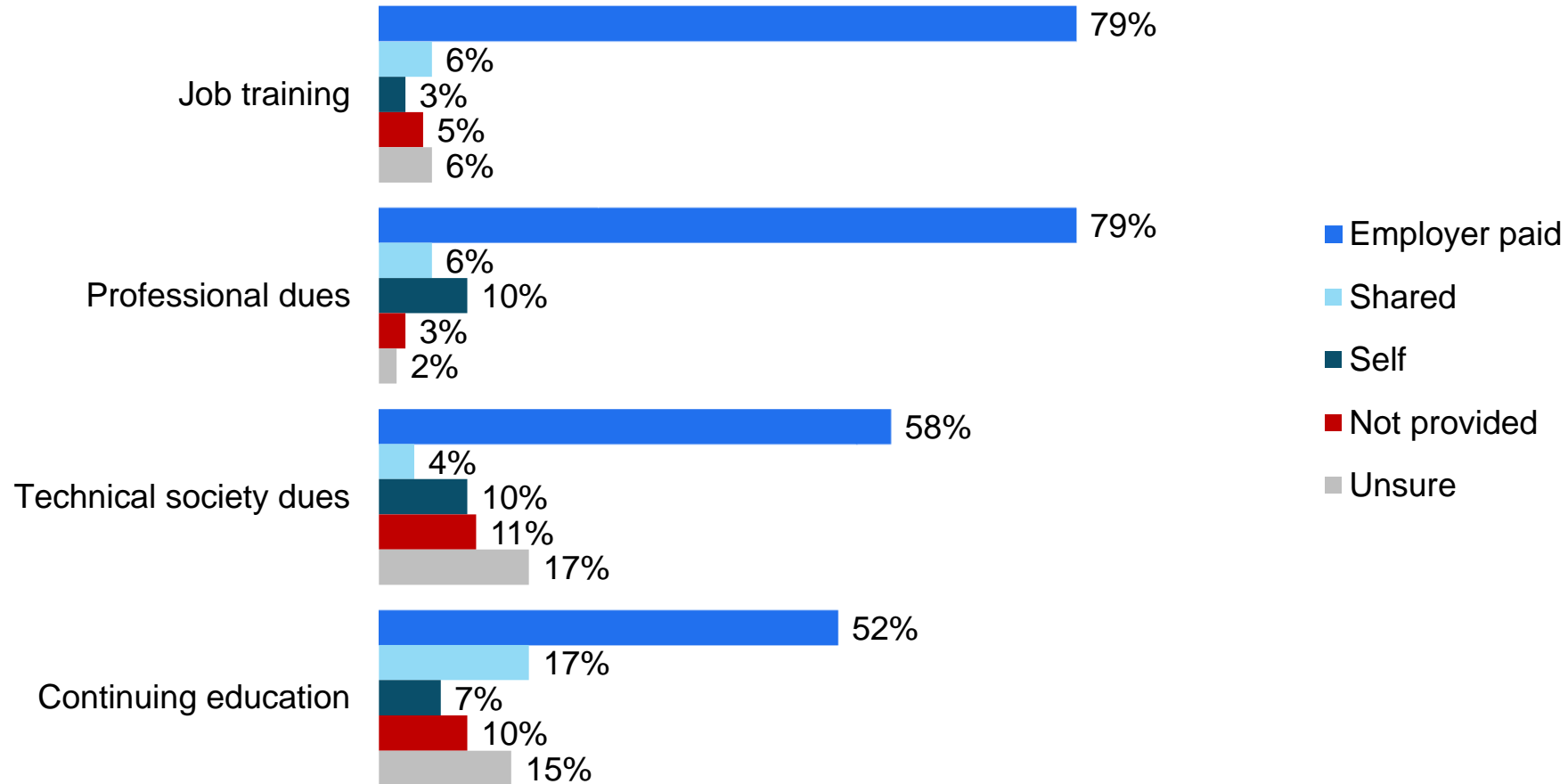
Advanced Level engineers were more likely than their junior counterparts to have their employer pay for short and long-term disability insurance.

Engineers working in the public sector were more likely to have their employer pay for short and long-term disability insurance, compared to those working in the private or other sectors.

Women were far more likely than men to have their parental leave EI top-up and adoption leave provided by their employer.

# Professional Development

Even though you may not have been eligible for employee benefits in 2023, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those whose employer has a benefits plan, n=1,160)



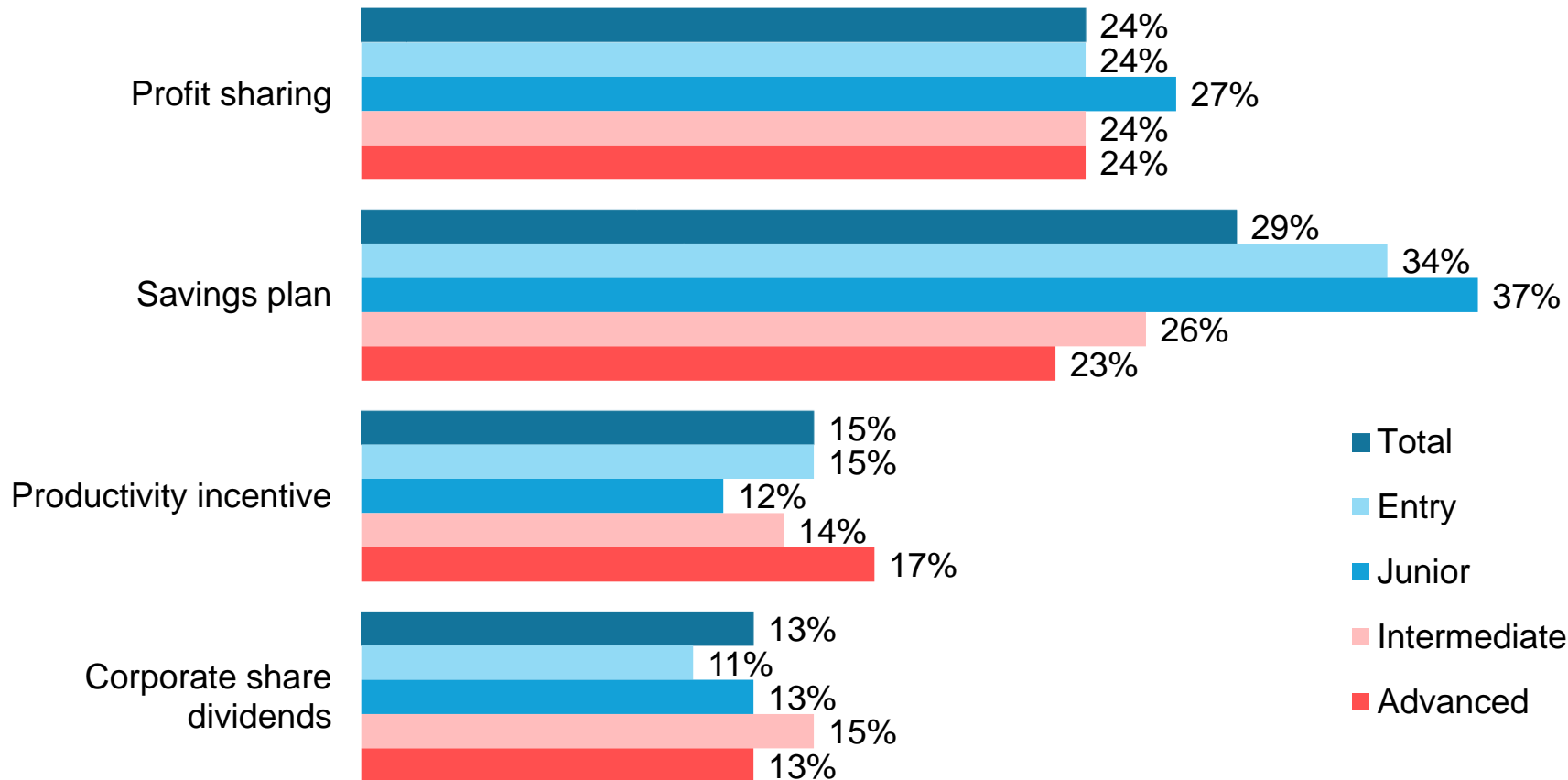
A photograph of two industrial workers, a man and a woman, wearing white hard hats and high-visibility yellow safety vests. They are standing in a factory or industrial setting, looking at a laptop computer held by the woman. The man is pointing at the screen. The background is blurred, showing industrial equipment and structures. The entire image has a blue color overlay.

# **An Examination of Benefits Provided by Employers**

# Employment Benefits – Financial

Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those whose employer has a benefits plan, n=1,160)

Those indicating they are provided with additional financial benefits

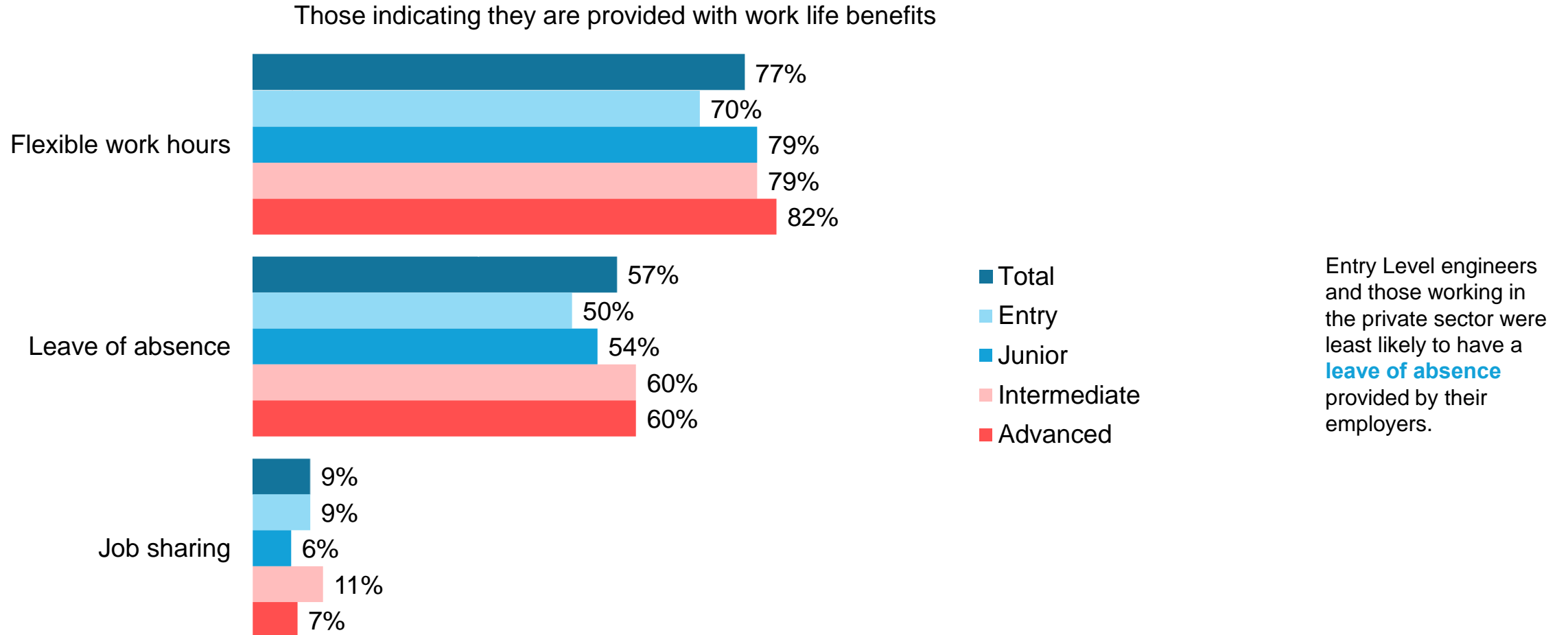


Overall, those who work in the private sector are far more likely than engineers working in the public or other sectors to have **these financial benefits** provided by their employers.



# Employment Benefits – Work life

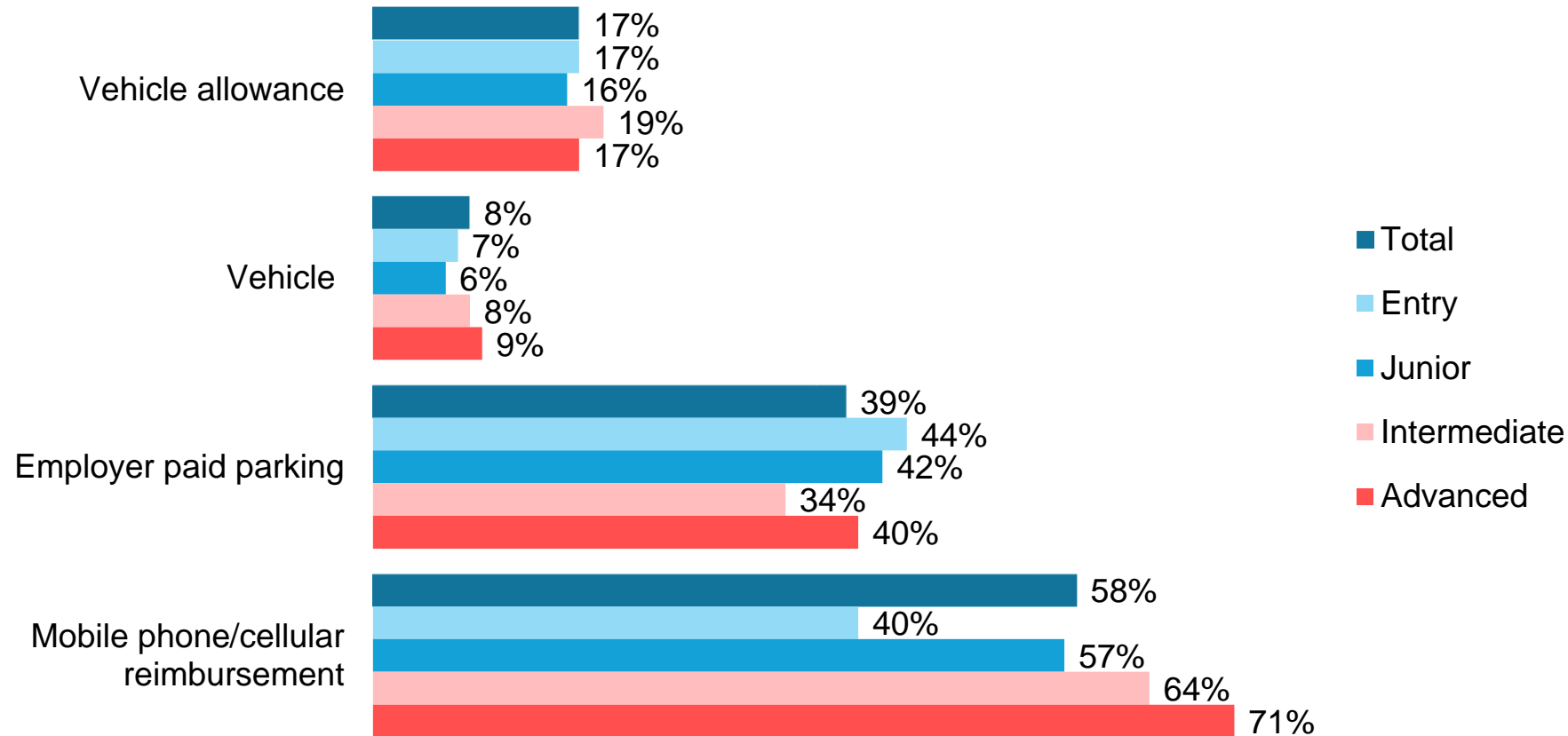
Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those whose employer has a benefits plan, n=1,160)



# Employment Benefits – Vehicle / Cellular Reimbursement

Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those whose employer has a benefits plan, n=1,160)

Those indicating they are provided with vehicle benefits

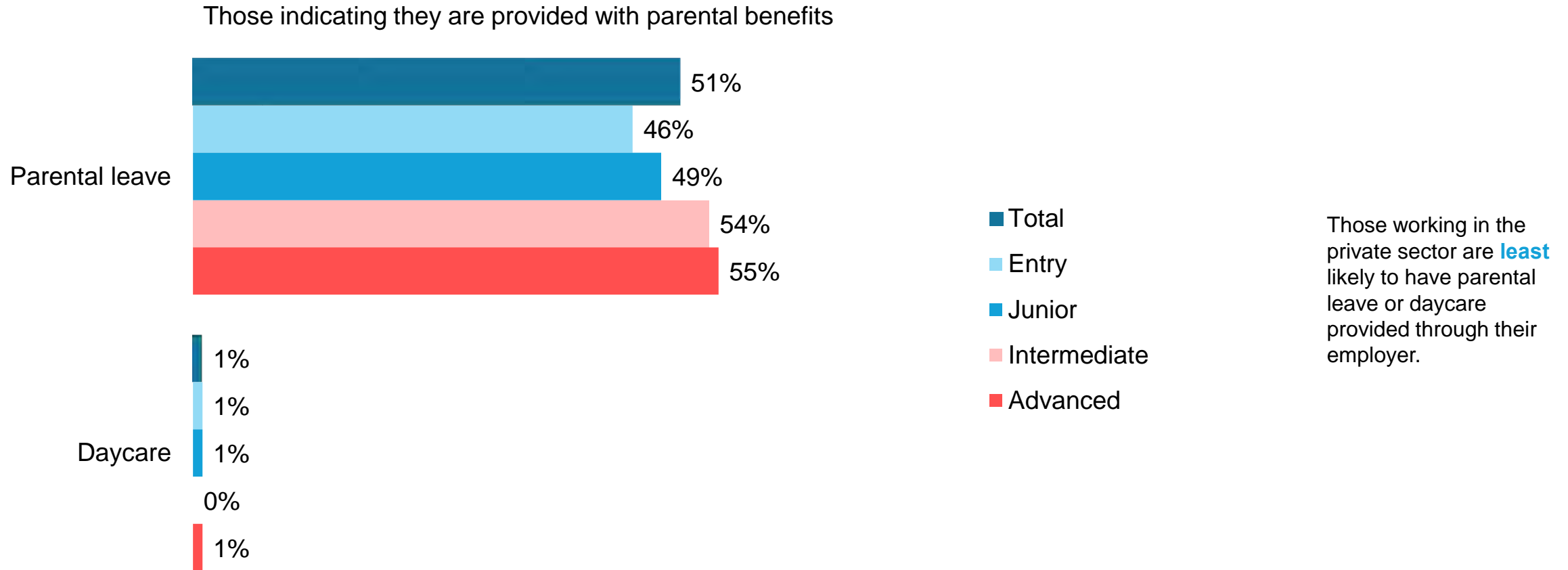


One-quarter of those who work in the public sector have a **vehicle allowance** offered by their employers.

Advanced level engineers and those working in the public sector are most likely to have a **mobile phone** paid for by their employer.

# Employment Benefits – Parental

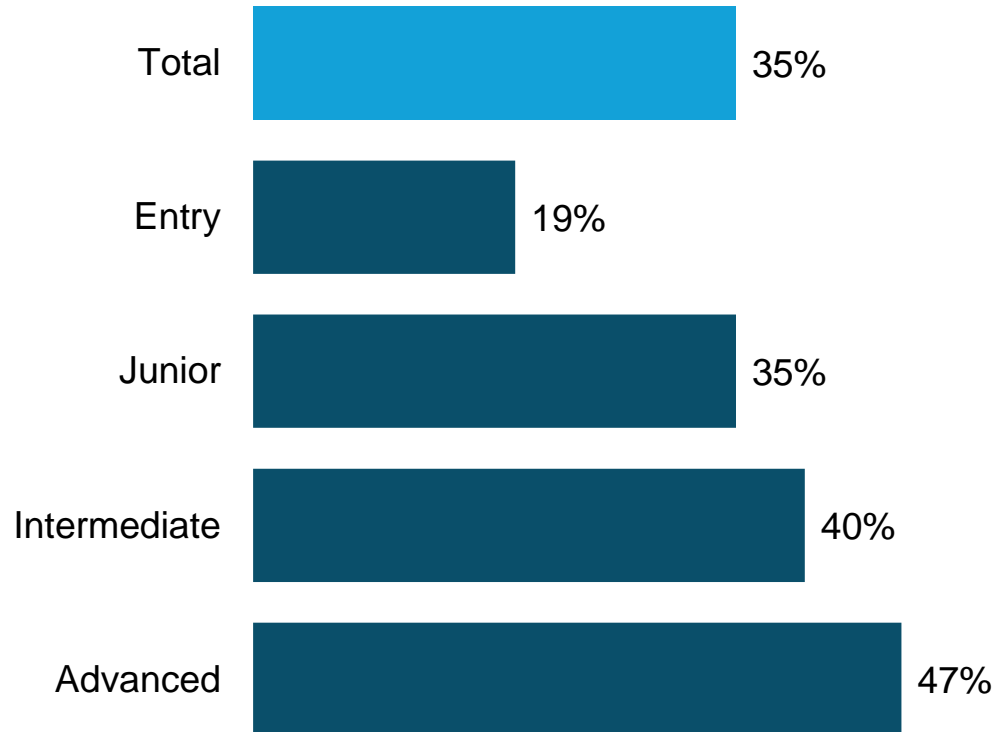
Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those whose employer has a benefits plan, n=1,160)



# Employment Benefits – Liability Insurance

Does your employer provide the following benefits to you now, or after a probationary period? (Base: Those whose employer has a benefits plan, n=1,160)

Those indicating they are provided with liability insurance



One-third of those working in the public (36%) and private (35%) sectors are provided liability insurance compared to those working in other sectors.

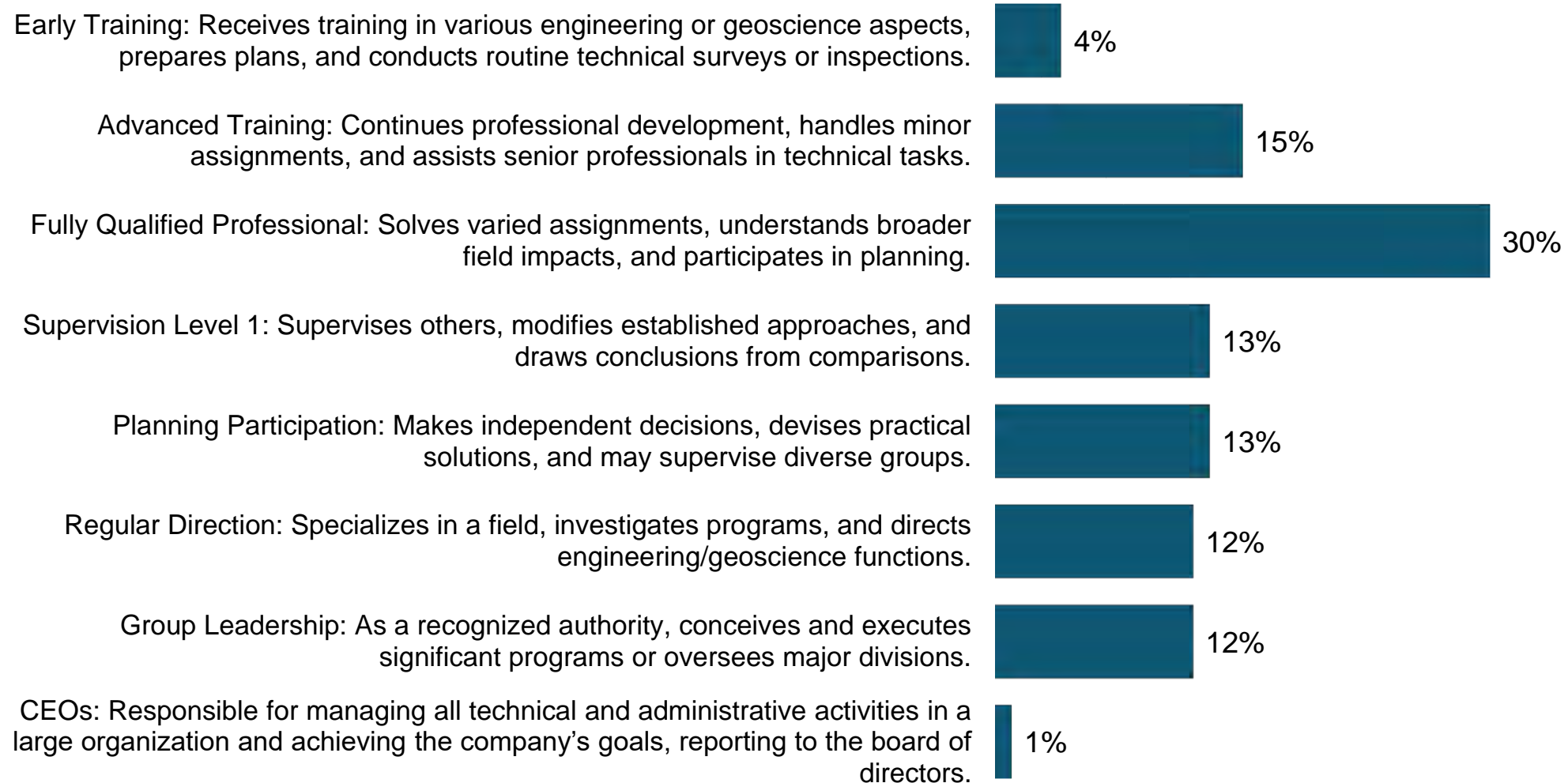
A photograph of two industrial workers, a man and a woman, wearing white hard hats and high-visibility yellow safety jackets with reflective stripes. They are standing in a factory or industrial environment, looking at a laptop computer held by the woman. The man is pointing at the screen. The background is filled with industrial machinery and structures, all under a blue color overlay.

# Roles and Responsibilities



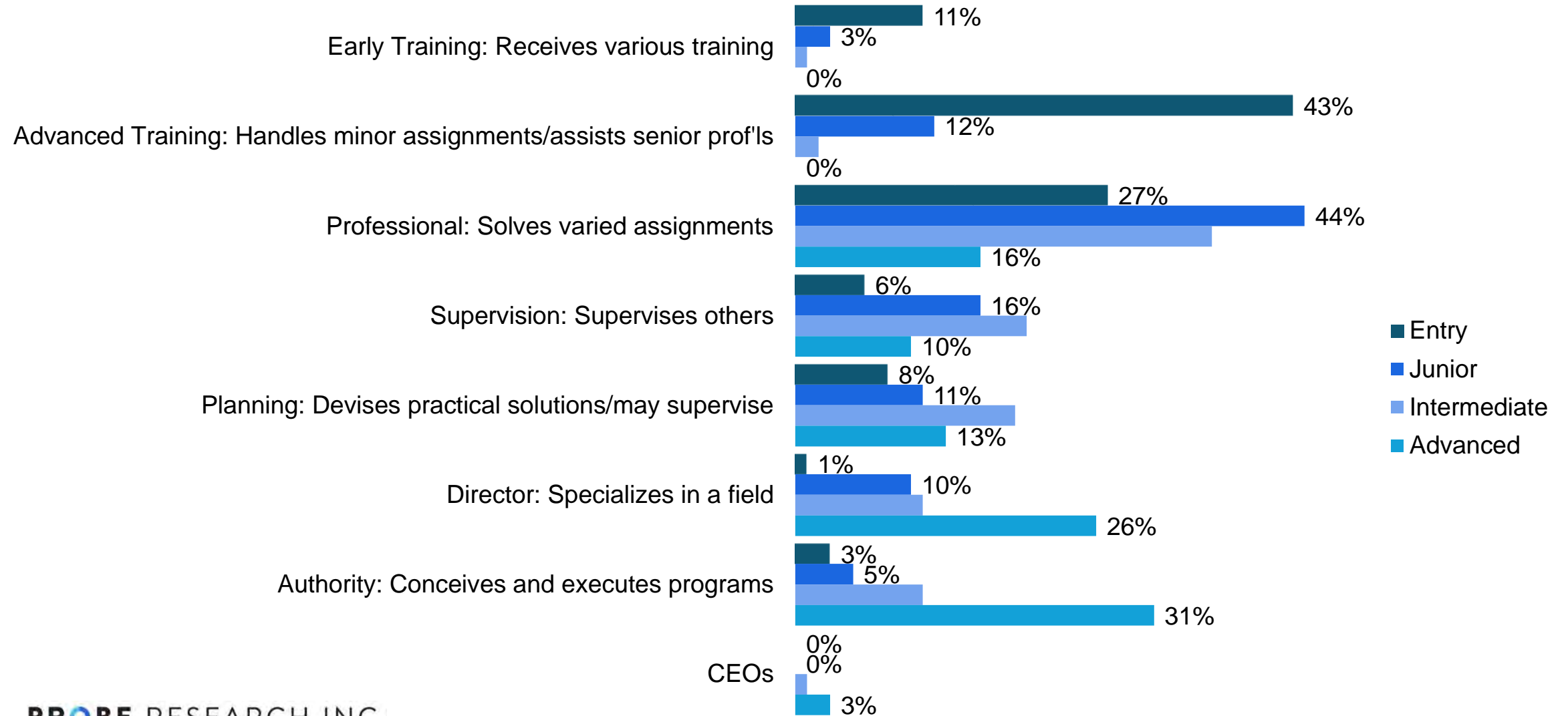
# Overall Range of Duties

Which category below best describes your overall range of duties? Please select one only: (Base: All respondents, N=1,223)



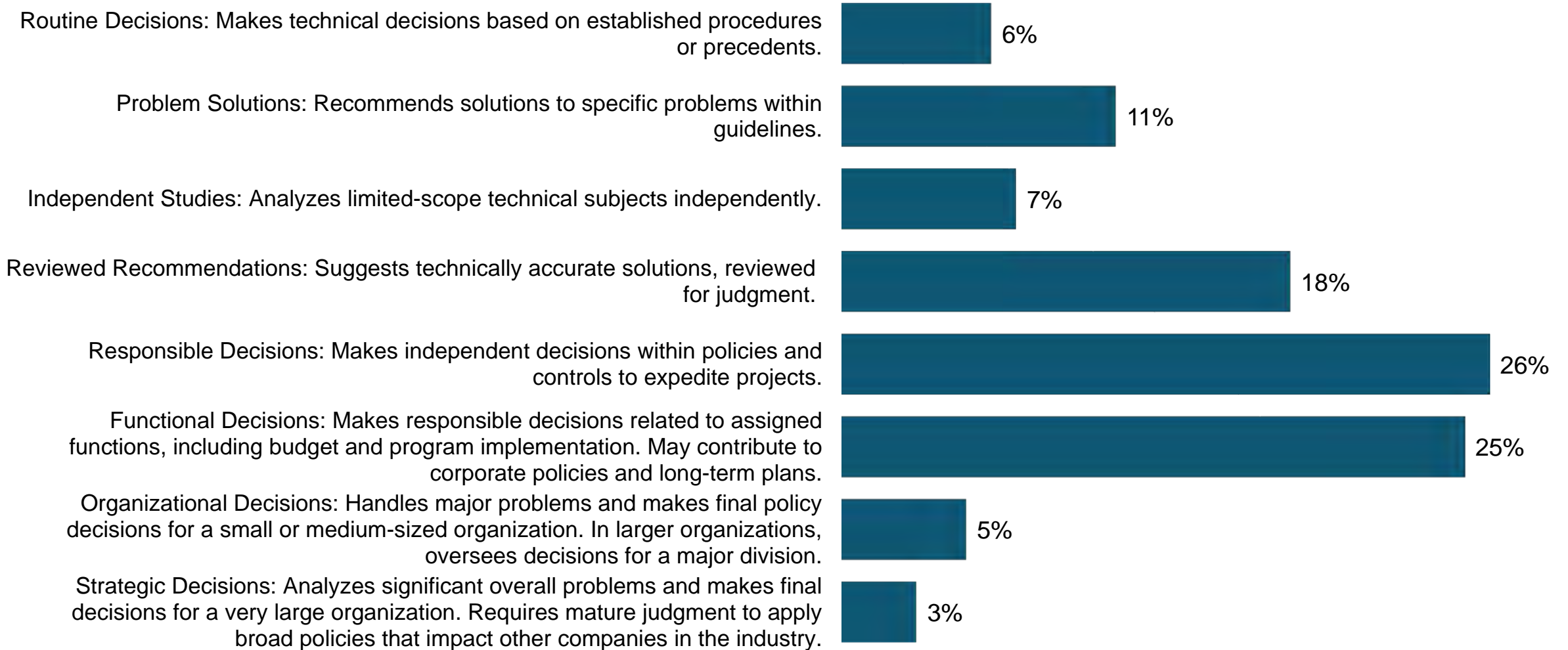
# Overall Range of Duties: By Level of Experience

(Base: All respondents, N=1,223)



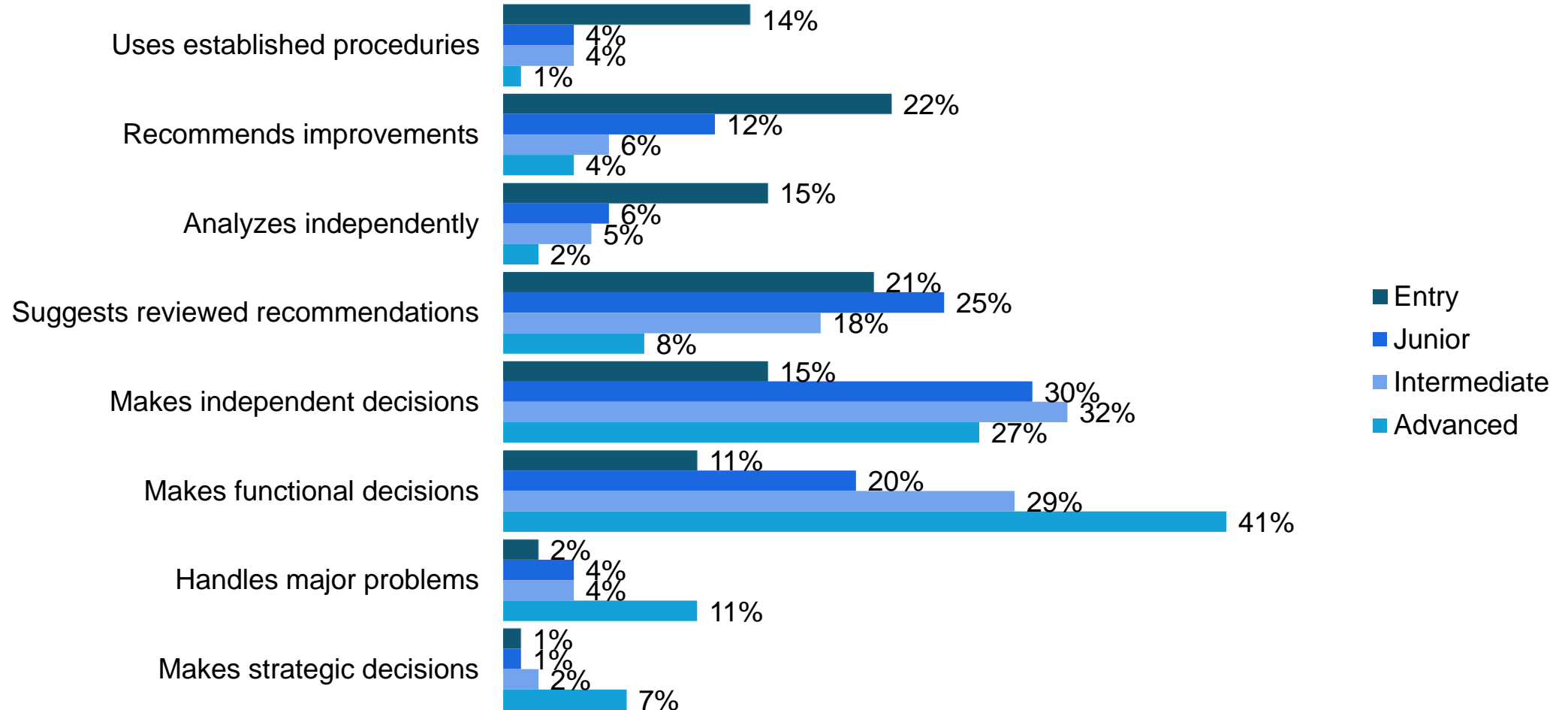
# Level of Responsibility

Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work. Please select one only: (Base: All respondents, N=1,223)



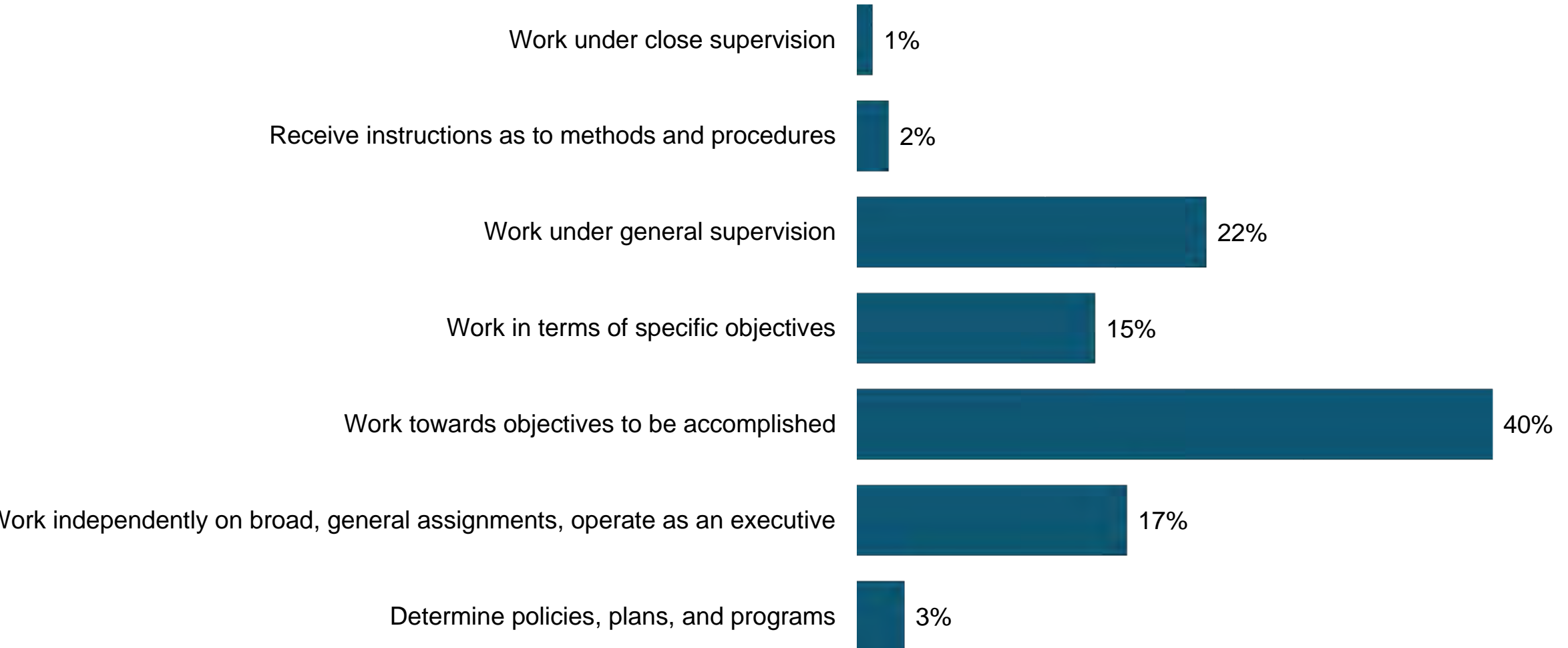
# Level of Responsibility: By Experience Level

Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work. Please select one only: (Base: All respondents, N=1,223)



# Level of Supervision Received

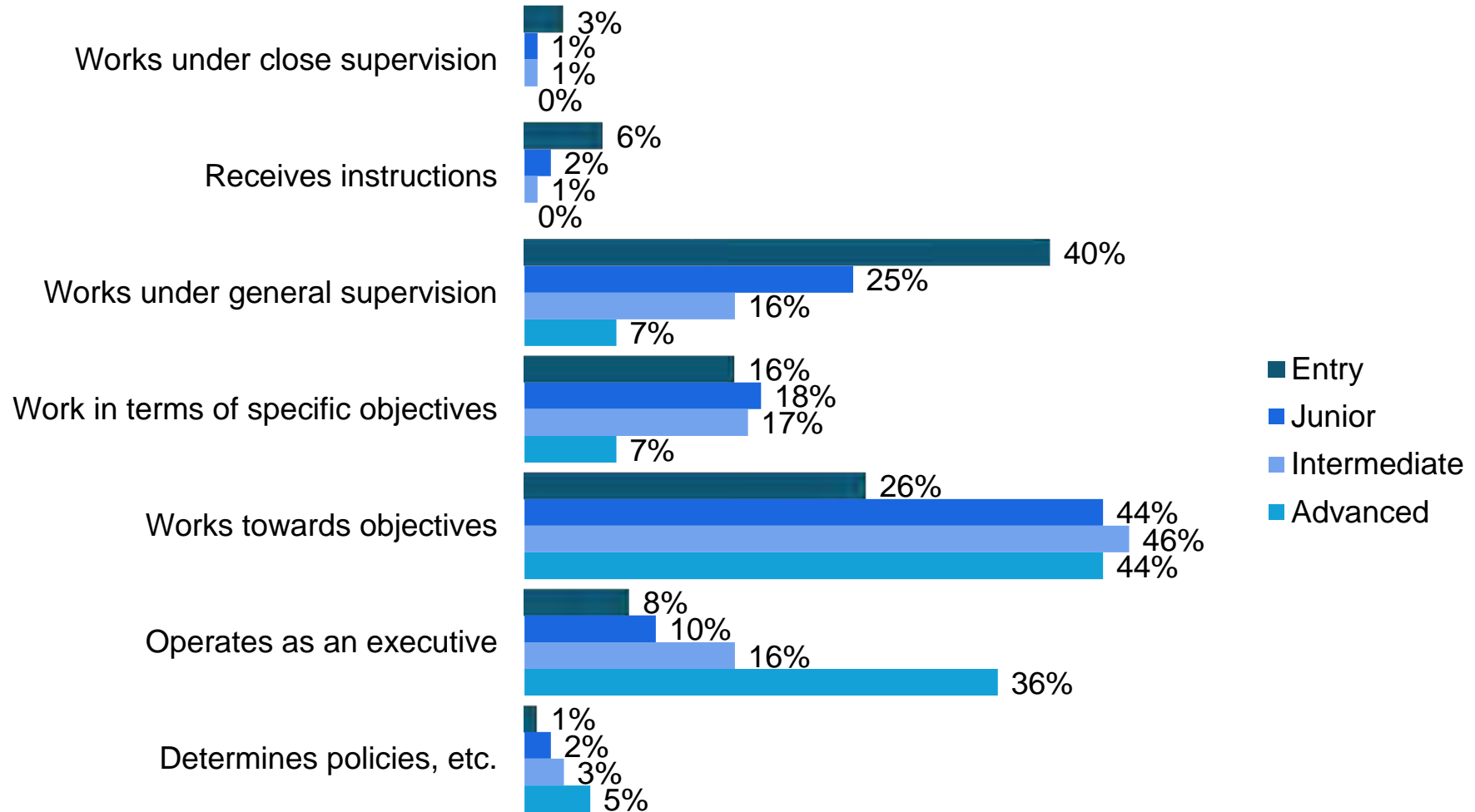
Please indicate which of the following best reflects the level of supervision you typically receive. Please select one only: (Base: All respondents, N=1,223)





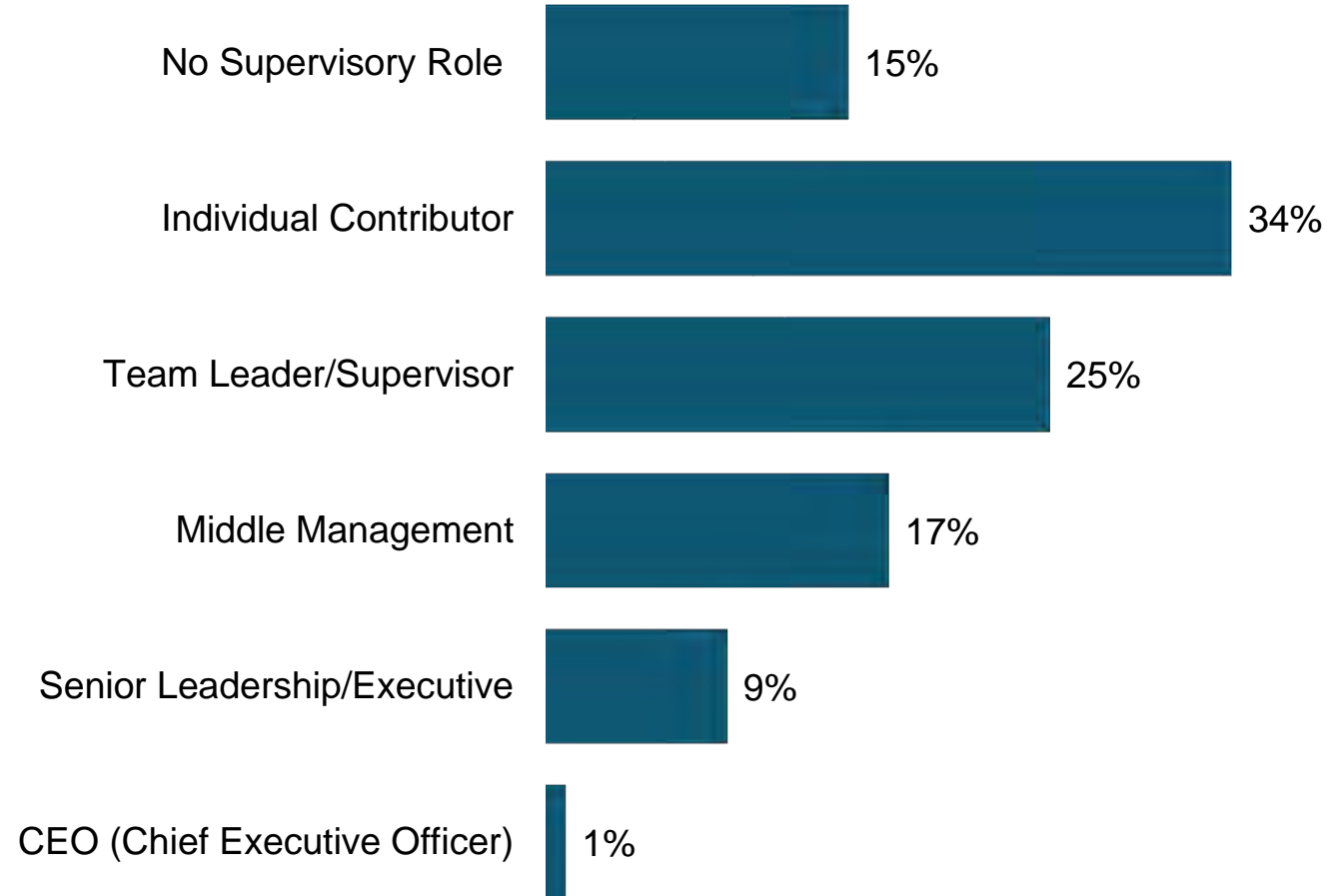
# Level of Supervision Received: By Level of Experience

Please indicate which of the following best reflects the level of supervision you typically receive. Please select one only: (Base: All respondents, N=1,223)



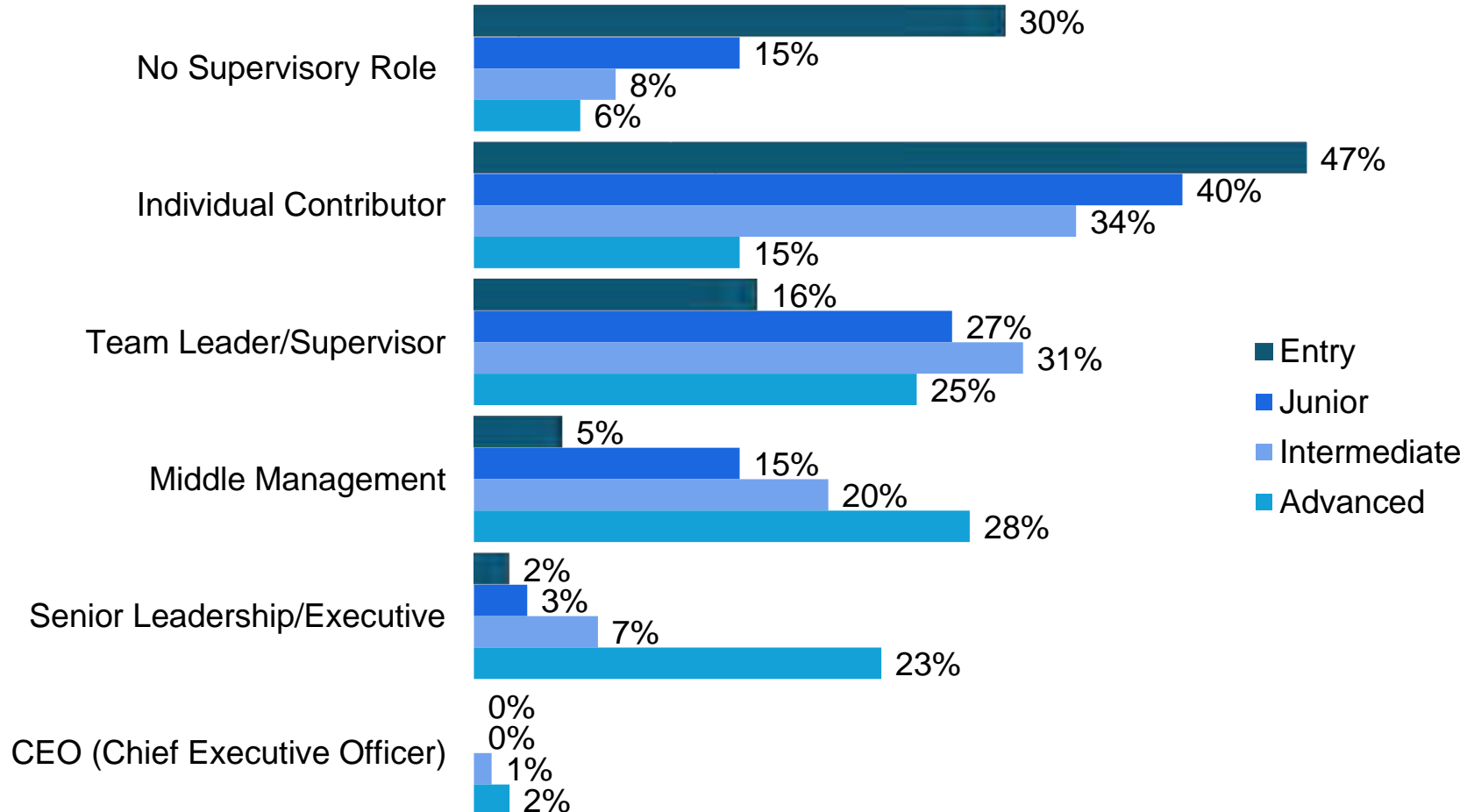
# Supervisory/Leadership Level

Which, if any, of the following best describes your leadership authority and/or supervisory level? Please select one only: (Base: All respondents, N=1,223)



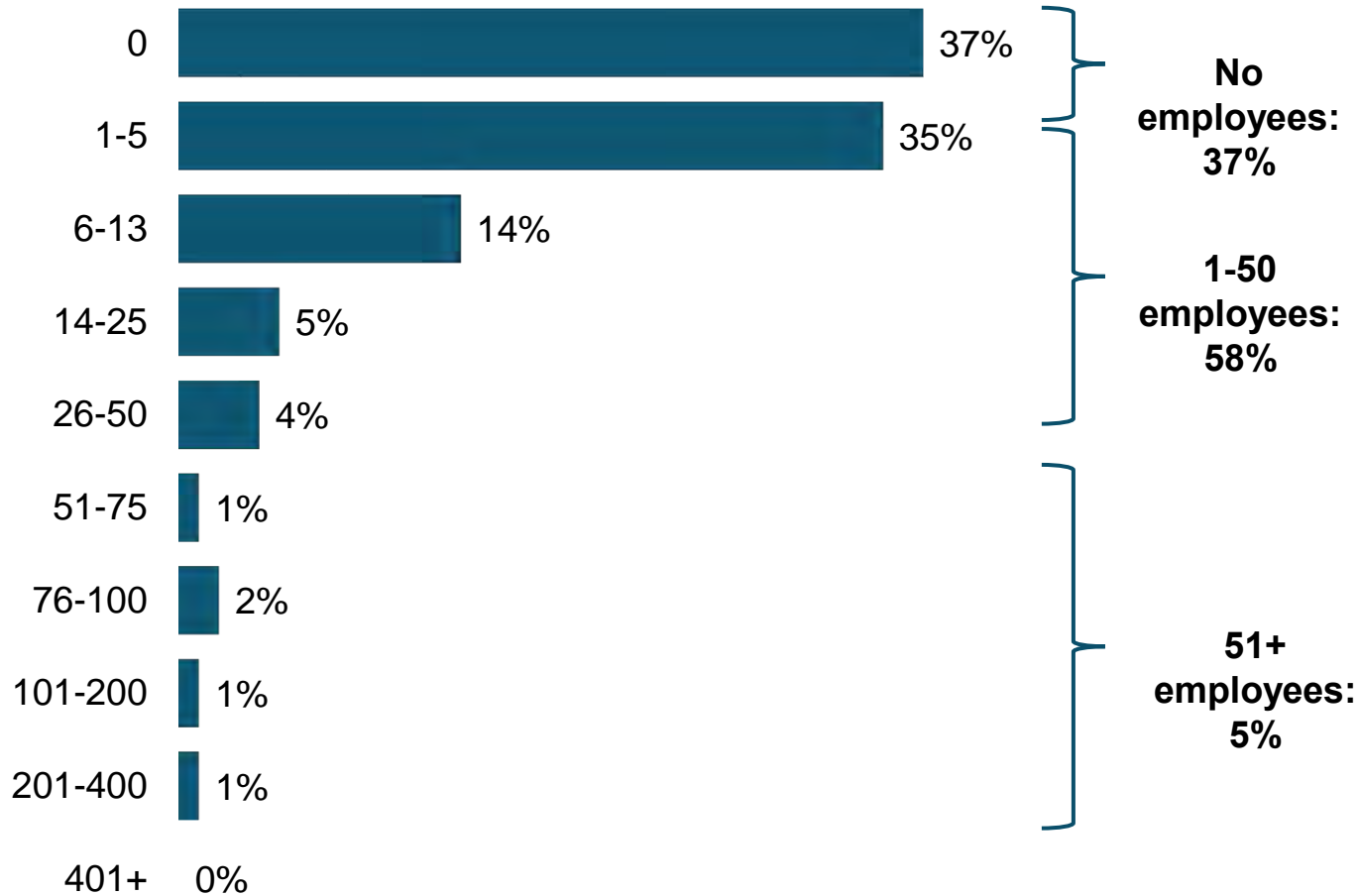
# Supervisory/Leadership: by Level of Experience

Which, if any, of the following best describes your leadership authority and/or supervisory level? Please select one only: (Base: All respondents, N=1,223)



# Number of Employees Supervised

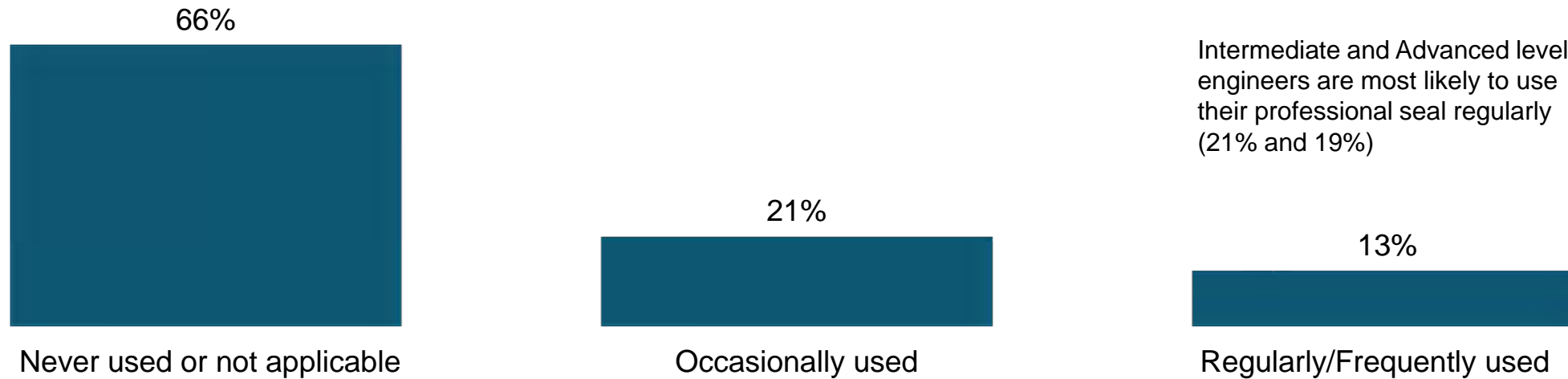
Which category best describes the number of employees, if any, you supervise: (Base: All respondents, N=1,223)



# of Employees	Entry	Junior	Inter-mediate	Advanced
None	58%	45%	29%	18%
Up to 50	38%	53%	68%	71%
51+	3%	5%	3%	9%

# Use of Professional Seal

How frequently, if at all, do you use a Professional seal? (Base: All respondents, N=1,223)





# Appendix:

**Salaries by Sector, Job Function, Graduation Years  
and Supplemental Education  
(Total, Engineers, Geoscientists and EITs/GITs)  
Roles and Responsibilities by Level of Experience**



# Average Base Salaries by Industry Sector: Total

Industry Sector Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	1223	100%	\$104,501	\$0	\$100,000	\$330,000
	Aerospace	52	4%	\$107,935	\$53,000	\$102,000	\$210,000
	Agricultural/Equipment	54	4%	\$87,743	\$59,000	\$81,000	\$162,000
	Agriculture/Food	27	2%	\$100,033	\$0	\$83,068	\$198,000
	Biomedical	7	1%	\$88,980	\$70,000	\$89,000	\$112,515
	Chemical	6	0%	\$121,335	\$75,000	\$133,250	\$145,508
	Communications	3	0%	\$118,568	\$59,705	\$90,000	\$206,000
	Computer/Software	13	1%	\$110,042	\$65,000	\$106,000	\$180,000
	Construction	117	10%	\$104,184	\$39,000	\$95,000	\$320,000
	Consulting	280	23%	\$104,050	\$25,000	\$94,556	\$280,000
	Education	21	2%	\$116,767	\$42,000	\$120,000	\$186,598
	Electronics	10	1%	\$118,750	\$60,000	\$105,500	\$183,500
	Environmental	39	3%	\$93,811	\$0	\$98,000	\$191,000
	Health Care	11	1%	\$98,723	\$56,059	\$102,221	\$129,500
	Heavy Electrical	3	0%	\$97,833	\$61,500	\$90,000	\$142,000
	Manufacturing	158	13%	\$93,457	\$0	\$83,400	\$235,000
	Mechanical Equipment	26	2%	\$89,860	\$37,000	\$90,050	\$172,000
	Metals - Fabricating	5	0%	\$123,800	\$67,000	\$92,000	\$220,000
	Metals - Primary	3	0%	\$119,484	\$73,279	\$110,278	\$174,895
	Mineral Exploration	9	1%	\$109,567	\$81,052	\$102,780	\$146,000
	Mining	15	1%	\$108,941	\$85,000	\$106,898	\$141,000
	Municipal	6	0%	\$92,326	\$37,329	\$72,592	\$149,500
	Petroleum	7	1%	\$111,937	\$93,000	\$110,000	\$135,000
	Pharmaceutical	11	1%	\$90,629	\$70,610	\$85,500	\$137,000
	Research & Development	9	1%	\$120,175	\$70,000	\$120,000	\$178,000
	Telecommunications	8	1%	\$135,125	\$93,000	\$115,000	\$300,000
	Transportation	77	6%	\$107,242	\$59,000	\$108,568	\$179,000
Transportation Equipment	7	1%	\$128,349	\$67,500	\$108,940	\$212,000	
Utilities (Gas, Hydro, Water)	199	16%	\$115,690	\$33,000	\$120,000	\$330,000	
Other	40	3%	\$104,336	\$51,500	\$90,071	\$217,000	

# Average Base Salary by Industry Sector: Engineers

Industry Sector Statistics (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	792	100%	\$118,133	\$0	\$113,500	\$330,000
	Aerospace	37	5%	\$119,652	\$70,102	\$114,156	\$210,000
	Agricultural/Equipment	25	3%	\$104,531	\$68,700	\$103,000	\$162,000
	Agriculture/Food	15	2%	\$126,202	\$72,600	\$115,000	\$198,000
	Biomedical	4	1%	\$96,464	\$80,000	\$96,672	\$112,515
	Chemical	6	1%	\$121,335	\$75,000	\$133,250	\$145,508
	Communications	1	0%	\$206,000	\$206,000	\$206,000	\$206,000
	Computer/Software	6	1%	\$110,167	\$92,000	\$106,000	\$130,000
	Construction	77	10%	\$117,854	\$65,000	\$110,000	\$320,000
	Consulting	185	23%	\$119,015	\$35,000	\$110,000	\$280,000
	Education	18	2%	\$121,783	\$42,000	\$133,976	\$186,538
	Electronics	8	1%	\$129,938	\$86,000	\$125,000	\$183,500
	Environmental	18	2%	\$104,459	\$0	\$104,500	\$191,000
	Health Care	6	1%	\$115,917	\$100,000	\$115,500	\$129,500
	Heavy Electrical	1	0%	\$142,000	\$142,000	\$142,000	\$142,000
	Manufacturing	86	11%	\$110,471	\$57,000	\$99,500	\$235,000
	Mechanical Equipment	13	2%	\$104,611	\$71,000	\$97,505	\$172,000
	Metals - Fabricating	3	0%	\$145,667	\$67,000	\$150,000	\$220,000
	Metals - Primary	2	0%	\$142,586	\$110,278	\$142,586	\$174,895
	Mining	4	1%	\$119,529	\$95,500	\$120,808	\$141,000
	Municipal	3	0%	\$86,474	\$37,329	\$72,592	\$149,500
	Petroleum	3	0%	\$121,010	\$104,030	\$124,000	\$135,000
	Pharmaceutical	4	1%	\$110,250	\$100,000	\$102,000	\$137,000
	Research & Development	5	1%	\$132,200	\$120,000	\$120,000	\$178,000
	Telecommunications	6	1%	\$140,167	\$93,000	\$115,000	\$300,000
	Transportation	62	8%	\$114,139	\$59,000	\$113,000	\$179,000
	Transportation Equipment	6	1%	\$137,240	\$67,500	\$127,970	\$212,000
Utilities (Gas, Hydro, Water)	165	21%	\$122,253	\$33,000	\$124,000	\$330,000	
Other	23	3%	\$125,904	\$70,000	\$114,500	\$217,000	

# Average Base Salaries by Industry Sector: Geoscientists

Industry Sector Statistics (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	27	100%	\$106,874	\$75,000	\$105,000	\$147,000
	Consulting	2	7%	\$80,500	\$80,000	\$80,500	\$81,000
	Environmental	8	30%	\$98,738	\$75,000	\$89,000	\$147,000
	Mineral Exploration	6	22%	\$116,224	\$94,080	\$112,500	\$146,000
	Mining	8	30%	\$108,420	\$91,765	\$106,898	\$128,000
	Petroleum	1	4%	\$115,000	\$115,000	\$115,000	\$115,000
	Utilities (Gas, Hydro, Water)	2	7%	\$127,500	\$114,000	\$127,500	\$141,000

# Average Base Salaries by Industry Sector: EITs / GITs

Industry Sector Statistics (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	378	100%	\$75,047	\$0	\$71,842	\$180,000
	Aerospace	14	4%	\$77,205	\$53,000	\$77,812	\$127,248
	Agricultural/Equipment	26	7%	\$70,500	\$59,000	\$70,250	\$95,000
	Agriculture/Food	12	3%	\$64,348	\$0	\$67,500	\$105,000
	Biomedical	3	1%	\$79,000	\$70,000	\$78,000	\$89,000
	Communications	2	1%	\$74,852	\$59,705	\$74,852	\$90,000
	Computer/Software	6	2%	\$109,917	\$65,000	\$106,250	\$180,000
	Construction	39	10%	\$78,008	\$39,000	\$77,677	\$130,000
	Consulting	87	23%	\$70,373	\$25,000	\$69,808	\$108,000
	Education	1	0%	\$70,000	\$70,000	\$70,000	\$70,000
	Electronics	2	1%	\$74,000	\$60,000	\$74,000	\$88,000
	Environmental	12	3%	\$71,513	\$55,000	\$68,500	\$103,000
	Health Care	5	1%	\$78,091	\$56,059	\$72,675	\$102,221
	Heavy Electrical	2	1%	\$75,750	\$61,500	\$75,750	\$90,000
	Manufacturing	71	19%	\$71,677	\$0	\$70,000	\$137,200
	Mechanical Equipment	13	3%	\$75,109	\$37,000	\$72,000	\$109,200
	Metals - Fabricating	1	0%	\$90,000	\$90,000	\$90,000	\$90,000
	Metals - Primary	1	0%	\$73,279	\$73,279	\$73,279	\$73,279
	Mineral Exploration	2	1%	\$103,853	\$102,780	\$103,853	\$104,926
	Mining	2	1%	\$85,000	\$85,000	\$85,000	\$85,000
	Municipal	3	1%	\$101,106	\$64,480	\$101,106	\$137,731
	Petroleum	3	1%	\$101,843	\$93,000	\$102,530	\$110,000
	Pharmaceutical	6	2%	\$76,320	\$70,610	\$75,406	\$85,500
	Research & Development	4	1%	\$105,143	\$70,000	\$104,286	\$142,000
	Telecommunications	2	1%	\$120,000	\$100,000	\$120,000	\$140,000
	Transportation	13	3%	\$77,685	\$59,000	\$71,000	\$120,000
	Transportation Equipment	1	0%	\$75,000	\$75,000	\$75,000	\$75,000
Utilities (Gas, Hydro, Water)	28	7%	\$78,363	\$50,000	\$74,788	\$119,000	
Other	17	4%	\$73,334	\$51,500	\$72,500	\$90,071	



# Average Base Salaries by Job Function: Total

Job Function Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Principal job function	Total	1223	100%	\$104,501	\$0	\$100,000	\$330,000
	Administrative Services	12	1%	\$132,020	\$68,000	\$130,500	\$235,000
	Computer Services	9	1%	\$89,192	\$48,000	\$90,000	\$148,206
	Design	365	30%	\$92,809	\$25,000	\$88,500	\$280,000
	Maintenance	29	2%	\$105,553	\$48,000	\$114,000	\$150,000
	Management	214	17%	\$135,309	\$37,329	\$130,000	\$330,000
	Marketing/Sales	12	1%	\$106,610	\$64,000	\$94,161	\$240,000
	Mineral Exploration	14	1%	\$107,012	\$81,052	\$102,780	\$146,000
	Mining	7	1%	\$108,274	\$85,000	\$105,000	\$132,616
	Planning	59	5%	\$104,090	\$33,000	\$105,000	\$161,500
	Production	28	2%	\$93,035	\$0	\$93,850	\$150,000
	Project Management	246	20%	\$102,885	\$0	\$100,000	\$320,000
	Quality Assurance	22	2%	\$75,809	\$0	\$73,279	\$106,600
	Research & Development	49	4%	\$97,290	\$42,000	\$87,000	\$210,000
	Software Development	21	2%	\$111,016	\$63,000	\$103,000	\$180,000
	Teaching	6	0%	\$134,508	\$70,000	\$143,500	\$180,000
	Technical Support	65	5%	\$93,034	\$0	\$90,000	\$150,000
Other	65	5%	\$96,341	\$50,000	\$87,800	\$300,000	

# Average Base Salaries by Year of Graduation (Bachelors Degree): Total

Year of Graduation

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	1223	100%	\$104,501	\$0	\$100,000	\$330,000
	Prior to 1994	117	10%	\$136,174	\$35,000	\$130,000	\$330,000
	1994 to 1998	90	7%	\$140,399	\$63,000	\$132,616	\$320,000
	1999 to 2003	118	10%	\$120,126	\$0	\$121,834	\$210,000
	2004 to 2008	172	14%	\$114,012	\$0	\$115,000	\$300,000
	2009 to 2013	234	19%	\$105,102	\$33,000	\$103,500	\$280,000
	2014 to 2018	260	21%	\$92,277	\$25,000	\$90,000	\$170,000
	2019 to 2024	232	19%	\$72,524	\$0	\$70,000	\$180,000

# Average Base 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	792	100%	\$118,133	\$0	\$113,500	\$330,000
	Prior to 1994	103	13%	\$139,515	\$35,000	\$132,000	\$330,000
	1994 to 1998	81	10%	\$141,981	\$63,000	\$133,308	\$320,000
	1999 to 2003	100	13%	\$125,868	\$0	\$125,400	\$210,000
	2004 to 2008	133	17%	\$124,209	\$45,000	\$121,451	\$300,000
	2009 to 2013	179	23%	\$110,941	\$33,000	\$110,000	\$280,000
	2014 to 2018	169	21%	\$97,510	\$37,329	\$96,000	\$170,000
	2019 to 2024	27	3%	\$85,325	\$63,000	\$82,000	\$120,000

# Average Base 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	27	100%	\$106,874	\$75,000	\$105,000	\$147,000
	Prior to 1994	5	19%	\$126,919	\$108,797	\$125,000	\$141,000
	1994 to 1998	3	11%	\$136,000	\$115,000	\$146,000	\$147,000
	1999 to 2003	3	11%	\$98,333	\$94,000	\$96,000	\$105,000
	2004 to 2008	2	7%	\$112,000	\$96,000	\$112,000	\$128,000
	2009 to 2013	9	33%	\$101,112	\$81,000	\$99,762	\$132,500
	2014 to 2018	5	19%	\$82,800	\$75,000	\$80,000	\$100,000

# Average Base 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	378	100%	\$75,047	\$0	\$71,842	\$180,000
	Prior to 1994	4	1%	\$102,308	\$59,000	\$106,250	\$137,731
	1994 to 1998	4	1%	\$91,375	\$80,000	\$91,250	\$103,000
	1999 to 2003	13	3%	\$81,076	\$40,262	\$78,574	\$140,000
	2004 to 2008	33	9%	\$73,414	\$0	\$73,000	\$116,000
	2009 to 2013	40	11%	\$77,898	\$39,000	\$74,300	\$137,200
	2014 to 2018	84	22%	\$81,298	\$25,000	\$79,680	\$142,000
	2019 to 2024	200	53%	\$70,850	\$0	\$69,177	\$180,000

# Average Base Salaries by Supplemental Education

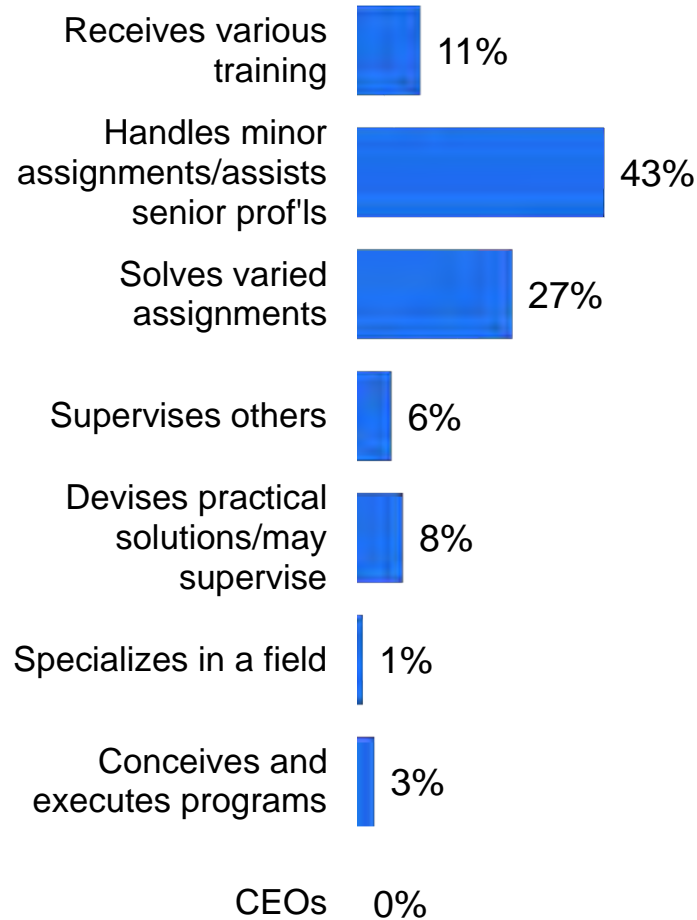
Supplemental Education

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
First degree and Supplemental Education	Total	1223	100%	\$104,501	\$0	\$100,000	\$330,000
	Engineering or Geoscience Degree	783	64%	\$100,196	\$25,000	\$96,000	\$280,000
	Diploma or other	100	8%	\$111,359	\$0	\$110,139	\$235,000
	M. Eng. or M. Sc.	206	17%	\$106,383	\$0	\$102,390	\$330,000
	2nd Bachelor (Eng. or other)	47	4%	\$105,829	\$52,000	\$105,560	\$217,000
	Multiple Supplemental Categories	37	3%	\$118,233	\$64,000	\$120,000	\$183,500
	PhD	19	2%	\$120,808	\$42,000	\$112,500	\$210,000
	MBA	29	2%	\$155,234	\$97,000	\$143,650	\$300,000
Multiple Supplemental Education (including MBA)	2	0%	\$112,110	\$102,221	\$112,110	\$122,000	

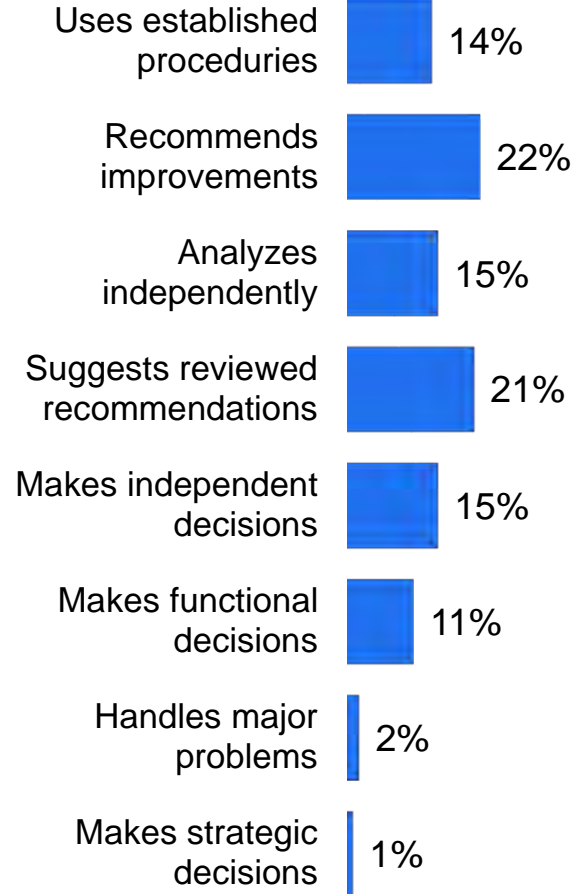


# Entry Level Engineers: Roles and Responsibilities

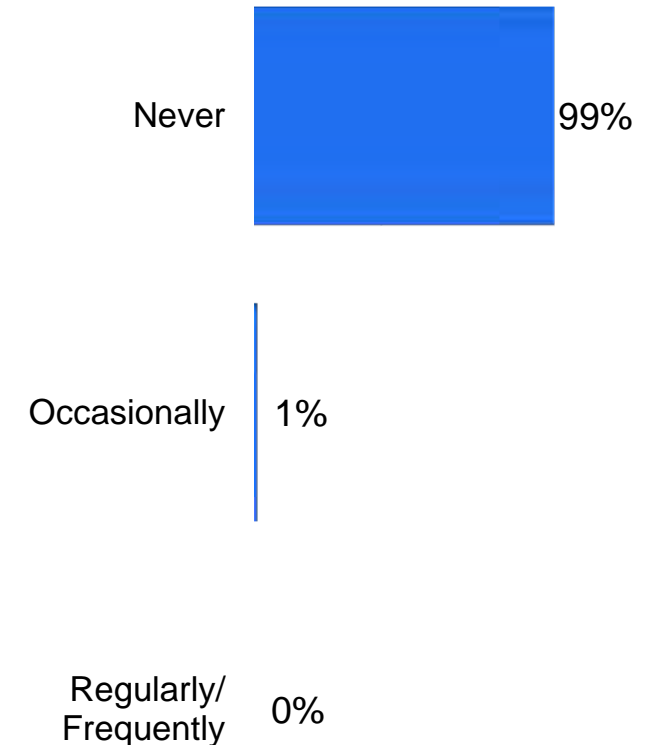
## Range of Duties



## Responsibilities



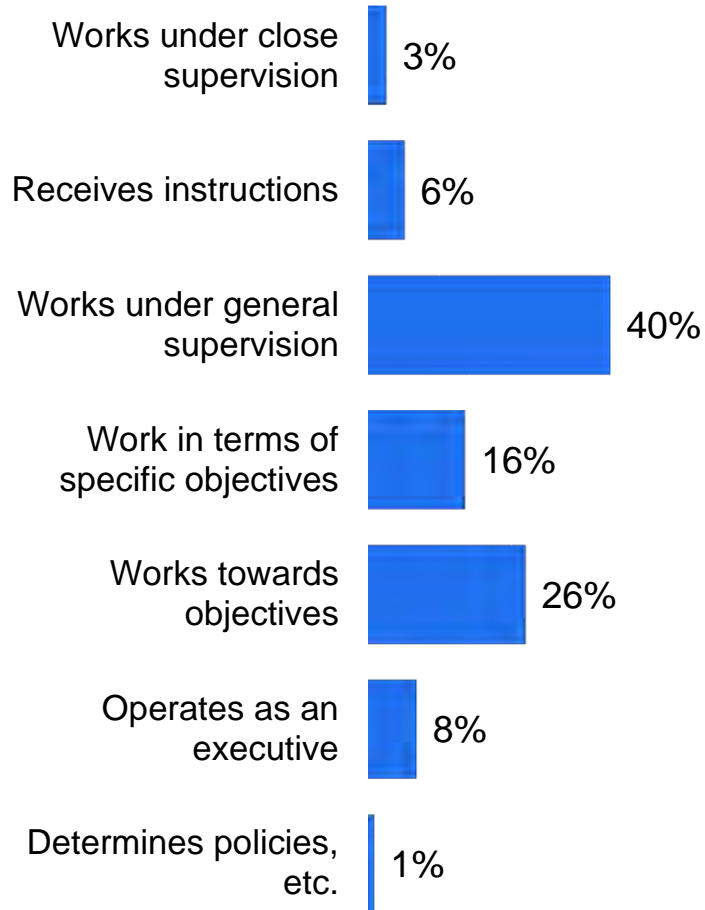
## Use of Professional Seal



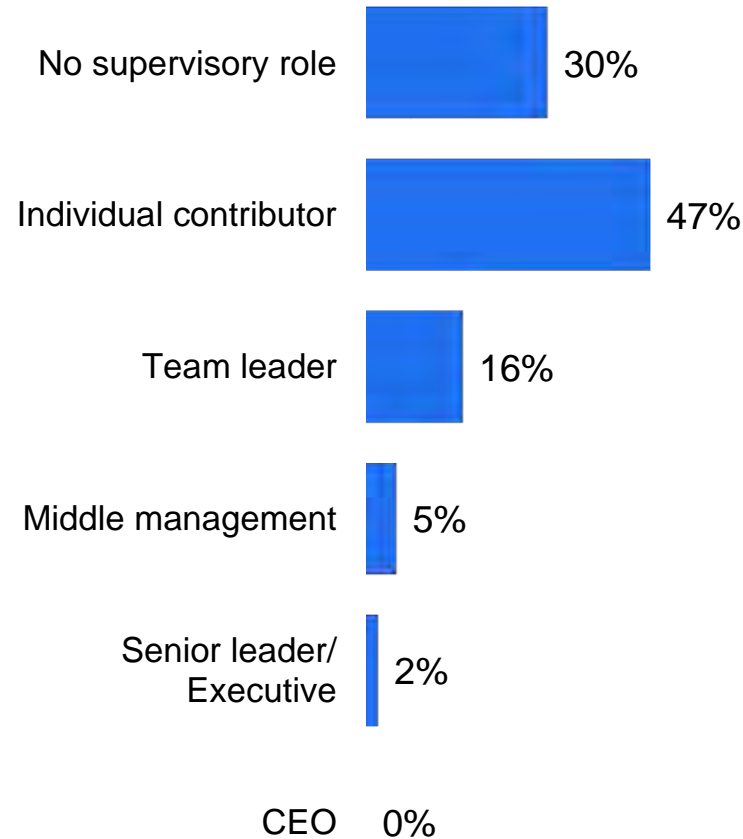
Base: Entry Level Engineers/Geoscientists (n=345)

# Entry Level Engineers: Roles and Responsibilities (cont'd)

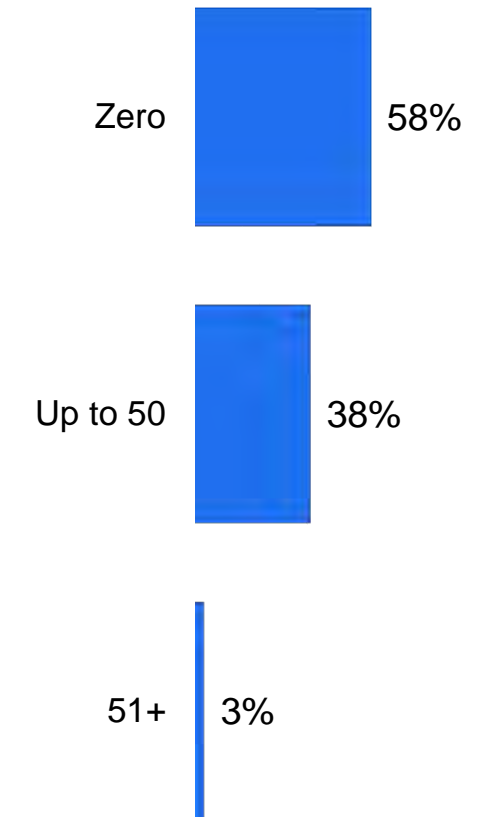
## Level of Supervision Received



## Supervisory Level



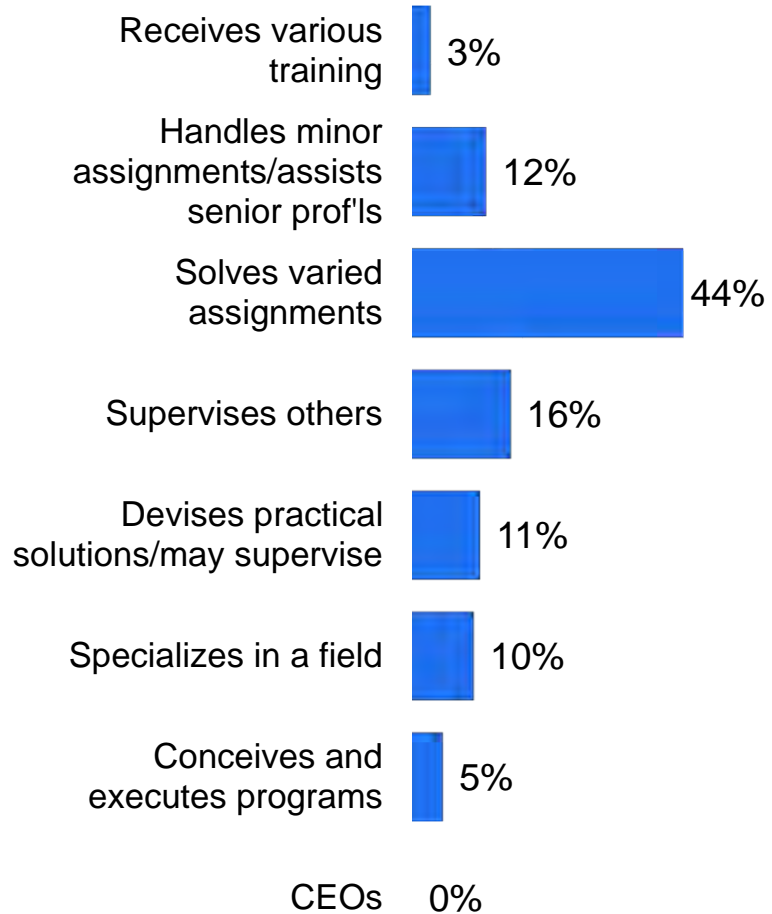
## # of Employees Supervise



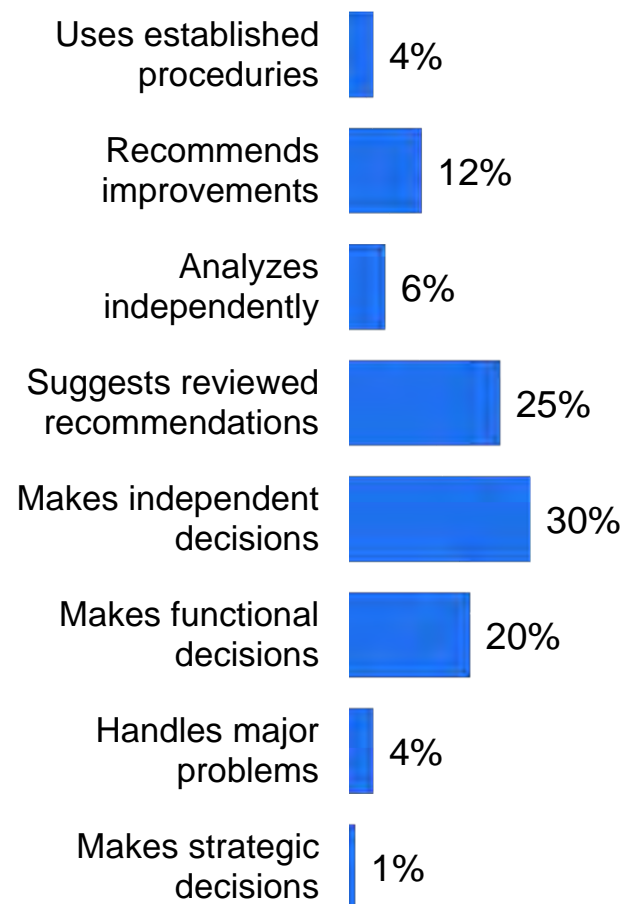
Base: Entry Level Engineers/Geoscientists (n=345)

# Junior Level Engineers: Roles and Responsibilities

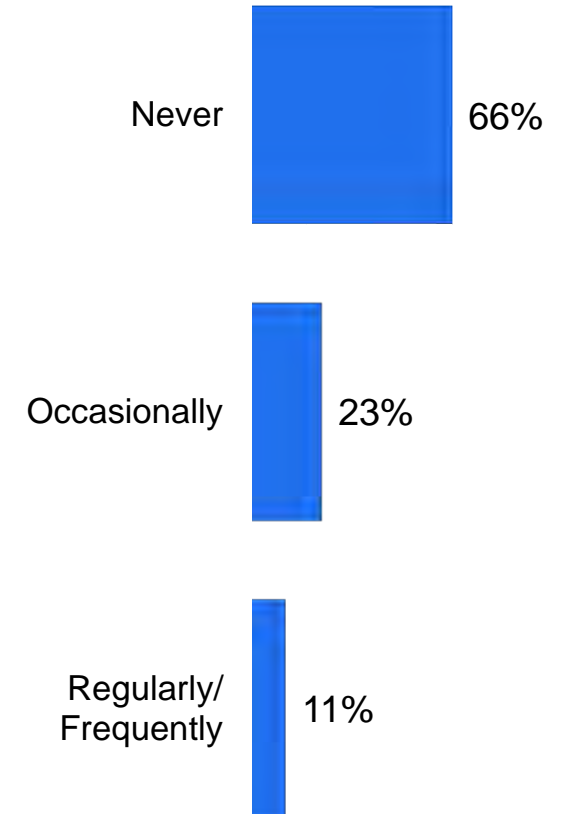
## Range of Duties



## Responsibilities

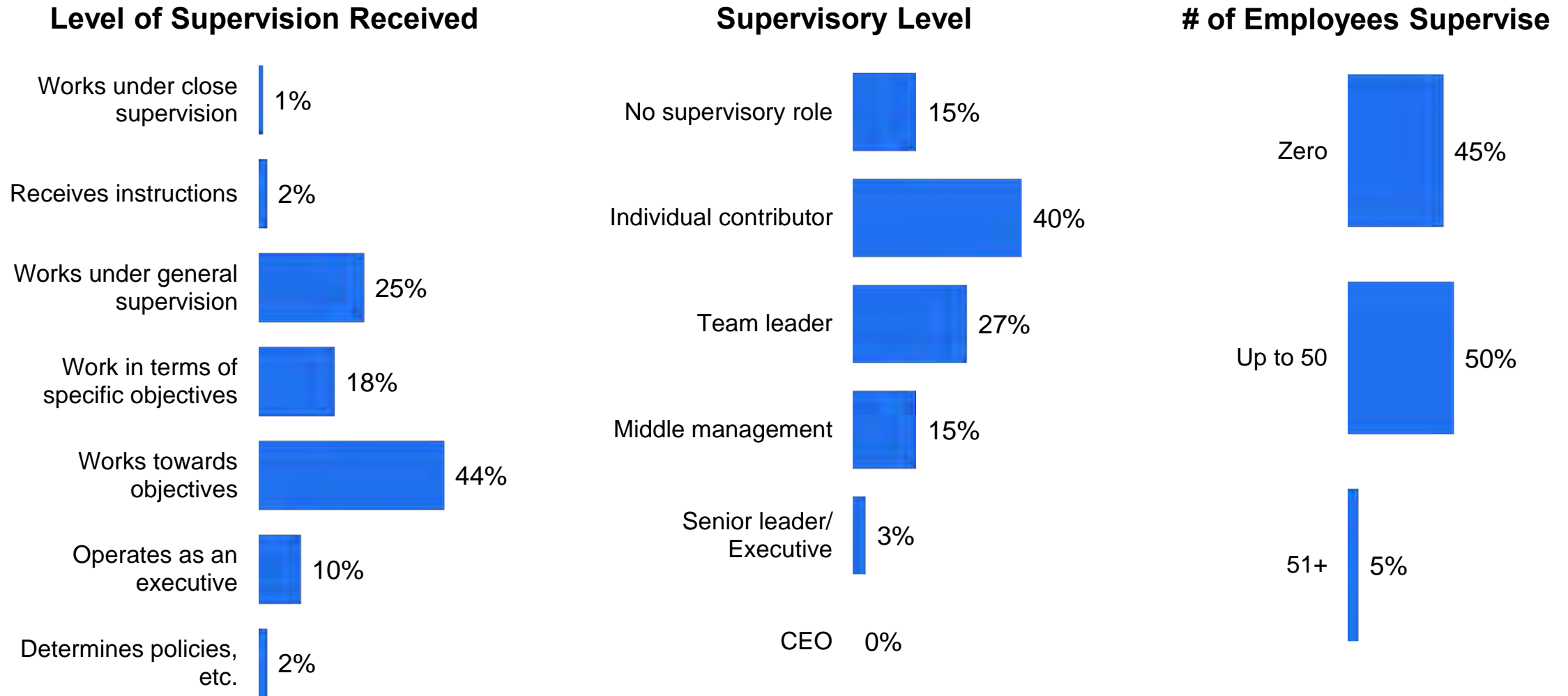


## Use of Professional Seal



Base: Junior Level Engineers/Geoscientists (n=199)

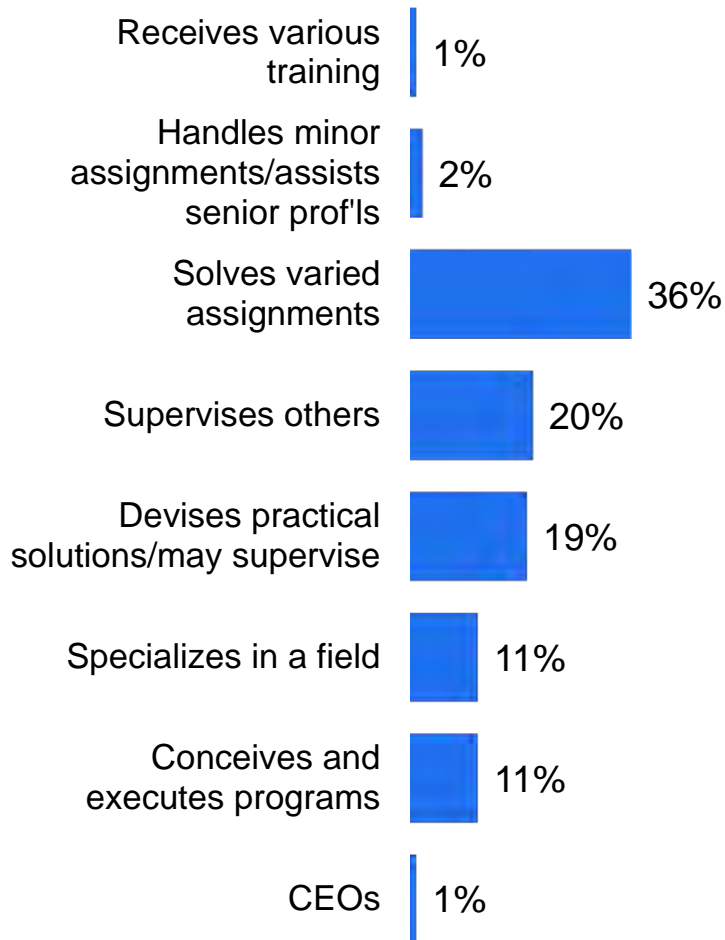
# Junior Level Engineers: Roles and Responsibilities (cont'd)



Base: Junior Level Engineers/Geoscientists (n=199)

# Intermediate Level Engineers: Roles and Responsibilities

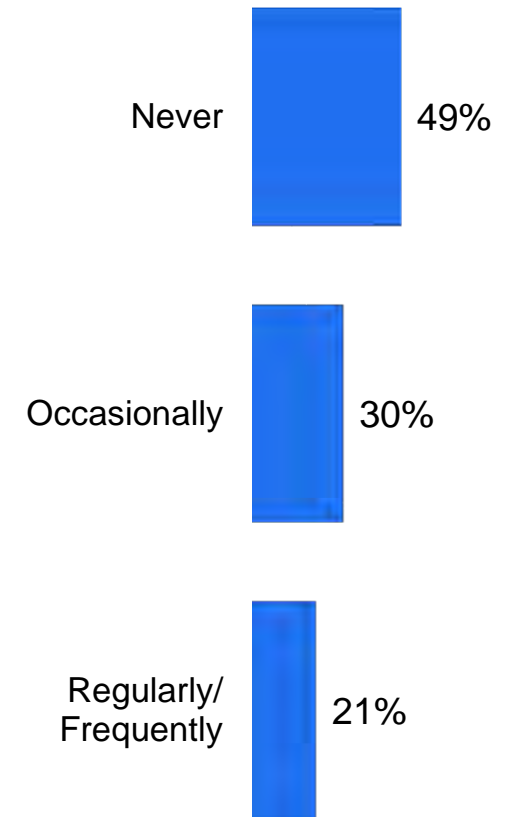
## Range of Duties



## Responsibilities



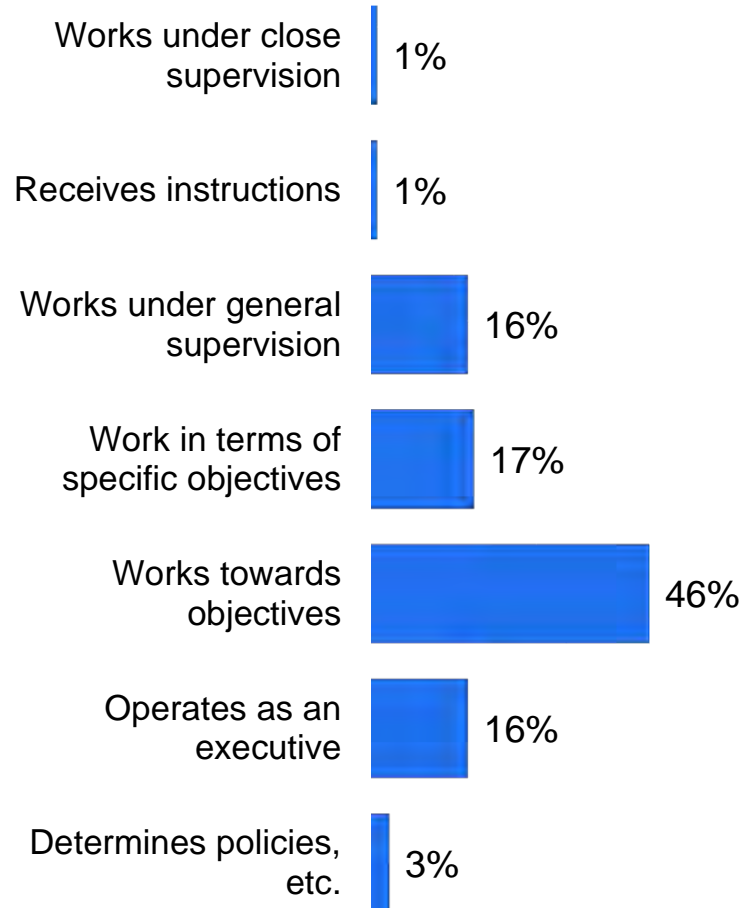
## Use of Professional Seal



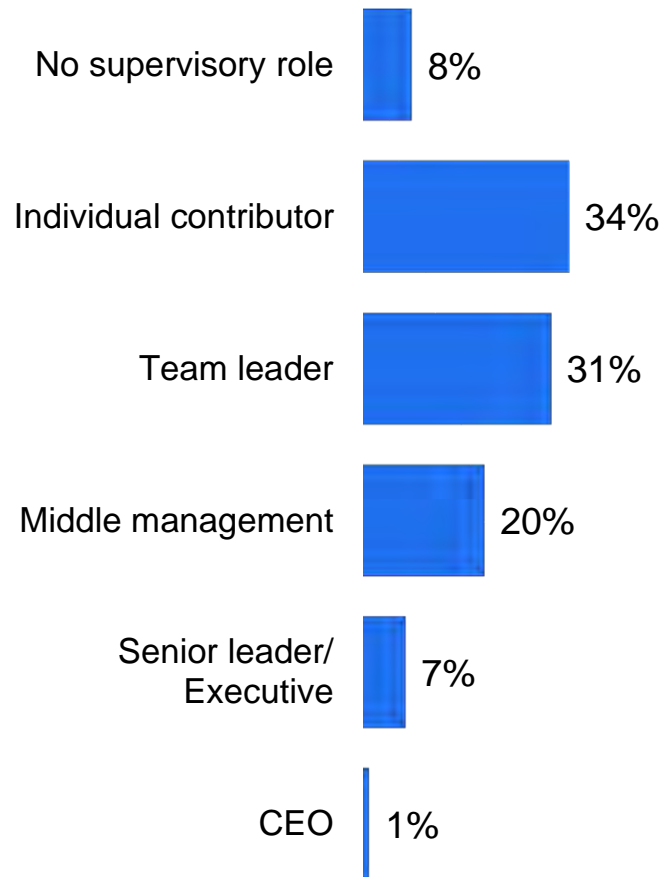
Base: Intermediate Level Engineers/Geoscientists (n=388)

# Intermediate Level Engineers: Roles and Responsibilities (cont'd)

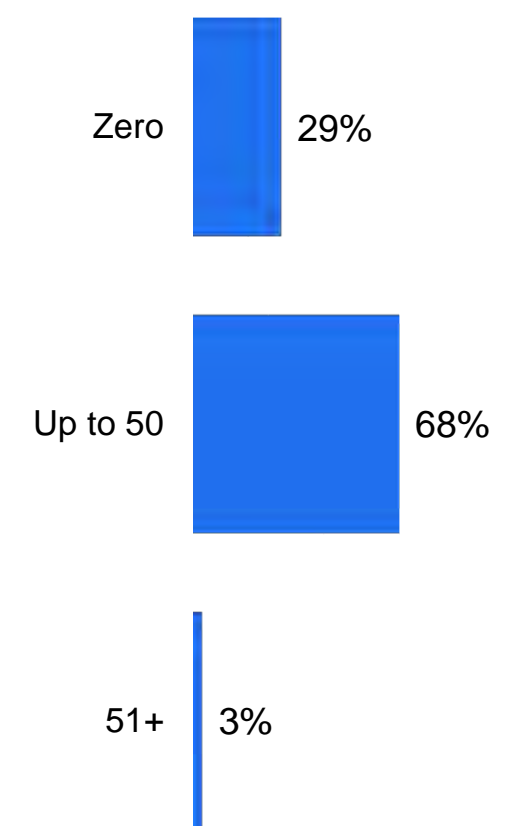
## Level of Supervision Received



## Supervisory Level



## # of Employees Supervise

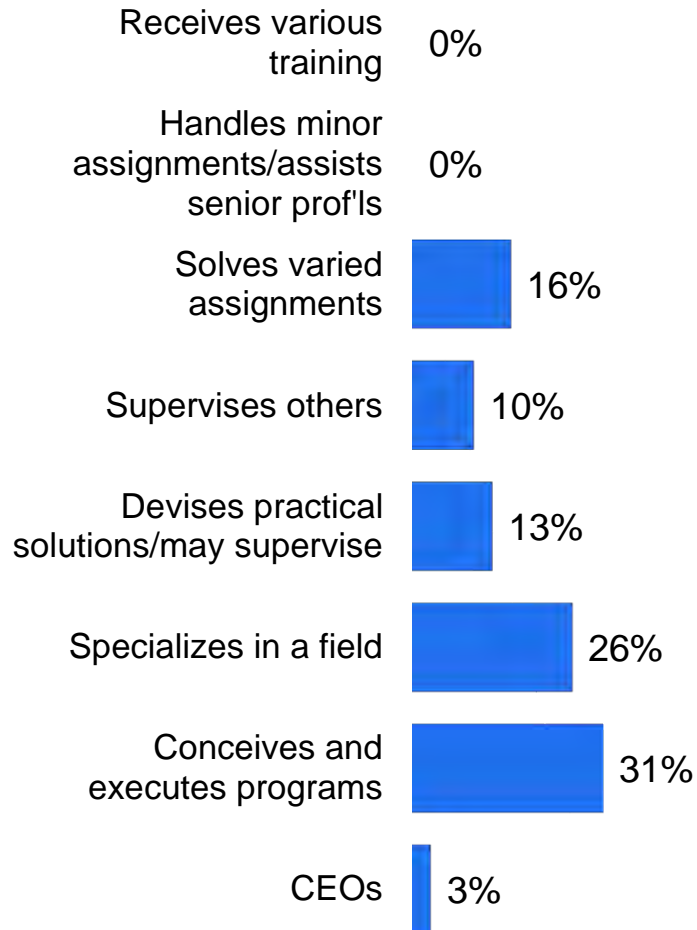


Base: Intermediate Level Engineers/Geoscientists (n=388)

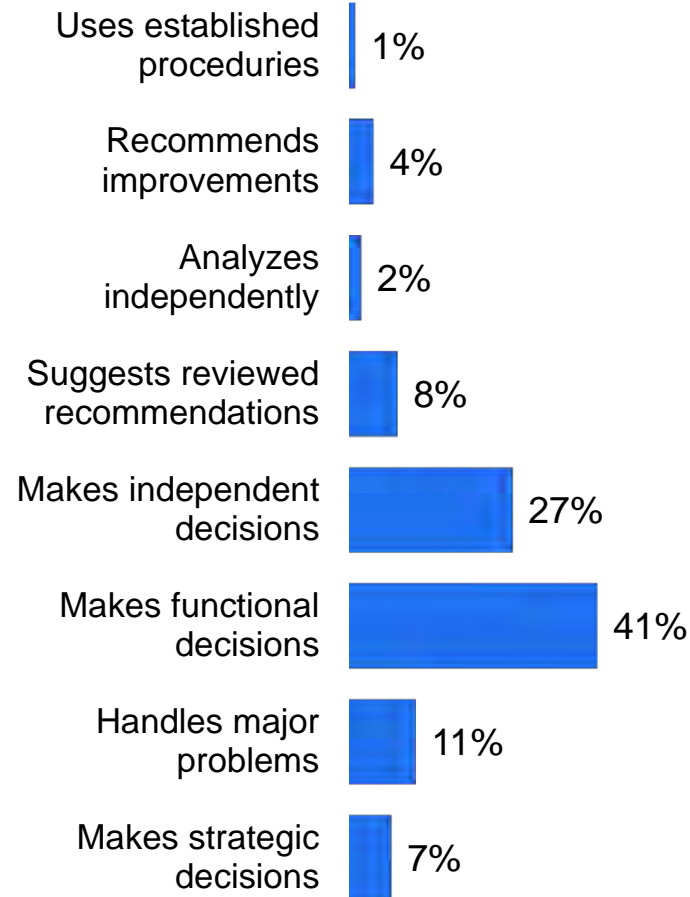


# Advanced Level Engineers: Roles and Responsibilities

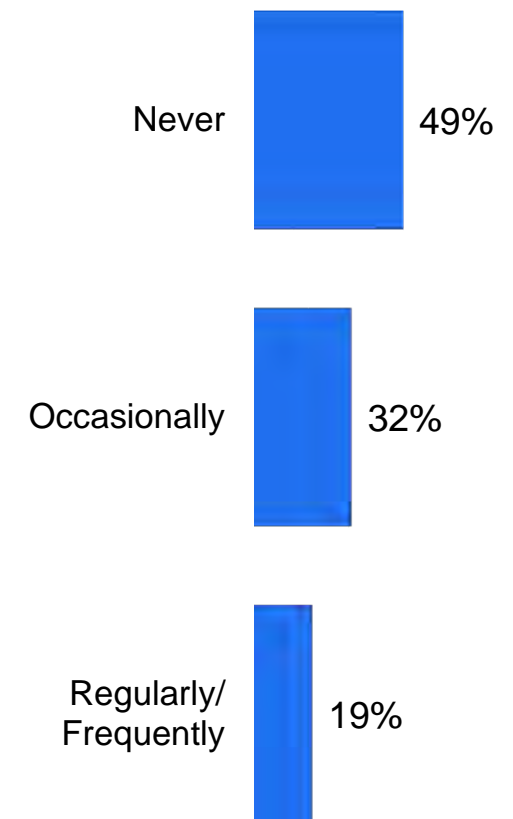
## Range of Duties



## Responsibilities



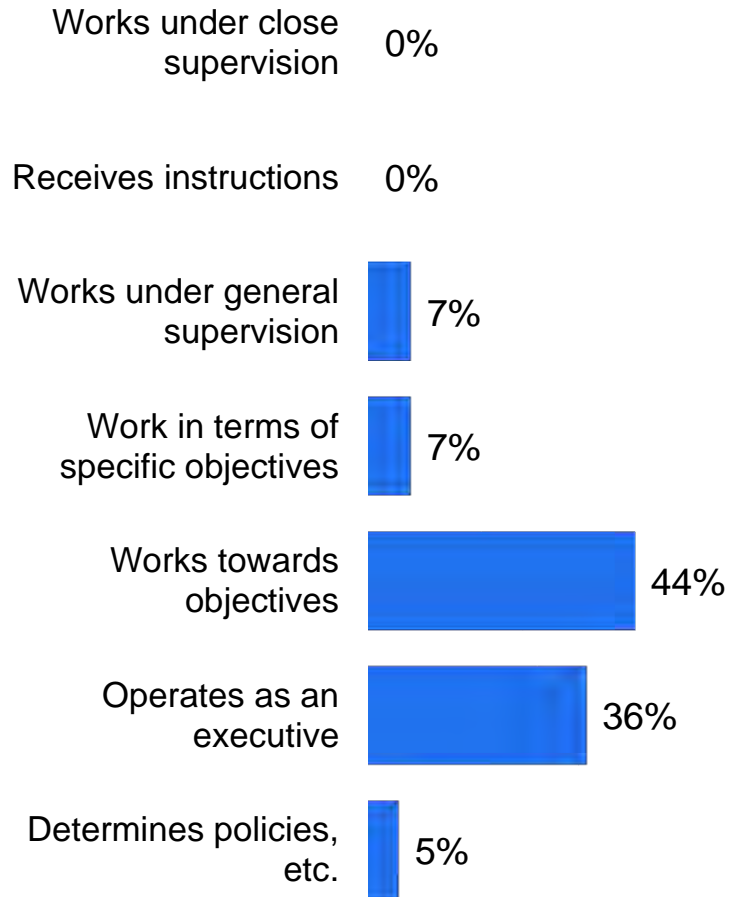
## Use of Professional Seal



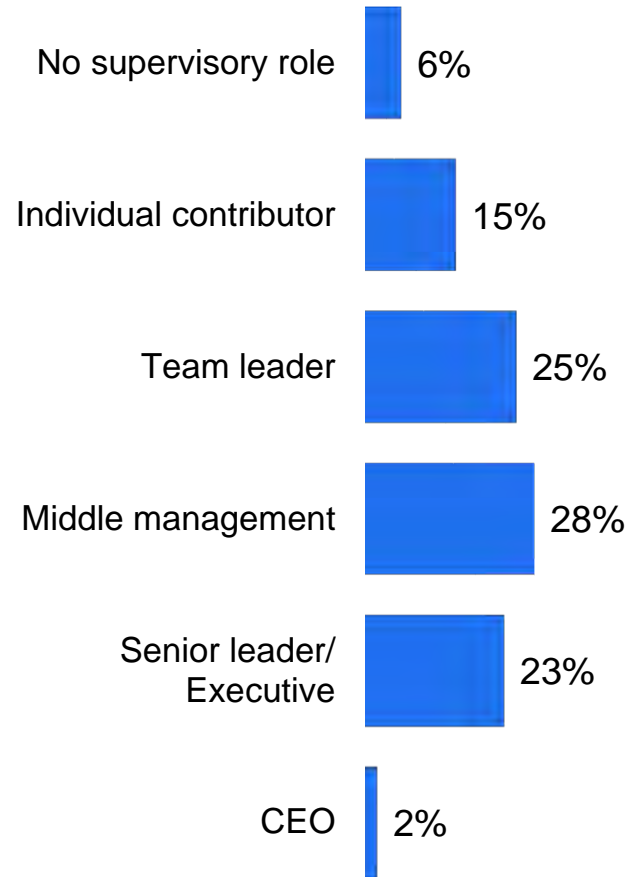
Base: Advanced Level Engineers/Geoscientists (n=291)

# Advanced Level Engineers: Roles and Responsibilities (cont'd)

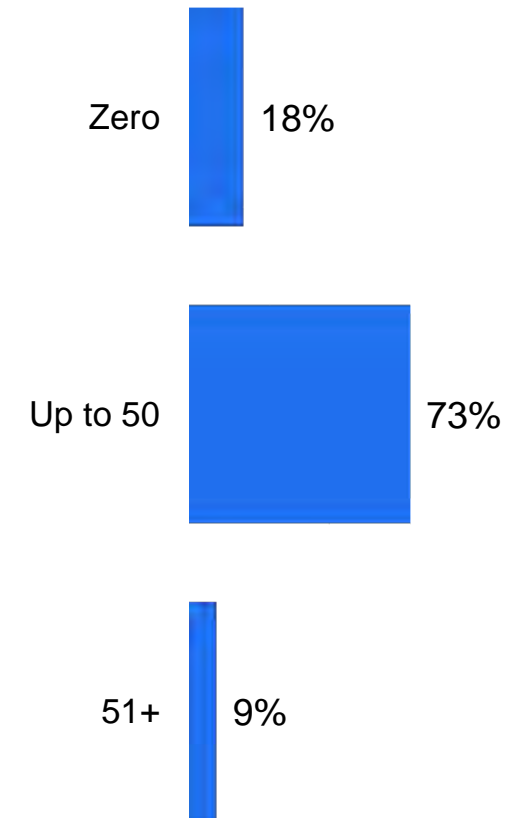
## Level of Supervision Received



## Supervisory Level



## # of Employees Supervise



Base: Advanced Level Engineers/Geoscientists (n=291)

**Year of bachelor degree (first degree in engineering or geoscience)**  
**Was this degree from a Canadian university?**  
**Which of the following best describes your level of experience as of December 31, 2023?**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Year of bachelor degree	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Prior to 1994	N	117	1		2	114	4		3	110	67	41	9
		%	10%	0%		0%	36%	1%		1%	38%	8%	12%	23%
	1994 to 1998	N	90			4	86	4		4	82	62	25	3
		%	7%			1%	27%	1%		1%	28%	7%	8%	8%
	1999 to 2003	N	118		1	27	90	9	2	28	79	73	43	2
		%	10%		0%	7%	29%	3%	1%	7%	27%	9%	13%	5%
	2004 to 2008	N	172		8	143	21	25	3	128	16	96	73	3
		%	14%		3%	35%	7%	7%	2%	33%	5%	11%	22%	8%
	2009 to 2013	N	234	4	41	188	1	33	17	180	4	165	63	6
		%	19%	2%	15%	46%	0%	10%	9%	46%	1%	19%	19%	15%
	2014 to 2018	N	260	24	193	42	1	67	148	45		195	56	9
%		21%	10%	70%	10%	0%	19%	74%	12%		23%	17%	23%	
2019 to 2024	N	232	200	31	1		203	29			196	29	7	
	%	19%	87%	11%	0%		59%	15%			23%	9%	18%	
Mean Graduation year	Mean		2009	2020	2015	2009	1995	2017	2016	2009	1995	2010	2006	2006
	Median		2011	2021	2016	2009	1996	2020	2016	2009	1996	2013	2008	2011
	Minimum		1972	1987	2000	1990	1972	1990	2000	1987	1972	1972	1979	1981
	Maximum		2024	2024	2021	2019	2014	2024	2021	2016	2013	2024	2023	2023
Canadian university	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	No	N	213	15	47	94	57	93	16	63	41	150	53	10
		%	17%	7%	17%	23%	18%	27%	8%	16%	14%	18%	16%	26%
	Yes	N	1010	214	227	313	256	252	183	325	250	704	277	29
%		83%	93%	83%	77%	82%	73%	92%	84%	86%	82%	84%	74%	
Level of experience	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Entry	N	345	215	77	43	10	345				282	54	9
		%	28%	94%	28%	11%	3%	100%				33%	16%	23%
	Junior	N	199	13	176	9	1		199			147	43	9
		%	16%	6%	64%	2%	0%		100%			17%	13%	23%
	Intermediate	N	388	1	20	345	22			388		244	136	8
		%	32%	0%	7%	85%	7%			100%		29%	41%	21%
	Advanced	N	291		1	10	280				291	181	97	13
		%	24%		0%	2%	89%				100%	21%	29%	33%

**Year of bachelor degree (first degree in engineering or geoscience)**  
**Was this degree from a Canadian university?**  
**Which of the following best describes your level of experience as of December 31, 2023?**

			GENDER			GRAD YEAR					HOURS PER WEEK			
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs	
Year of bachelor degree	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)	
	Prior to 1994	N	117	101	8	117						40	31	46
		%	10%	11%	3%	57%						11%	7%	11%
	1994 to 1998	N	90	66	16	90						22	23	45
		%	7%	7%	7%	43%						6%	5%	10%
	1999 to 2003	N	118	77	31		118					32	25	61
		%	10%	9%	13%		41%					9%	6%	14%
	2004 to 2008	N	172	126	33		172					65	55	52
		%	14%	14%	14%		59%					18%	13%	12%
	2009 to 2013	N	234	174	44			234				80	93	61
		%	19%	20%	18%			100%				22%	22%	14%
	2014 to 2018	N	260	185	54				260			58	104	98
%		21%	21%	22%				100%			16%	24%	22%	
2019 to 2024	N	232	160	58						232	59	98	75	
	%	19%	18%	24%						100%	17%	23%	17%	
Mean Graduation year	Mean		2009	2008	2011	1991	2004	2011	2016	2021	2008	2011	2008	
	Median		2011	2011	2013	1992	2004	2011	2016	2021	2010	2013	2010	
	Minimum		1972	1972	1983	1972	1999	2009	2014	2019	1972	1979	1976	
	Maximum		2024	2024	2023	1998	2008	2013	2018	2024	2023	2024	2023	
Canadian university	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)	
	No	N	213	168	38	41	86	49	32	5	62	93	58	
		%	17%	19%	16%	20%	30%	21%	12%	2%	17%	22%	13%	
	Yes	N	1010	721	206	166	204	185	228	227	294	336	380	
%		83%	81%	84%	80%	70%	79%	88%	98%	83%	78%	87%		
Level of experience	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)	
	Entry	N	345	249	80	8	34	33	67	203	79	165	101	
		%	28%	28%	33%	4%	12%	14%	26%	88%	22%	38%	23%	
	Junior	N	199	138	45		5	17	148	29	48	70	81	
		%	16%	16%	18%		2%	7%	57%	12%	13%	16%	18%	
	Intermediate	N	388	282	76	7	156	180	45		148	128	112	
		%	32%	32%	31%	3%	54%	77%	17%		42%	30%	26%	
	Advanced	N	291	220	43	192	95	4			81	66	144	
		%	24%	25%	18%	93%	33%	2%			23%	15%	33%	

Discipline of First Degree (in engineering or geoscience)

Discipline of First Degree	Base	N	Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
			(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
Civil	N		378	73	70	146	89	102	53	141	82	242	129	7	
	%		31%	32%	26%	36%	28%	30%	27%	36%	28%	28%	39%	18%	
Mechanical	N		323	68	78	97	80	99	58	92	74	245	66	12	
	%		26%	30%	28%	24%	26%	29%	29%	24%	25%	29%	20%	31%	
Electrical	N		215	41	53	62	59	68	35	59	53	128	78	9	
	%		18%	18%	19%	15%	19%	20%	18%	15%	18%	15%	24%	23%	
Biosystems	N		69	23	19	20	7	25	19	20	5	51	14	4	
	%		6%	10%	7%	5%	2%	7%	10%	5%	2%	6%	4%	10%	
Industrial/ Manufacturing	N		49	4	8	13	24	9	5	11	24	44	4	1	
	%		4%	2%	3%	3%	8%	3%	3%	3%	8%	5%	1%	3%	
Computer	N		46	8	8	19	11	13	4	18	11	29	15	2	
	%		4%	3%	3%	5%	4%	4%	2%	5%	4%	3%	5%	5%	
Geoscience	N		31	3	6	11	11	4	5	11	11	22	9		
	%		3%	1%	2%	3%	4%	1%	3%	3%	4%	3%	3%		
Aeronautical/Aerospace	N		21	1	5	8	7	4	3	9	5	18	3		
	%		2%	0%	2%	2%	2%	1%	2%	2%	2%	2%	1%		
Chemical	N		20		8	8	4	5	4	7	4	19	1		
	%		2%		3%	2%	1%	1%	2%	2%	1%	2%	0%		
Agricultural	N		14	2	3	3	6	2	3	3	6	12	2		
	%		1%	1%	1%	1%	2%	1%	2%	1%	2%	1%	1%		
Environmental	N		13	2	4	5	2	3	2	6	2	8	5		
	%		1%	1%	1%	1%	1%	1%	1%	2%	1%	1%	2%		
Mining/ Metallurgical	N		11		3	6	2		3	5	3	11			
	%		1%		1%	1%	1%		2%	1%	1%	1%			
Geological	N		8		2		6		1	1	6	5	1	2	
	%		1%		1%		2%		1%	0%	2%	1%	0%	5%	
Biomedical	N		4	2	1	1		4				2		2	
	%		0%	1%	0%	0%		1%				0%		5%	
Mechatronics	N		3	1	1	1		2				3			
	%		0%	0%	0%	0%		1%		0%		0%			
Electronics and Communications	N		2			1	1	1			1	2			
	%		0%			0%	0%	0%			0%	0%			
Electronics	N		2		1	1			1	1		1	1		
	%		0%		0%	0%			1%	0%		0%	0%		
Instrumentation	N		1			1			1			1			
	%		0%			0%			1%			0%			
Geomatics	N		1			1				1			1		
	%		0%			0%				0%			0%		
Other	N		12	1	4	3	4	4	2	2	4	11	1		
	%		1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	0%		

Discipline of First Degree (in engineering or geoscience)

Discipline of First Degree	Base	N	Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
			(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Civil	N	378	264	84	66	75	94	67	76	130	122	126
		%	31%	30%	34%	32%	26%	40%	26%	33%	37%	28%	29%
	Mechanical	N	323	254	43	52	78	52	74	67	75	123	125
		%	26%	29%	18%	25%	27%	22%	28%	29%	21%	29%	29%
	Electrical	N	215	169	25	38	50	34	53	40	88	70	57
		%	18%	19%	10%	18%	17%	15%	20%	17%	25%	16%	13%
	Biosystems	N	69	32	35	3	11	10	21	24	23	25	21
		%	6%	4%	14%	1%	4%	4%	8%	10%	6%	6%	5%
	Industrial/ Manufacturing	N	49	38	8	13	17	8	5	6	6	13	30
		%	4%	4%	3%	6%	6%	3%	2%	3%	2%	3%	7%
	Computer	N	46	41	3	3	21	6	6	10	13	19	14
		%	4%	5%	1%	1%	7%	3%	2%	4%	4%	4%	3%
	Geoscience	N	31	16	14	9	6	8	7	1	5	12	14
		%	3%	2%	6%	4%	2%	3%	3%	0%	1%	3%	3%
	Aeronautical/Aerospace	N	21	13	5	3	9	3	4	2		15	6
		%	2%	1%	2%	1%	3%	1%	2%	1%		3%	1%
	Chemical	N	20	11	9	2	7	4	7		2	9	9
		%	2%	1%	4%	1%	2%	2%	3%		1%	2%	2%
	Agricultural	N	14	14		6	2	2	3	1	1	5	8
		%	1%	2%		3%	1%	1%	1%	0%	0%	1%	2%
	Environmental	N	13	8	5	2	3	2	4	2	5	6	2
		%	1%	1%	2%	1%	1%	1%	2%	1%	1%	1%	0%
	Mining/ Metallurgical	N	11	6	4	2	4	2	3		1	2	8
		%	1%	1%	2%	1%	1%	1%	1%		0%	0%	2%
	Geological	N	8	4	4	4	2	1	1		2	2	4
		%	1%	0%	2%	2%	1%	0%	0%		1%	0%	1%
	Biomedical	N	4	1	3			2	1	1	2	1	1
		%	0%	0%	1%			1%	0%	0%	1%	0%	0%
	Mechatronics	N	3	2			1		1	1		1	2
		%	0%	0%			0%		0%	0%		0%	0%
	Electronics and Communications	N	2	1	1	1	1				1	1	
		%	0%	0%	0%	0%	0%				0%	0%	
	Electronics	N	2	2				1	1		1		1
		%	0%	0%				0%	0%		0%		0%
	Instrumentation	N	1	1			1						1
		%	0%	0%			0%						0%
	Geomatics	N	1	1				1					1
		%	0%	0%				0%					0%
	Other	N	12	11	1	3	2	4	2	1	1	3	8
		%	1%	1%	0%	1%	1%	2%	1%	0%	0%	1%	2%



## Other Education (including other bachelor degrees)

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Other education	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Masters	N	236	26	54	81	75	53	38	74	71	139	82	15	
		%	19%	11%	20%	20%	24%	15%	19%	19%	24%	16%	25%	38%	
	Second Bachelor degree	N	57	10	11	23	13	18	8	20	11	44	13		
		%	5%	4%	4%	6%	4%	5%	4%	5%	4%	5%	4%		
	Phd	N	38	4	5	12	17	8	4	10	16	14	11	13	
		%	3%	2%	2%	3%	5%	2%	2%	3%	5%	2%	3%	33%	
	MBA	N	37		2	19	16	1	1	18	17	24	11	2	
		%	3%		1%	5%	5%	0%	1%	5%	6%	3%	3%	5%	
	Other	N	112	11	14	38	49	25	8	39	40	72	38	2	
		%	9%	5%	5%	9%	16%	7%	4%	10%	14%	8%	12%	5%	
	None	N	783	180	198	245	160	252	145	235	151	581	187	15	
		%	64%	79%	72%	60%	51%	73%	73%	61%	52%	68%	57%	38%	

**Other Education (including other bachelor degrees)**

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
		N		Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Other education	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Masters	N	236	167	57	51	71	59	43	12	79	88	69
		%	19%	19%	23%	25%	24%	25%	17%	5%	22%	21%	16%
	Second Bachelor degree	N	57	34	18	7	15	11	14	10	10	21	26
		%	5%	4%	7%	3%	5%	5%	5%	4%	3%	5%	6%
	Phd	N	38	27	10	15	13	6	4		13	16	9
		%	3%	3%	4%	7%	4%	3%	2%		4%	4%	2%
	MBA	N	37	28	6	12	16	7	2		10	11	16
		%	3%	3%	2%	6%	6%	3%	1%		3%	3%	4%
	Other	N	112	81	20	33	40	17	11	11	35	30	47
		%	9%	9%	8%	16%	14%	7%	4%	5%	10%	7%	11%
	None	N	783	576	147	103	149	141	189	201	222	278	283
		%	64%	65%	60%	50%	51%	60%	73%	87%	62%	65%	65%

**Employment status as of December 31, 2023**  
**Have you changed employers during the reporting period**  
**Registration status as of December 31, 2023**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Employment status	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Full time	N	1198	224	267	402	305	338	195	382	283	831	328	39
		%	98%	98%	97%	99%	97%	98%	98%	98%	97%	97%	99%	100%
	Part time	N	10	2	1	2	5	3		2	5	10		
		%	1%	1%	0%	0%	2%	1%		1%	2%	1%		
	Unemployed	N	4	1	1	1	1	1	1	1	1	4		
		%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%		
	Leave of absence	N	1			1					1	1		
		%	0%			0%					0%	0%		
	Student/ Graduate student	N	1	1				1				1		
		%	0%	0%				0%				0%		
	Maternity/ Paternity leave	N	6		5	1		1	3	2		4	2	
		%	0%		2%	0%		0%	2%	1%		0%	1%	
	Contracted hourly	N	1	1				1				1		
	%	0%	0%				0%				0%			
Other	N	2				2				2	2			
	%	0%				1%				1%	0%			
Changed employers	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	No	N	1070	193	227	363	287	283	171	348	268	743	294	33
		%	87%	84%	83%	89%	92%	82%	86%	90%	92%	87%	89%	85%
	Yes	N	153	36	47	44	26	62	28	40	23	111	36	6
	%	13%	16%	17%	11%	8%	18%	14%	10%	8%	13%	11%	15%	
Registration status	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	P.Eng.	N	792	15	166	331	280	9	164	349	270	505	259	28
		%	65%	7%	61%	81%	89%	3%	82%	90%	93%	59%	78%	72%
	P.Geo.	N	27		7	11	9		6	12	9	20	7	
		%	2%		3%	3%	3%		3%	3%	3%	2%	2%	
	P.Eng./P.Geo.	N	4			3	1			3	1	2	1	1
		%	0%			1%	0%			1%	0%	0%	0%	3%
	P.Eng.(SM)	N	5			1	4			1	4	3	2	
		%	0%			0%	1%			0%	1%	0%	1%	
	P.Eng.(On Leave)	N	2		2				1	1		1	1	
		%	0%		1%				1%	0%		0%	0%	
	EIT	N	374	207	96	55	16	327	26	17	4	307	57	10
		%	31%	90%	35%	14%	5%	95%	13%	4%	1%	36%	17%	26%
	GIT	N	4	2	1	1		3		1		3	1	
		%	0%	1%	0%	0%		1%		0%		0%	0%	
	P.Eng./GIT	N	4		1	2	1		1	2	1	3	1	
		%	0%		0%	0%	0%		1%	1%	0%	0%	0%	
P.Geo./EIT	N	7	5	1	1		6	1			6	1		
	%	1%	2%	0%	0%		2%	1%			1%	0%		
P.Eng.(SM)/P.Geo.(SM)	N	1				1				1	1			
	%	0%				0%				0%	0%			

**Employment status as of December 31, 2023**  
**Have you changed employers during the reporting period**  
**Registration status as of December 31, 2023**

		Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
			1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entrv	Junior	Intermediate	Advanced	Private	Public	Other
Eng.L	N	<b>3</b>			<b>2</b>	<b>1</b>			<b>2</b>	<b>1</b>	<b>3</b>		
	%	<b>0%</b>			<b>0%</b>	<b>0%</b>			<b>1%</b>	<b>0%</b>	<b>0%</b>		

**Employment status as of December 31, 2023**  
**Have you changed employers during the reporting period**  
**Registration status as of December 31, 2023**

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Employment status	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Full time	N	1198	880	230	201	286	229	256	226	348	419	431
		%	98%	99%	94%	97%	99%	98%	98%	97%	98%	98%	98%
	Part time	N	10	5	5	3	4		1	2	5	4	1
		%	1%	1%	2%	1%	1%		0%	1%	1%	1%	0%
	Unemployed	N	4	2	2	1		1		2		2	2
		%	0%	0%	1%	0%		0%		1%		0%	0%
	Leave of absence	N	1		1			1					1
		%	0%		0%			0%					0%
	Student/ Graduate student	N	1		1					1	1		
		%	0%		0%					0%	0%		
	Maternity/ Paternity leave	N	6	1	5			3	3		2	3	1
		%	0%	0%	2%			1%	1%		1%	1%	0%
	Contracted hourly	N	1							1		1	
%		0%							0%		0%		
Other	N	2	1		2							2	
	%	0%	0%		1%							0%	
Changed employers	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	No	N	1070	773	218	188	252	216	221	193	314	359	397
		%	87%	87%	89%	91%	87%	92%	85%	83%	88%	84%	91%
	Yes	N	153	116	26	19	38	18	39	39	42	70	41
%		13%	13%	11%	9%	13%	8%	15%	17%	12%	16%	9%	
Registration status	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	P.Eng.	N	792	581	141	184	233	179	169	27	256	237	299
		%	65%	65%	58%	89%	80%	76%	65%	12%	72%	55%	68%
	P.Geo.	N	27	12	14	8	5	9	5		4	13	10
		%	2%	1%	6%	4%	2%	4%	2%		1%	3%	2%
	P.Eng./P.Geo.	N	4	3	1		2	2			1	2	1
		%	0%	0%	0%		1%	1%			0%	0%	0%
	P.Eng.(SM)	N	5	5		4	1				2	1	2
		%	0%	1%		2%	0%				1%	0%	0%
	P.Eng.(On Leave)	N	2		2			1	1		1	1	
		%	0%		1%			0%	0%		0%	0%	
	EIT	N	374	277	80	8	45	40	82	199	86	171	117
		%	31%	31%	33%	4%	16%	17%	32%	86%	24%	40%	27%
	GIT	N	4	2	2		1		2	1		1	3
		%	0%	0%	1%		0%		1%	0%		0%	1%
	P.Eng./GIT	N	4	3	1	1	2		1		2		2
		%	0%	0%	0%	0%	1%		0%		1%		0%
	P.Geo./EIT	N	7	4	2		1	1		5	3	3	1
%		1%	0%	1%		0%	0%		2%	1%	1%	0%	
P.Eng.(SM)/P.Geo.(SM)	N	1			1							1	
	%	0%			0%							0%	

**Employment status as of December 31, 2023**  
**Have you changed employers during the reporting period**  
**Registration status as of December 31, 2023**

		Total	GENDER		GRAD YEAR					HOURS PER WEEK		
			Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Eng.L	N	3	2	1	1		2			1		2
	%	0%	0%	0%	0%		1%			0%		0%

**Years practicing within Canada**  
**Years practicing outside of Canada**  
**Total years practicing**

			TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			Total	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Years practiced in Canada	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	1 - 4 years	N	311	229	38	36	8	277	20	12	2	252	48	11
		%	25%	100%	14%	9%	3%	80%	10%	3%	1%	30%	15%	28%
	5 - 9 years	N	282		236	37	9	57	176	42	7	214	58	10
		%	23%		86%	9%	3%	17%	88%	11%	2%	25%	18%	26%
	10 - 19 years	N	363			334	29	10	2	322	29	217	139	7
		%	30%			82%	9%	3%	1%	83%	10%	25%	42%	18%
20+ years	N	267				267	1	1	12	253	171	85	11	
	%	22%				85%	0%	1%	3%	87%	20%	26%	28%	
(Mean)	Mean		12	3	6	12	25	3	7	13	26	11	15	13
	Median		10	3	7	12	25	3	7	13	25	8	14	9
	Minimum		1	1	1	1	1	1	1	1	1	1	1	1
	Maximum		50	4	9	19	50	30	40	36	50	50	42	41
Years practiced outside Canada	Base	N	(223)	(5)	(43)	(101)	(74)	(86)	(14)	(66)	(57)	(150)	(62)	(11)
	1 - 4 years	N	74	5	24	27	18	26	5	27	16	50	21	3
		%	33%	100%	56%	27%	24%	30%	36%	41%	28%	33%	34%	27%
	5 - 9 years	N	66		19	31	16	27	8	17	14	44	17	5
		%	30%		44%	31%	22%	31%	57%	26%	25%	29%	27%	45%
	10 - 19 years	N	66			43	23	27	1	21	17	47	17	2
		%	30%			43%	31%	31%	7%	32%	30%	31%	27%	18%
20+ years	N	17				17	6			1	10	9	1	
	%	8%				23%	7%			2%	18%	6%	11%	9%
(Mean)	Mean		8	1	4	8	12	8	6	7	10	8	9	7
	Median		7	1	4	8	11	7	6	6	8	7	7	5
	Minimum		1	1	1	1	1	1	1	1	1	1	1	1
	Maximum		36	2	8	18	36	30	11	36	25	30	36	20
Years practiced total	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	1 - 4 years	N	229	229				215	13	1		185	34	10
		%	19%	100%				62%	7%	0%		22%	10%	26%
	5 - 9 years	N	274		274			77	176	20	1	215	50	9
		%	22%		100%			22%	88%	5%	0%	25%	15%	23%
	10 - 19 years	N	407			407		43	9	345	10	257	143	7
		%	33%			100%		12%	5%	89%	3%	30%	43%	18%
20+ years	N	313				313	10	1	22	280	197	103	13	
	%	26%				100%	3%	1%	6%	96%	23%	31%	33%	
(Mean)	Mean		14	3	7	14	28	6	7	14	28	13	16	15
	Median		12	3	7	14	26	4	7	14	27	10	15	10
	Minimum		1	1	5	10	20	1	2	3	5	1	1	1
	Maximum		50	4	9	19	50	36	40	38	50	50	42	41



**Years practicing within Canada  
Years practicing outside of Canada  
Total years practicing**

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Years practiced in Canada	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	1 - 4 years	N	311	221	73	4	32	31	40	204	83	140	88
		%	25%	25%	30%	2%	11%	13%	15%	88%	23%	33%	20%
	5 - 9 years	N	282	203	58	6	34	34	180	28	65	110	107
		%	23%	23%	24%	3%	12%	15%	69%	12%	18%	26%	24%
	10 - 19 years	N	363	268	66	23	133	168	39		137	121	105
		%	30%	30%	27%	11%	46%	72%	15%		38%	28%	24%
20+ years	N	267	197	47	174	91	1	1		71	58	138	
	%	22%	22%	19%	84%	31%	0%	0%		20%	14%	32%	
(Mean)	Mean		12	13	11	27	15	10	7	3	13	10	14
	Median		10	10	9	28	17	12	7	3	11	8	11
	Minimum		1	1	1	2	1	1	1	1	1	1	1
	Maximum		50	50	33	50	36	24	40	7	50	41	42
Years practiced outside Canada	Base	N	(223)	(179)	(35)	(57)	(90)	(46)	(24)	(6)	(62)	(90)	(71)
	1 - 4 years	N	74	52	19	13	25	17	14	5	18	30	26
		%	33%	29%	54%	23%	28%	37%	58%	83%	29%	33%	37%
	5 - 9 years	N	66	53	10	13	23	21	9		21	26	19
		%	30%	30%	29%	23%	26%	46%	38%		34%	29%	27%
	10 - 19 years	N	66	57	6	20	36	8	1	1	18	26	22
		%	30%	32%	17%	35%	40%	17%	4%	17%	29%	29%	31%
20+ years	N	17	17		11	6				5	8	4	
	%	8%	9%		19%	7%				8%	9%	6%	
(Mean)	Mean		8	9	5	11	9	6	4	4	8	8	8
	Median		7	8	4	10	8	6	3	3	7	7	6
	Minimum		1	1	1	1	1	1	1	1	1	1	1
	Maximum		36	36	15	30	36	15	11	14	36	30	25
Years practiced total	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	1 - 4 years	N	229	151	63	1		4	24	200	68	94	67
		%	19%	17%	26%	0%		2%	9%	86%	19%	22%	15%
	5 - 9 years	N	274	199	55		9	41	193	31	57	119	98
		%	22%	22%	23%		3%	18%	74%	13%	16%	28%	22%
	10 - 19 years	N	407	300	77	6	170	188	42	1	144	146	117
		%	33%	34%	32%	3%	59%	80%	16%	0%	40%	34%	27%
20+ years	N	313	239	49	200	111	1	1		87	70	156	
	%	26%	27%	20%	97%	38%	0%	0%		24%	16%	36%	
(Mean)	Mean		14	14	12	30	18	12	8	3	15	12	15
	Median		12	12	10	29	18	12	7	3	13	10	13
	Minimum		1	1	1	3	5	2	1	1	1	1	1
	Maximum		50	50	38	50	38	24	40	17	50	41	42

## Primary employment sector

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
		N		1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Primary employment sector	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Private enterprise	N	854	185	215	257	197	282	147	244	181	854			
		%	70%	81%	78%	63%	63%	82%	74%	63%	62%	100%			
	Crown corporation	N	188	18	33	83	54	25	27	86	50		188		
		%	15%	8%	12%	20%	17%	7%	14%	22%	17%		57%		
	Provincial government	N	73	8	7	27	31	14	6	21	32		73		
		%	6%	3%	3%	7%	10%	4%	3%	5%	11%		22%		
	Municipal government	N	44	5	7	21	11	8	7	20	9		44		
		%	4%	2%	3%	5%	4%	2%	4%	5%	3%		13%		
	Federal government	N	25	3	3	12	7	7	3	9	6		25		
		%	2%	1%	1%	3%	2%	2%	2%	2%	2%		8%		
	Educational institutions	N	24	2	5	5	12	3	3	5	13			24	
		%	2%	1%	2%	1%	4%	1%	2%	1%	4%			62%	
	Non-Profit organization	N	15	8	4	2	1	6	6	3				15	
		%	1%	3%	1%	0%	0%	2%	3%	1%				38%	

## Primary employment sector

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Primary employment sector	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Private enterprise	N	854	642	151	129	169	165	195	196	134	345	375
		%	70%	72%	62%	62%	58%	71%	75%	84%	38%	80%	86%
	Crown corporation	N	188	137	36	31	67	39	34	17	127	35	26
		%	15%	15%	15%	15%	23%	17%	13%	7%	36%	8%	6%
	Provincial government	N	73	44	21	22	24	12	10	5	40	15	18
		%	6%	5%	9%	11%	8%	5%	4%	2%	11%	3%	4%
	Municipal government	N	44	28	16	6	16	11	7	4	28	8	8
		%	4%	3%	7%	3%	6%	5%	3%	2%	8%	2%	2%
	Federal government	N	25	17	6	7	9	1	5	3	12	10	3
		%	2%	2%	2%	3%	3%	0%	2%	1%	3%	2%	1%
	Educational institutions	N	24	15	8	12	4	3	5		8	10	6
		%	2%	2%	3%	6%	1%	1%	2%		2%	2%	1%
	Non-Profit organization	N	15	6	6		1	3	4	7	7	6	2
		%	1%	1%	2%		0%	1%	2%	3%	2%	1%	0%

## Industry sector

		Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
Industry sector	Base	N	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
		(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Consulting	N	280	68	60	86	66	81	47	90	62	268	11	1
		%	23%	30%	22%	21%	21%	23%	24%	23%	21%	31%	3%	3%
	Utilities (Gas, Hydro, Water)	N	199	25	28	93	53	27	26	95	51	11	186	2
		%	16%	11%	10%	23%	17%	8%	13%	24%	18%	1%	56%	5%
	Manufacturing	N	158	35	40	50	33	60	27	40	31	150	8	
		%	13%	15%	15%	12%	11%	17%	14%	10%	11%	18%	2%	
	Construction	N	117	20	26	47	24	38	17	41	21	90	26	1
		%	10%	9%	9%	12%	8%	11%	9%	11%	7%	11%	8%	3%
	Transportation	N	77	9	15	24	29	13	13	23	28	35	41	1
		%	6%	4%	5%	6%	9%	4%	7%	6%	10%	4%	12%	3%
	Agricultural/Equipment	N	54	16	20	13	5	25	10	14	5	53	1	
		%	4%	7%	7%	3%	2%	7%	5%	4%	2%	6%	0%	
	Aerospace	N	52	4	10	19	19	11	7	17	17	49	3	
		%	4%	2%	4%	5%	6%	3%	4%	4%	6%	6%	1%	
	Environmental	N	39	7	13	9	10	12	8	8	11	27	9	3
		%	3%	3%	5%	2%	3%	3%	4%	2%	4%	3%	3%	8%
	Agriculture/Food	N	27	5	6	6	10	12	3	4	8	25	1	1
		%	2%	2%	2%	1%	3%	3%	2%	1%	3%	3%	0%	3%
	Mechanical Equipment	N	26	7	6	7	6	11	5	6	4	23	3	
		%	2%	3%	2%	2%	2%	3%	3%	2%	1%	3%	1%	
	Education	N	21	1	5	5	10	1	4	5	11	2		19
		%	2%	0%	2%	1%	3%	0%	2%	1%	4%	0%		49%
	Mining	N	15	1	3	6	5	1	3	6	5	14	1	
		%	1%	0%	1%	1%	2%	0%	2%	2%	2%	2%	0%	
	Computer/Software	N	13	2	6	2	3	6	2	2	3	8	4	1
		%	1%	1%	2%	0%	1%	2%	1%	1%	1%	1%	1%	3%
	Pharmaceutical	N	11	4	1	5	1	6	1	3	1	11		
		%	1%	2%	0%	1%	0%	2%	1%	1%	0%	1%		
	Health Care	N	11	3	2	5	1	4	2	4	1	1	7	3
		%	1%	1%	1%	1%	0%	1%	1%	1%	0%	0%	2%	8%
	Electronics	N	10	2	3	1	4	2	3	2	3	9		1
		%	1%	1%	1%	0%	1%	1%	2%	1%	1%	1%		3%
	Research & Development	N	9	3	3	1	2	4	1	1	3	6	3	
		%	1%	1%	1%	0%	1%	1%	1%	0%	1%	1%	1%	
	Mineral Exploration	N	9		2	4	3	1	1	4	3	7	2	
		%	1%		1%	1%	1%	0%	1%	1%	1%	1%	1%	
	Telecommunications	N	8		1	4	3	2		4	2	6	2	
		%	1%		0%	1%	1%	1%		1%	1%	1%	1%	
	Transportation Equipment	N	7	1	1	1	4	1		2	4	7		
		%	1%	0%	0%	0%	1%	0%		1%	1%	1%		

## Industry sector

		Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
			1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entrv	Junior	Intermediate	Advanced	Private	Public	Other
Petroleum	N	7	1	4	1	1	3	1	2	1	6	1	
	%	1%	0%	1%	0%	0%	1%	1%	1%	0%	1%	0%	
Biomedical	N	7	2	5			3	4			1	1	5
	%	1%	1%	2%			1%	2%			0%	0%	13%
Municipal	N	6	2	2		2	3	2		1	1	5	
	%	0%	1%	1%		1%	1%	1%		0%	0%	2%	
Chemical	N	6		2	2	2		2	2	2	6		
	%	0%		1%	0%	1%		1%	1%	1%	1%		
Metals - Fabricating	N	5		2	1	2	2	1		2	5		
	%	0%		1%	0%	1%	1%	1%		1%	1%		
Metals - Primary	N	3	1		1	1	1	1		1	3		
	%	0%	0%		0%	0%	0%	1%		0%	0%		
Heavy Electrical	N	3		1		2	1	1		1	3		
	%	0%		0%		1%	0%	1%		0%	0%		
Communications	N	3			2	1	1		1	1	3		
	%	0%			0%	0%	0%		0%	0%	0%		
Other	N	40	10	7	12	11	13	7	12	8	24	15	1
	%	3%	4%	3%	3%	4%	4%	4%	3%	3%	3%	5%	3%

## Industry sector

		N	Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Industry sector	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Consulting	N	280	201	62	43	52	56	58	71	74	103	103
		%	23%	23%	25%	21%	18%	24%	22%	31%	21%	24%	24%
	Utilities (Gas, Hydro, Water)	N	199	140	41	32	67	46	33	21	138	38	23
		%	16%	16%	17%	15%	23%	20%	13%	9%	39%	9%	5%
	Manufacturing	N	158	122	27	24	32	30	35	37	18	75	65
		%	13%	14%	11%	12%	11%	13%	13%	16%	5%	17%	15%
	Construction	N	117	92	12	17	26	27	23	24	21	38	58
		%	10%	10%	5%	8%	9%	12%	9%	10%	6%	9%	13%
	Transportation	N	77	49	23	21	20	14	14	8	32	18	27
		%	6%	6%	9%	10%	7%	6%	5%	3%	9%	4%	6%
	Agricultural/Equipment	N	54	46	3	2	10	8	18	16	3	29	22
		%	4%	5%	1%	1%	3%	3%	7%	7%	1%	7%	5%
	Aerospace	N	52	39	6	7	22	9	9	5		25	27
		%	4%	4%	2%	3%	8%	4%	3%	2%		6%	6%
	Environmental	N	39	17	17	8	8	6	11	6	12	16	11
		%	3%	2%	7%	4%	3%	3%	4%	3%	3%	4%	3%
	Agriculture/Food	N	27	21	5	4	9	4	5	5	1	10	16
		%	2%	2%	2%	2%	3%	2%	2%	2%	0%	2%	4%
	Mechanical Equipment	N	26	22	4	4	7	4	5	6	7	9	10
		%	2%	2%	2%	2%	2%	2%	2%	3%	2%	2%	2%
	Education	N	21	14	6	10	3	4	4		8	8	5
		%	2%	2%	2%	5%	1%	2%	2%		2%	2%	1%
	Mining	N	15	5	9	4	4	3	2	2	1	2	12
		%	1%	1%	4%	2%	1%	1%	1%	1%	0%	0%	3%
	Computer/Software	N	13	11	1	3	3		3	4	5	4	4
		%	1%	1%	0%	1%	1%		1%	2%	1%	1%	1%
	Pharmaceutical	N	11	7	3	2		3	2	4	5	5	1
		%	1%	1%	1%	1%		1%	1%	2%	1%	1%	0%
	Health Care	N	11	6	4		3	1	5	2	5	2	4
		%	1%	1%	2%		1%	0%	2%	1%	1%	0%	1%
	Electronics	N	10	10		2	2	1	3	2	2	6	2
		%	1%	1%		1%	1%	0%	1%	1%	1%	1%	0%
	Research & Development	N	9	8		2	1	2	2	2	5	2	2
		%	1%	1%		1%	0%	1%	1%	1%	1%	0%	0%
	Mineral Exploration	N	9	7	2	3	1	3	2			4	5
		%	1%	1%	1%	1%	0%	1%	1%			1%	1%
	Telecommunications	N	8	7	1	2	5			1	4	2	2
		%	1%	1%	0%	1%	2%			0%	1%	0%	0%
	Transportation Equipment	N	7	6		3	1	1	1	1		5	2
		%	1%	1%		1%	0%	0%	0%	0%		1%	0%
	Petroleum	N	7	5	2	1			5	1		1	6
		%	1%	1%	1%	0%			2%	0%		0%	1%

## Industry sector

		Total	GENDER		GRAD YEAR					HOURS PER WEEK			
			Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs	
Biomedical	N	7	3	4			1	3	3		4	3	
	%	1%	0%	2%			0%	1%	1%		1%	1%	
Municipal	N	6	3	3	2			2	2		1	3	2
	%	0%	0%	1%	1%			1%	1%		0%	1%	0%
Chemical	N	6	5	1	1	1	3	1				3	3
	%	0%	1%	0%	0%	0%	1%	0%				1%	1%
Metals - Fabricating	N	5	5		2	1	1	1				2	3
	%	0%	1%		1%	0%	0%	0%				0%	1%
Metals - Primary	N	3	2	1		1		1	1				3
	%	0%	0%	0%		0%		0%	0%				1%
Heavy Electrical	N	3	3		1	1		1				1	2
	%	0%	0%		0%	0%		0%				0%	0%
Communications	N	3	3		1	1	1					1	2
	%	0%	0%		0%	0%	0%					0%	0%
Other	N	40	30	7	6	9	6	11	8		14	13	13
	%	3%	3%	3%	3%	3%	3%	4%	3%		4%	3%	3%



## Principal job function

Principal job function	Base	N	Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
			(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
Design	N		365	112	90	107	56	135	67	110	53	311	53	1
	%		30%	49%	33%	26%	18%	39%	34%	28%	18%	36%	16%	3%
Project Management	N		246	39	50	100	57	63	40	94	49	160	82	4
	%		20%	17%	18%	25%	18%	18%	20%	24%	17%	19%	25%	10%
Management	N		214	5	34	72	103	16	30	66	102	146	62	6
	%		17%	2%	12%	18%	33%	5%	15%	17%	35%	17%	19%	15%
Technical Support	N		65	7	19	18	21	18	9	22	16	40	23	2
	%		5%	3%	7%	4%	7%	5%	5%	6%	5%	5%	7%	5%
Planning	N		59	11	12	25	11	14	10	24	11	22	37	
	%		5%	5%	4%	6%	4%	4%	5%	6%	4%	3%	11%	
Research & Development	N		49	13	14	13	9	19	11	10	9	36	3	10
	%		4%	6%	5%	3%	3%	6%	6%	3%	3%	4%	1%	26%
Maintenance	N		29	3	7	15	4	12	5	10	2	9	19	1
	%		2%	1%	3%	4%	1%	3%	3%	3%	1%	1%	6%	3%
Production	N		28	5	8	6	9	11	3	6	8	25	3	
	%		2%	2%	3%	1%	3%	3%	2%	2%	3%	3%	1%	
Quality Assurance	N		22	4	7	8	3	10	5	5	2	16	5	1
	%		2%	2%	3%	2%	1%	3%	3%	1%	1%	2%	2%	3%
Software Development	N		21	4	8	5	4	8	4	5	4	16	5	
	%		2%	2%	3%	1%	1%	2%	2%	1%	1%	2%	2%	
Mineral Exploration	N		14	1	2	5	6	2	1	5	6	11	3	
	%		1%	0%	1%	1%	2%	1%	1%	1%	2%	1%	1%	
Marketing/Sales	N		12	1	2	7	2	2	2	5	3	12		
	%		1%	0%	1%	2%	1%	1%	1%	1%	1%	1%		
Administrative Services	N		12	1	1	3	7	1		4	7	2	6	4
	%		1%	0%	0%	1%	2%	0%		1%	2%	0%	2%	10%
Computer Services	N		9	3	2	3	1	4	2	2	1	3	6	
	%		1%	1%	1%	1%	0%	1%	1%	1%	0%	0%	2%	
Mining	N		7		2	3	2		2	3	2	6	1	
	%		1%		1%	1%	1%		1%	1%	1%	1%	0%	
Teaching	N		6	1	1		4	1	1		4			6
	%		0%	0%	0%		1%	0%	1%		1%			15%
Other	N		65	19	15	17	14	29	7	17	12	39	22	4
	%		5%	8%	5%	4%	4%	8%	4%	4%	4%	5%	7%	10%

## Principal job function

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Principal job function	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
Design	N		365	273	65	43	60	67	85	110	94	164	107
	%		30%	31%	27%	21%	21%	29%	33%	47%	26%	38%	24%
Project Management	N		246	173	56	36	67	49	56	38	82	66	98
	%		20%	19%	23%	17%	23%	21%	22%	16%	23%	15%	22%
Management	N		214	159	35	66	64	42	32	10	41	58	115
	%		17%	18%	14%	32%	22%	18%	12%	4%	12%	14%	26%
Technical Support	N		65	51	13	10	18	16	13	8	26	27	12
	%		5%	6%	5%	5%	6%	7%	5%	3%	7%	6%	3%
Planning	N		59	32	22	7	15	14	15	8	36	12	11
	%		5%	4%	9%	3%	5%	6%	6%	3%	10%	3%	3%
Research & Development	N		49	35	6	5	11	6	17	10	16	21	12
	%		4%	4%	2%	2%	4%	3%	7%	4%	4%	5%	3%
Maintenance	N		29	22	3	2	10	9	4	4	15	6	8
	%		2%	2%	1%	1%	3%	4%	2%	2%	4%	1%	2%
Production	N		28	23	5	6	8	3	6	5	2	12	14
	%		2%	3%	2%	3%	3%	1%	2%	2%	1%	3%	3%
Quality Assurance	N		22	14	7	2	4	5	6	5	4	9	9
	%		2%	2%	3%	1%	1%	2%	2%	2%	1%	2%	2%
Software Development	N		21	20	1	1	4	4	5	7	3	12	6
	%		2%	2%	0%	0%	1%	2%	2%	3%	1%	3%	1%
Mineral Exploration	N		14	9	5	5	3	3	2	1		5	9
	%		1%	1%	2%	2%	1%	1%	1%	0%		1%	2%
Marketing/Sales	N		12	9	3	2	3	4	2	1	3	4	5
	%		1%	1%	1%	1%	1%	2%	1%	0%	1%	1%	1%
Administrative Services	N		12	8	3	7	2	2		1	4	2	6
	%		1%	1%	1%	3%	1%	1%		0%	1%	0%	1%
Computer Services	N		9	9		1	3		2	3	6	2	1
	%		1%	1%		0%	1%		1%	1%	2%	0%	0%
Mining	N		7	1	6	2	1	2	1	1	1	1	5
	%		1%	0%	2%	1%	0%	1%	0%	0%	0%	0%	1%
Teaching	N		6	4	2	4	1		1		1	3	2
	%		0%	0%	1%	2%	0%		0%		0%	1%	0%
Other	N		65	47	12	8	16	8	13	20	22	25	18
	%		5%	5%	5%	4%	6%	3%	5%	9%	6%	6%	4%

**Size of employer organization in Manitoba  
Member of a union  
Principal work location**

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Size of employer	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
		2 to 20	N	105	20	32	29	24	36	21	26	22	96	4	5
		%	9%	9%	12%	7%	8%	10%	11%	7%	8%	11%	1%	13%	
	21 to 100	N	296	74	78	84	60	92	64	84	56	262	26	8	
		%	24%	32%	28%	21%	19%	27%	32%	22%	19%	31%	8%	21%	
	101 to 500	N	327	70	69	101	87	110	45	93	79	295	29	3	
		%	27%	31%	25%	25%	28%	32%	23%	24%	27%	35%	9%	8%	
	Over 500	N	495	65	95	193	142	107	69	185	134	201	271	23	
		%	40%	28%	35%	47%	45%	31%	35%	48%	46%	24%	82%	59%	
	Union status	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
Yes			N	149	17	18	55	59	33	14	49	53	10	120	19
		%	12%	7%	7%	14%	19%	10%	7%	13%	18%	1%	36%	49%	
No		N	1066	210	253	349	254	306	185	337	238	838	208	20	
		%	87%	92%	92%	86%	81%	89%	93%	87%	82%	98%	63%	51%	
Unsure		N	8	2	3	3		6		2		6	2		
		%	1%	1%	1%	1%		2%		1%		1%	1%		
Principal work location		Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Winnipeg		N	995	191	218	341	245	281	158	326	230	672	289	34
		%	81%	83%	80%	84%	78%	81%	79%	84%	79%	79%	88%	87%	
	Southern Manitoba	N	192	37	52	50	53	61	38	46	47	151	36	5	
		%	16%	16%	19%	12%	17%	18%	19%	12%	16%	18%	11%	13%	
	Northern Manitoba	N	29	1	3	13	12	2	2	13	12	24	5		
		%	2%	0%	1%	3%	4%	1%	1%	3%	4%	3%	2%		
	Outside Manitoba	N	7		1	3	3	1	1	3	2	7			
		%	1%		0%	1%	1%	0%	1%	1%	1%	1%			

**Size of employer organization in Manitoba  
Member of a union  
Principal work location**

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
		N		Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Size of employer	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	2 to 20	N	105	83	15	18	17	20	25	25	24	45	36
		%	9%	9%	6%	9%	6%	9%	10%	11%	7%	10%	8%
	21 to 100	N	296	226	54	45	53	50	74	74	59	127	110
		%	24%	25%	22%	22%	18%	21%	28%	32%	17%	30%	25%
	101 to 500	N	327	232	68	58	61	72	69	67	55	116	156
		%	27%	26%	28%	28%	21%	31%	27%	29%	15%	27%	36%
	Over 500	N	495	348	107	86	159	92	92	66	218	141	136
%		40%	39%	44%	42%	55%	39%	35%	28%	61%	33%	31%	
Union status	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Yes	N	149	105	34	46	49	25	18	11	87	34	28
		%	12%	12%	14%	22%	17%	11%	7%	5%	24%	8%	6%
	No	N	1066	779	207	161	239	206	241	219	265	392	409
		%	87%	88%	85%	78%	82%	88%	93%	94%	74%	91%	93%
	Unsure	N	8	5	3		2	3	1	2	4	3	1
%		1%	1%	1%		1%	1%	0%	1%	1%	1%	0%	
Principal work location	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Winnipeg	N	995	712	205	156	247	192	208	192	326	356	313
		%	81%	80%	84%	75%	85%	82%	80%	83%	92%	83%	71%
	Southern Manitoba	N	192	156	26	40	32	34	47	39	26	67	99
		%	16%	18%	11%	19%	11%	15%	18%	17%	7%	16%	23%
	Northern Manitoba	N	29	15	12	10	8	7	3	1	4	4	21
		%	2%	2%	5%	5%	3%	3%	1%	0%	1%	1%	5%
	Outside Manitoba	N	7	6	1	1	3	1	2			2	5
%		1%	1%	0%	0%	1%	0%	1%			0%	1%	

**Worked remotely or hybrid**  
**Percent remote**  
**Percent office/not remote**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Work remote/hybrid	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Yes, remote	N	44	4	13	15	12	15	3	16	10	37	5	2
		%	4%	2%	5%	4%	4%	4%	2%	4%	3%	4%	2%	5%
	Yes, hybrid	N	797	134	176	287	200	184	145	285	183	490	280	27
		%	65%	59%	64%	71%	64%	53%	73%	73%	63%	57%	85%	69%
	No, no remote location	N	382	91	85	105	101	146	51	87	98	327	45	10
%		31%	40%	31%	26%	32%	42%	26%	22%	34%	38%	14%	26%	
Remote/office percentage	Base	N	(841)	(138)	(189)	(302)	(212)	(199)	(148)	(301)	(193)	(527)	(285)	(29)
	All remote (100%)	N	44	4	13	15	12	15	3	16	10	37	5	2
		%	5%	3%	7%	5%	6%	8%	2%	5%	5%	7%	2%	7%
	Mostly remote (>50%)	N	155	24	38	52	41	37	31	55	32	106	45	4
		%	18%	17%	20%	17%	19%	19%	21%	18%	17%	20%	16%	14%
	Even split (50% each)	N	26	3	4	12	7	4	4	10	8	21	4	1
		%	3%	2%	2%	4%	3%	2%	3%	3%	4%	4%	1%	3%
	Mostly office (<50%)	N	616	107	134	223	152	143	110	220	143	363	231	22
		%	73%	78%	71%	74%	72%	74%	73%	74%	74%	69%	81%	76%
	Mean remote (%)	Mean		36	31	37	36	38	36	34	37	36	35	38
Median			32	20	30	32	34	26	25	34	34	20	38	20
Minimum			2	2	2	2	2	2	2	2	2	2	2	2
Maximum			100	100	100	100	100	100	100	100	100	100	100	100
Mean office (%)	Mean		68	71	67	68	66	70	68	67	67	70	63	71
	Median		70	80	75	68	66	80	76	68	70	80	64	80
	Minimum		2	2	2	2	2	2	2	2	2	2	2	6
	Maximum		98	98	98	98	98	98	98	98	98	98	98	98

**Worked remotely or hybrid**  
**Percent remote**  
**Percent office/not remote**

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Work remote/hybrid	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Yes. remote	N	44	28	13	7	9	10	10	8	15	13	16
		%	4%	3%	5%	3%	3%	4%	4%	3%	4%	3%	4%
	Yes, hybrid	N	797	564	179	128	200	157	174	138	274	273	250
		%	65%	63%	73%	62%	69%	67%	67%	59%	77%	64%	57%
	No, no remote location	N	382	297	52	72	81	67	76	86	67	143	172
%		31%	33%	21%	35%	28%	29%	29%	37%	19%	33%	39%	
Remote/office percentage	Base	N	(841)	(592)	(192)	(135)	(209)	(167)	(184)	(146)	(289)	(286)	(266)
	All remote (100%)	N	44	28	13	7	9	10	10	8	15	13	16
		%	5%	5%	7%	5%	4%	6%	5%	5%	5%	5%	6%
	Mostly remote (>50%)	N	155	106	45	29	36	28	34	28	60	55	40
		%	18%	18%	23%	21%	17%	17%	18%	19%	21%	19%	15%
	Even split (50% each)	N	26	19	5	5	9	4	6	2	4	9	13
		%	3%	3%	3%	4%	4%	2%	3%	1%	1%	3%	5%
	Mostly office (<50%)	N	616	439	129	94	155	125	134	108	210	209	197
%		73%	74%	67%	70%	74%	75%	73%	74%	73%	73%	74%	
Mean remote (%)	Mean		36	35	40	38	36	36	36	33	41	33	32
	Median		32	32	34	34	34	32	30	20	40	20	20
	Minimum		2	2	2	2	2	2	2	2	2	2	2
	Maximum		100	100	100	100	100	100	100	100	100	100	100
Mean office (%)	Mean		68	68	65	65	67	68	68	71	62	70	72
	Median		70	70	70	66	67	70	70	80	64	80	80
	Minimum		2	2	2	2	4	2	4	2	2	2	2
	Maximum		98	98	98	98	98	98	98	98	98	98	98

**Age  
Gender  
Other identity**

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			(1223)	1 - 4 years (229)	5 - 9 years (274)	10 - 19 years (407)	20+ years (313)	Entry (345)	Junior (199)	Intermediate (388)	Advanced (291)	Private (854)	Public (330)	Other (39)	
Age	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Under 30 years	N	235	187	48			195	40			195	32	8	
		%	19%	82%	18%			57%	20%			23%	10%	21%	
	30 to 35 years	N	259	33	165	60	1	65	129	63	2	196	54	9	
		%	21%	14%	60%	15%	0%	19%	65%	16%	1%	23%	16%	23%	
	35 to 39 years	N	233	6	49	176	2	45	24	162	2	160	68	5	
		%	19%	3%	18%	43%	1%	13%	12%	42%	1%	19%	21%	13%	
	40 to 49 years	N	289	1	11	159	118	30	6	148	105	177	106	6	
		%	24%	0%	4%	39%	38%	9%	3%	38%	36%	21%	32%	15%	
	50 years and older	N	200	2		10	188	8		14	178	121	68	11	
%		16%	1%		2%	60%	2%		4%	61%	14%	21%	28%		
Unknown	N	7		1	2	4	2		1	4	5	2			
	%	1%		0%	0%	1%	1%		0%	1%	1%	1%			
Mean age (years)	Mean		39	28	32	39	52	31	32	39	53	38	41	41	
	Median		37	27	32	39	52	29	32	39	52	35	40	36	
	Minimum		23	23	25	32	33	23	26	31	32	23	24	24	
	Maximum		73	61	48	55	73	57	48	61	73	73	68	66	
Gender	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Female	N	244	63	55	77	49	80	45	76	43	151	79	14	
		%	20%	28%	20%	19%	16%	23%	23%	20%	15%	18%	24%	36%	
	Male	N	889	151	199	300	239	249	138	282	220	642	226	21	
		%	73%	66%	73%	74%	76%	72%	69%	73%	76%	75%	68%	54%	
	Non binary	N	3	2		1		2			1	1	1	1	
		%	0%	1%		0%		1%			0%	0%	0%	3%	
	Prefer not to say	N	87	13	20	29	25	14	16	30	27	60	24	3	
%		7%	6%	7%	7%	8%	4%	8%	8%	9%	7%	7%	8%		
Identify as any of the following	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Indigenous	N	50	13	8	16	13	16	6	16	12	30	19	1	
		%	4%	6%	3%	4%	4%	5%	3%	4%	4%	4%	6%	3%	
	Person of colour	N	153	42	42	45	24	72	21	41	19	99	46	8	
		%	13%	18%	15%	11%	8%	21%	11%	11%	7%	12%	14%	21%	
	Born outside Canada	N	250	40	55	100	55	110	26	73	41	168	69	13	
		%	20%	17%	20%	25%	18%	32%	13%	19%	14%	20%	21%	33%	
	Speak other language	N	298	59	66	103	70	114	42	83	59	208	79	11	
		%	24%	26%	24%	25%	22%	33%	21%	21%	20%	24%	24%	28%	
	LGBT	N	31	12	7	11	1	13	6	10	2	20	9	2	
		%	3%	5%	3%	3%	0%	4%	3%	3%	1%	2%	3%	5%	
	Disability	N	38	9	9	9	11	14	6	8	10	25	12	1	
		%	3%	4%	3%	2%	4%	4%	3%	2%	3%	3%	4%	3%	
	None of these	N	666	124	149	209	184	150	121	218	177	476	175	15	
		%	54%	54%	54%	51%	59%	43%	61%	56%	61%	56%	53%	38%	
	Prefer not to say	N	87	13	20	29	25	14	16	30	27	60	24	3	
%		7%	6%	7%	7%	8%	4%	8%	8%	9%	7%	7%	8%		

**Age  
Gender  
Other identity**

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Age	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Under 30 years	N	235	156	63			1	35	199	58	99	78
		%	19%	18%	26%			0%	13%	86%	16%	23%	18%
	30 to 35 years	N	259	191	47			48	186	25	63	113	83
		%	21%	21%	19%			21%	72%	11%	18%	26%	19%
	35 to 39 years	N	233	170	48		43	157	28	5	81	80	72
		%	19%	19%	20%		15%	67%	11%	2%	23%	19%	16%
	40 to 49 years	N	289	207	60	21	231	25	10	2	94	86	109
		%	24%	23%	25%	10%	80%	11%	4%	1%	26%	20%	25%
	50 years and older	N	200	158	26	182	14	3		1	59	50	91
%		16%	18%	11%	88%	5%	1%		0%	17%	12%	21%	
Unknown	N	7	7		4	2		1		1	1	5	
	%	1%	1%		2%	1%		0%		0%	0%	1%	
Mean age (years)	Mean		39	39	37	56	43	37	32	28	40	37	40
	Median		37	37	35	55	43	36	32	27	38	35	38
	Minimum		23	23	23	44	35	28	27	23	23	24	24
	Maximum		73	73	63	73	56	54	48	52	73	68	72
Gender	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Female	N	244		244	24	64	44	54	58	89	82	73
		%	20%		100%	12%	22%	19%	21%	25%	25%	19%	17%
	Male	N	889	889		167	203	174	185	160	243	316	330
		%	73%	100%		81%	70%	74%	71%	69%	68%	74%	75%
	Non binary	N	3				1			2	3		
		%	0%				0%			1%	1%		
	Prefer not to say	N	87			16	22	16	21	12	21	31	35
%		7%			8%	8%	7%	8%	5%	6%	7%	8%	
Identify as any of the following	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Indigenous	N	50	41	8	8	12	7	10	13	21	16	13
		%	4%	5%	3%	4%	4%	3%	4%	6%	6%	4%	3%
	Person of colour	N	153	108	45	23	23	37	32	38	53	56	44
		%	13%	12%	18%	11%	8%	16%	12%	16%	15%	13%	10%
	Born outside Canada	N	250	197	52	44	79	47	48	32	79	102	69
		%	20%	22%	21%	21%	27%	20%	18%	14%	22%	24%	16%
	Speak other language	N	298	231	67	50	78	53	58	59	94	108	96
		%	24%	26%	27%	24%	27%	23%	22%	25%	26%	25%	22%
	LGBT	N	31	13	16	1	2	8	7	13	13	14	4
		%	3%	1%	7%	0%	1%	3%	3%	6%	4%	3%	1%
	Disability	N	38	25	13	7	8	7	8	8	17	8	13
		%	3%	3%	5%	3%	3%	3%	3%	3%	5%	2%	3%
	None of these	N	666	529	136	117	143	126	151	129	178	225	263
%		54%	60%	56%	57%	49%	54%	58%	56%	50%	52%	60%	



**Age  
Gender  
Other identity**

		Total	GENDER		GRAD YEAR					HOURS PER WEEK		
			Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
	Prefer not to say	N	<b>87</b>		<b>16</b>	<b>22</b>	<b>16</b>	<b>21</b>	<b>12</b>	<b>21</b>	<b>31</b>	<b>35</b>
		%	<b>7%</b>		<b>8%</b>	<b>8%</b>	<b>7%</b>	<b>8%</b>	<b>5%</b>	<b>6%</b>	<b>7%</b>	<b>8%</b>

**Age  
Gender  
Other identity**

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			(1216)	1 - 4 years (229)	5 - 9 years (273)	10 - 19 years (405)	20+ years (309)	Entry (343)	Junior (199)	Intermediate (387)	Advanced (287)	Private (849)	Public (328)	Other (39)	
Age	Base: No DK	N	(1216)	(229)	(273)	(405)	(309)	(343)	(199)	(387)	(287)	(849)	(328)	(39)	
	Under 30 years	N	235	187	48			195	40			195	32	8	
		%	19%	82%	18%			57%	20%			23%	10%	21%	
	30 to 35 years	N	259	33	165	60	1	65	129	63	2	196	54	9	
		%	21%	14%	60%	15%	0%	19%	65%	16%	1%	23%	16%	23%	
	35 to 39 years	N	233	6	49	176	2	45	24	162	2	160	68	5	
		%	19%	3%	18%	43%	1%	13%	12%	42%	1%	19%	21%	13%	
	40 to 49 years	N	289	1	11	159	118	30	6	148	105	177	106	6	
		%	24%	0%	4%	39%	38%	9%	3%	38%	37%	21%	32%	15%	
	50 years and older	N	200	2		10	188	8		14	178	121	68	11	
%		16%	1%		2%	61%	2%		4%	62%	14%	21%	28%		
Mean age (years)	Mean		39	28	32	39	52	31	32	39	53	38	41	41	
	Median		37	27	32	39	52	29	32	39	52	35	40	36	
	Minimum		23	23	25	32	33	23	26	31	32	23	24	24	
	Maximum		73	61	48	55	73	57	48	61	73	73	68	66	
Gender	Base: No DK	N	(1136)	(216)	(254)	(378)	(288)	(331)	(183)	(358)	(264)	(794)	(306)	(36)	
	Female	N	244	63	55	77	49	80	45	76	43	151	79	14	
		%	21%	29%	22%	20%	17%	24%	25%	21%	16%	19%	26%	39%	
	Male	N	889	151	199	300	239	249	138	282	220	642	226	21	
		%	78%	70%	78%	79%	83%	75%	75%	79%	83%	81%	74%	58%	
	Non binary	N	3	2		1		2			1	1	1	1	
%		0%	1%		0%		1%			0%	0%	0%	3%		
Identify as any of the following	Base: No DK	N	(1136)	(216)	(254)	(378)	(288)	(331)	(183)	(358)	(264)	(794)	(306)	(36)	
	Indigenous	N	50	13	8	16	13	16	6	16	12	30	19	1	
		%	4%	6%	3%	4%	5%	5%	3%	4%	5%	4%	6%	3%	
	Person of colour	N	153	42	42	45	24	72	21	41	19	99	46	8	
		%	13%	19%	17%	12%	8%	22%	11%	11%	7%	12%	15%	22%	
	Born outside Canada	N	250	40	55	100	55	110	26	73	41	168	69	13	
		%	22%	19%	22%	26%	19%	33%	14%	20%	16%	21%	23%	36%	
	Speak other language	N	298	59	66	103	70	114	42	83	59	208	79	11	
		%	26%	27%	26%	27%	24%	34%	23%	23%	22%	26%	26%	31%	
	LGBT	N	31	12	7	11	1	13	6	10	2	20	9	2	
		%	3%	6%	3%	3%	0%	4%	3%	3%	1%	3%	3%	6%	
	Disability	N	38	9	9	9	11	14	6	8	10	25	12	1	
		%	3%	4%	4%	2%	4%	4%	3%	2%	4%	3%	4%	3%	
	None of these	N	666	124	149	209	184	150	121	218	177	476	175	15	
%		59%	57%	59%	55%	64%	45%	66%	61%	67%	60%	57%	42%		

**Age  
Gender  
Other identity**

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Age	Base: No DK	N	(1216)	(882)	(244)	(203)	(288)	(234)	(259)	(232)	(355)	(428)	(433)
	Under 30 years	N	235	156	63			1	35	199	58	99	78
		%	19%	18%	26%			0%	14%	86%	16%	23%	18%
	30 to 35 years	N	259	191	47			48	186	25	63	113	83
		%	21%	22%	19%			21%	72%	11%	18%	26%	19%
	35 to 39 years	N	233	170	48		43	157	28	5	81	80	72
		%	19%	19%	20%		15%	67%	11%	2%	23%	19%	17%
	40 to 49 years	N	289	207	60	21	231	25	10	2	94	86	109
		%	24%	23%	25%	10%	80%	11%	4%	1%	26%	20%	25%
	50 years and older	N	200	158	26	182	14	3		1	59	50	91
%		16%	18%	11%	90%	5%	1%		0%	17%	12%	21%	
Mean age (years)	Mean		39	39	37	56	43	37	32	28	40	37	40
	Median		37	37	35	55	43	36	32	27	38	35	38
	Minimum		23	23	23	44	35	28	27	23	23	24	24
	Maximum		73	73	63	73	56	54	48	52	73	68	72
Gender	Base: No DK	N	(1136)	(889)	(244)	(191)	(268)	(218)	(239)	(220)	(335)	(398)	(403)
	Female	N	244		244	24	64	44	54	58	89	82	73
		%	21%		100%	13%	24%	20%	23%	26%	27%	21%	18%
	Male	N	889	889		167	203	174	185	160	243	316	330
		%	78%	100%		87%	76%	80%	77%	73%	73%	79%	82%
	Non binary	N	3				1			2	3		
%		0%				0%			1%	1%			
Identify as any of the following	Base: No DK	N	(1136)	(889)	(244)	(191)	(268)	(218)	(239)	(220)	(335)	(398)	(403)
	Indigenous	N	50	41	8	8	12	7	10	13	21	16	13
		%	4%	5%	3%	4%	4%	3%	4%	6%	6%	4%	3%
	Person of colour	N	153	108	45	23	23	37	32	38	53	56	44
		%	13%	12%	18%	12%	9%	17%	13%	17%	16%	14%	11%
	Born outside Canada	N	250	197	52	44	79	47	48	32	79	102	69
		%	22%	22%	21%	23%	29%	22%	20%	15%	24%	26%	17%
	Speak other language	N	298	231	67	50	78	53	58	59	94	108	96
		%	26%	26%	27%	26%	29%	24%	24%	27%	28%	27%	24%
	LGBT	N	31	13	16	1	2	8	7	13	13	14	4
		%	3%	1%	7%	1%	1%	4%	3%	6%	4%	4%	1%
	Disability	N	38	25	13	7	8	7	8	8	17	8	13
		%	3%	3%	5%	4%	3%	3%	3%	4%	5%	2%	3%
	None of these	N	666	529	136	117	143	126	151	129	178	225	263
		%	59%	60%	56%	61%	53%	58%	63%	59%	53%	57%	65%

**Please report your 2023 pre-tax earnings - Full time**  
**Base earnings**  
**Overtime earnings**  
**Bonus earnings**  
**Other earnings**

			TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			Total	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Total Full Time Salary - all sources of compensation	Base	N	(1208)	(224)	(271)	(405)	(308)	(337)	(198)	(386)	(287)	(843)	(327)	(38)
	Less than \$60,000	N	39	15	10	10	4	32	1	3	3	33	3	3
		%	3%	7%	4%	2%	1%	9%	1%	1%	1%	4%	1%	8%
	\$60,000 - \$79,999	N	220	139	52	25	4	177	29	11	3	180	34	6
		%	18%	62%	19%	6%	1%	53%	15%	3%	1%	21%	10%	16%
	\$80,000 - \$99,999	N	262	57	108	72	25	90	89	69	14	203	49	10
		%	22%	25%	40%	18%	8%	27%	45%	18%	5%	24%	15%	26%
	\$100,000 - \$124,999	N	292	9	69	150	64	20	58	150	64	163	123	6
		%	24%	4%	25%	37%	21%	6%	29%	39%	22%	19%	38%	16%
	\$125,000 or more	N	395	4	32	148	211	18	21	153	203	264	118	13
%		33%	2%	12%	37%	69%	5%	11%	40%	71%	31%	36%	34%	
(Mean)	Mean		114936.61	75582.46	95691.33	120367.42	153349.98	78164.70	98931.36	123653.19	157433.37	115471.87	114197.87	109419.18
	Median		105602.00	72725.50	93000.00	116941.00	140000.00	74000.00	95250.00	120000.00	141000.00	100000.00	117000.00	96671.50
	Minimum		.00	44064.00	3200.00	.00	.00	.00	52000.00	33000.00	.00	.00	.00	42000.00
	Maximum		437000.00	162000.00	205000.00	437000.00	415000.00	205000.00	180000.00	325000.00	437000.00	437000.00	200000.00	186598.00
Full time base pay	Base	N	(1208)	(224)	(271)	(405)	(308)	(337)	(198)	(386)	(287)	(843)	(327)	(38)
	Less than \$60,000	N	49	21	11	13	4	39	3	4	3	41	5	3
		%	4%	9%	4%	3%	1%	12%	2%	1%	1%	5%	2%	8%
	\$60,000 - \$79,999	N	257	154	66	30	7	203	34	15	5	214	37	6
		%	21%	69%	24%	7%	2%	60%	17%	4%	2%	25%	11%	16%
	\$80,000 - \$99,999	N	297	44	123	94	36	70	106	99	22	231	56	10
		%	25%	20%	45%	23%	12%	21%	54%	26%	8%	27%	17%	26%
	\$100,000 - \$124,999	N	297	4	57	167	69	16	47	162	72	165	126	6
		%	25%	2%	21%	41%	22%	5%	24%	42%	25%	20%	39%	16%
	\$125,000 or more	N	308	1	14	101	192	9	8	106	185	192	103	13
%		25%	0%	5%	25%	62%	3%	4%	27%	64%	23%	31%	34%	
(Mean)	Mean		104501.39	71425.51	88814.17	109771.39	135429.57	73611.63	91672.05	112967.12	138237.56	102026.54	110400.22	108642.87
	Median		100000.00	69440.00	88258.00	110000.00	130000.00	70300.00	90000.00	110000.00	131000.00	93300.00	114000.00	96671.50
	Minimum		.00	44064.00	.00	.00	.00	.00	37329.00	33000.00	.00	.00	.00	42000.00
	Maximum		330000.00	142000.00	180000.00	300000.00	330000.00	180000.00	155000.00	300000.00	330000.00	330000.00	200000.00	186598.00
Full time overtime	Base	N	(1208)	(224)	(271)	(405)	(308)	(337)	(198)	(386)	(287)	(843)	(327)	(38)
	Zero - no overtime	N	906	156	201	303	246	243	144	286	233	648	222	36
		%	75%	70%	74%	75%	80%	72%	73%	74%	81%	77%	68%	95%
	\$1 - \$999	N	23	7	6	7	3	11	3	6	3	18	5	
		%	2%	3%	2%	2%	1%	3%	2%	2%	1%	2%	2%	
	\$1,000 - \$2,499	N	57	17	17	16	7	24	12	15	6	35	21	1
		%	5%	8%	6%	4%	2%	7%	6%	4%	2%	4%	6%	3%
	\$2,500 - \$4,999	N	46	11	12	13	10	14	10	13	9	30	15	1
		%	4%	5%	4%	3%	3%	4%	5%	3%	3%	4%	5%	3%
	\$5,000 - \$9,999	N	78	17	18	29	14	23	15	28	12	50	28	
%		6%	8%	7%	7%	5%	7%	8%	7%	4%	6%	9%		

## Please report your 2023 pre-tax earnings - Full time

Base earnings  
Overtime earnings  
Bonus earnings  
Other earnings

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entrv	Junior	Intermediate	Advanced	Private	Public	Other	
	\$10,000 or more	N	98	16	17	37	28	22	14	38	24	62	36		
		%	8%	7%	6%	9%	9%	7%	7%	10%	8%	7%	11%		
(Mean)	Mean		2133.87	2142.48	1760.38	2287.36	2254.40	1969.72	2062.28	2368.97	2059.79	1886.39	3009.13	92.11	
	Median		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Maximum		50432.00	50000.00	38078.00	47000.00	50432.00	50000.00	38078.00	47000.00	50432.00	50432.00	47000.00	2500.00	
Full time bonuses	Base	N	(1208)	(224)	(271)	(405)	(308)	(337)	(198)	(386)	(287)	(843)	(327)	(38)	
	Zero - no bonus	N	663	117	137	246	163	191	96	228	148	320	306	37	
		%	55%	52%	51%	61%	53%	57%	48%	59%	52%	38%	94%	97%	
	\$1 - \$2,499	N	150	64	39	29	18	74	32	28	16	142	8		
		%	12%	29%	14%	7%	6%	22%	16%	7%	6%	17%	2%		
	\$2,500 - \$9,999	N	162	34	48	53	27	49	36	51	26	153	9		
		%	13%	15%	18%	13%	9%	15%	18%	13%	9%	18%	3%		
	\$10,000 - \$49,999	N	195	9	46	65	75	23	33	68	71	190	4	1	
		%	16%	4%	17%	16%	24%	7%	17%	18%	25%	23%	1%	3%	
	\$50,000 or more	N	38		1	12	25		1	11	26	38			
		%	3%		0%	3%	8%		1%	3%	9%	5%			
(Mean)	Mean		6593.58	1735.13	4203.96	6209.37	12734.77	2090.19	4378.23	6269.80	13845.38	9284.62	391.79	263.16	
	Median		.00	.00	.00	.00	.00	.00	1000.00	.00	.00	1898.00	.00	.00	
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Maximum		150000.00	45500.00	50000.00	137000.00	150000.00	45500.00	58211.00	121000.00	150000.00	150000.00	22055.00	10000.00	
Full time other	Base	N	(1208)	(224)	(271)	(405)	(308)	(337)	(198)	(386)	(287)	(843)	(327)	(38)	
	Zero - no other compensation	N	1098	214	250	361	273	317	184	340	257	760	301	37	
		%	91%	96%	92%	89%	89%	94%	93%	88%	90%	90%	92%	97%	
	\$1 - \$2,499	N	27	6	4	13	4	8	2	13	4	17	10		
		%	2%	3%	1%	3%	1%	2%	1%	3%	1%	2%	3%		
	\$2,500 - \$9,999	N	37	1	8	18	10	4	7	18	8	25	12		
		%	3%	0%	3%	4%	3%	1%	4%	5%	3%	3%	4%		
	\$10,000 - \$49,999	N	35	3	9	9	14	8	5	11	11	30	4	1	
		%	3%	1%	3%	2%	5%	2%	3%	3%	4%	4%	1%	3%	
	\$50,000 or more	N	11			4	7			4	7	11			
		%	1%			1%	2%			1%	2%	1%			
(Mean)	Mean		1707.77	279.33	912.82	2099.30	2931.25	493.16	818.79	2047.30	3290.63	2274.32	396.73	421.05	
	Median		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
	Maximum		187550.00	30000.00	41000.00	170000.00	187550.00	30000.00	41000.00	170000.00	187550.00	187550.00	21342.00	16000.00	

Please report your 2023 pre-tax earnings - Full time  
 Base earnings  
 Overtime earnings  
 Bonus earnings  
 Other earnings

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Total Full Time Salary - all sources of compensation	Base	N	(1208)	(877)	(241)	(204)	(286)	(233)	(258)	(227)	(351)	(425)	(432)
	Less than \$60,000	N	39	28	9	2	8	7	9	13	8	23	8
		%	3%	3%	4%	1%	3%	3%	3%	6%	2%	5%	2%
	\$60,000 - \$79,999	N	220	146	60	3	17	26	45	129	65	106	49
		%	18%	17%	25%	1%	6%	11%	17%	57%	19%	25%	11%
	\$80,000 - \$99,999	N	262	189	59	16	42	48	87	69	68	110	84
		%	22%	22%	24%	8%	15%	21%	34%	30%	19%	26%	19%
	\$100,000 - \$124,999	N	292	208	59	41	83	80	78	10	115	86	91
%		24%	24%	24%	20%	29%	34%	30%	4%	33%	20%	21%	
\$125,000 or more	N	395	306	54	142	136	72	39	6	95	100	200	
	%	33%	35%	22%	70%	48%	31%	15%	3%	27%	24%	46%	
(Mean)	Mean		114936.61	117173.02	102057.72	155249.54	128382.28	115795.97	100721.35	77042.36	108223.48	102703.61	132425.80
	Median		105602.00	107019.00	97500.00	140751.50	122000.00	108000.00	97000.00	74200.00	107000.00	94080.00	119105.50
	Minimum		.00	.00	.00	35000.00	.00	33000.00	25000.00	.00	33000.00	.00	.00
	Maximum		437000.00	437000.00	215700.00	415000.00	326750.00	437000.00	225000.00	205000.00	300000.00	330000.00	437000.00
Full time base pay	Base	N	(1208)	(877)	(241)	(204)	(286)	(233)	(258)	(227)	(351)	(425)	(432)
	Less than \$60,000	N	49	36	10	2	9	9	11	18	9	27	13
		%	4%	4%	4%	1%	3%	4%	4%	8%	3%	6%	3%
	\$60,000 - \$79,999	N	257	169	72	5	23	30	52	147	71	118	68
		%	21%	19%	30%	2%	8%	13%	20%	65%	20%	28%	16%
	\$80,000 - \$99,999	N	297	218	61	23	50	60	109	55	77	118	102
		%	25%	25%	25%	11%	17%	26%	42%	24%	22%	28%	24%
	\$100,000 - \$124,999	N	297	218	55	46	92	86	68	5	115	85	97
%		25%	25%	23%	23%	32%	37%	26%	2%	33%	20%	22%	
\$125,000 or more	N	308	236	43	128	112	48	18	2	79	77	152	
	%	25%	27%	18%	63%	39%	21%	7%	1%	23%	18%	35%	
(Mean)	Mean		104501.39	105990.06	95605.63	138017.28	116512.88	105102.44	92277.38	72524.36	103694.38	95673.42	113842.00
	Median		100000.00	100000.00	93600.00	130500.00	116470.50	103500.00	90000.00	70000.00	104965.00	89989.00	105000.00
	Minimum		.00	.00	.00	35000.00	.00	33000.00	25000.00	.00	33000.00	.00	.00
	Maximum		330000.00	300000.00	205000.00	330000.00	300000.00	280000.00	170000.00	180000.00	300000.00	330000.00	320000.00
Full time overtime	Base	N	(1208)	(877)	(241)	(204)	(286)	(233)	(258)	(227)	(351)	(425)	(432)
	Zero - no overtime	N	906	663	181	164	223	173	189	157	264	339	303
		%	75%	76%	75%	80%	78%	74%	73%	69%	75%	80%	70%
	\$1 - \$999	N	23	18	5	3	3	6	4	7	6	12	5
		%	2%	2%	2%	1%	1%	3%	2%	3%	2%	3%	1%
	\$1,000 - \$2,499	N	57	43	10	5	6	15	16	15	20	21	16
		%	5%	5%	4%	2%	2%	6%	6%	7%	6%	5%	4%
	\$2,500 - \$4,999	N	46	32	10	5	9	7	11	14	15	12	19
%		4%	4%	4%	2%	3%	3%	4%	6%	4%	3%	4%	
\$5,000 - \$9,999	N	78	55	15	10	14	14	23	17	24	22	32	
	%	6%	6%	6%	5%	5%	6%	9%	7%	7%	5%	7%	

Please report your 2023 pre-tax earnings - Full time  
 Base earnings  
 Overtime earnings  
 Bonus earnings  
 Other earnings

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
	\$10,000 or more	N	98	66	20	17	31	18	15	17	22	19	57
		%	8%	8%	8%	8%	11%	8%	6%	7%	6%	4%	13%
(Mean)	Mean		2133.87	2020.52	2022.70	1763.74	2790.24	1880.57	1896.16	2169.70	1671.62	1321.84	3308.32
	Median		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		50432.00	50432.00	34119.00	43000.00	50432.00	41000.00	38078.00	50000.00	41000.00	50000.00	50432.00
Full time bonuses	Base	N	(1208)	(877)	(241)	(204)	(286)	(233)	(258)	(227)	(351)	(425)	(432)
	Zero - no bonus	N	663	467	146	109	183	132	124	115	266	235	162
		%	55%	53%	61%	53%	64%	57%	48%	51%	76%	55%	38%
	\$1 - \$2,499	N	150	108	30	9	18	20	43	60	31	58	61
		%	12%	12%	12%	4%	6%	9%	17%	26%	9%	14%	14%
	\$2,500 - \$9,999	N	162	117	35	20	28	36	39	39	27	71	64
		%	13%	13%	15%	10%	10%	15%	15%	17%	8%	17%	15%
	\$10,000 - \$49,999	N	195	155	28	49	45	41	47	13	25	54	116
		%	16%	18%	12%	24%	16%	18%	18%	6%	7%	13%	27%
	\$50,000 or more	N	38	30	2	17	12	4	5		2	7	29
%		3%	3%	1%	8%	4%	2%	2%		1%	2%	7%	
(Mean)	Mean		6593.58	7200.62	3517.56	13149.21	6977.09	6094.81	5511.21	1961.15	2156.05	4539.05	12220.32
	Median		.00	.00	.00	.00	.00	.00	750.00	.00	.00	.00	2016.00
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		150000.00	140000.00	62984.00	150000.00	108770.00	137000.00	95000.00	45500.00	100000.00	100000.00	150000.00
Full time other	Base	N	(1208)	(877)	(241)	(204)	(286)	(233)	(258)	(227)	(351)	(425)	(432)
	Zero - no other compensation	N	1098	795	225	188	254	207	234	215	322	402	374
		%	91%	91%	93%	92%	89%	89%	91%	95%	92%	95%	87%
	\$1 - \$2,499	N	27	22	3	1	3	9	9	5	12	5	10
		%	2%	3%	1%	0%	1%	4%	3%	2%	3%	1%	2%
	\$2,500 - \$9,999	N	37	29	4	4	16	8	6	3	9	9	19
		%	3%	3%	2%	2%	6%	3%	2%	1%	3%	2%	4%
	\$10,000 - \$49,999	N	35	21	9	6	10	6	9	4	7	7	21
		%	3%	2%	4%	3%	3%	3%	3%	2%	2%	2%	5%
	\$50,000 or more	N	11	10		5	3	3			1	2	8
%		1%	1%		2%	1%	1%			0%	0%	2%	
(Mean)	Mean		1707.77	1961.82	911.83	2319.31	2102.07	2718.15	1036.60	387.15	701.42	1169.30	3055.16
	Median		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		187550.00	187550.00	28000.00	146250.00	187550.00	170000.00	41000.00	30000.00	50000.00	170000.00	187550.00

**Please report your 2023 pre-tax earnings - Full time  
Hourly wage**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Hourly wage - Full time	Base	N	<b>(1208)</b>	<b>(224)</b>	<b>(271)</b>	<b>(405)</b>	<b>(308)</b>	<b>(337)</b>	<b>(198)</b>	<b>(386)</b>	<b>(287)</b>	<b>(843)</b>	<b>(327)</b>	<b>(38)</b>
	Less than \$35.00 per hour	N	<b>245</b>	<b>139</b>	<b>54</b>	<b>39</b>	<b>13</b>	<b>189</b>	<b>28</b>	<b>19</b>	<b>9</b>	<b>215</b>	<b>25</b>	<b>5</b>
		%	<b>20%</b>	<b>62%</b>	<b>20%</b>	<b>10%</b>	<b>4%</b>	<b>56%</b>	<b>14%</b>	<b>5%</b>	<b>3%</b>	<b>26%</b>	<b>8%</b>	<b>13%</b>
	\$35.00 to \$49.99 per hour	N	<b>448</b>	<b>76</b>	<b>180</b>	<b>132</b>	<b>60</b>	<b>130</b>	<b>140</b>	<b>130</b>	<b>48</b>	<b>351</b>	<b>81</b>	<b>16</b>
		%	<b>37%</b>	<b>34%</b>	<b>66%</b>	<b>33%</b>	<b>19%</b>	<b>39%</b>	<b>71%</b>	<b>34%</b>	<b>17%</b>	<b>42%</b>	<b>25%</b>	<b>42%</b>
	\$50.00 to \$59.99 per hour	N	<b>221</b>	<b>5</b>	<b>28</b>	<b>118</b>	<b>70</b>	<b>9</b>	<b>24</b>	<b>119</b>	<b>69</b>	<b>130</b>	<b>87</b>	<b>4</b>
		%	<b>18%</b>	<b>2%</b>	<b>10%</b>	<b>29%</b>	<b>23%</b>	<b>3%</b>	<b>12%</b>	<b>31%</b>	<b>24%</b>	<b>15%</b>	<b>27%</b>	<b>11%</b>
	\$60.00 or more per hour	N	<b>294</b>	<b>4</b>	<b>9</b>	<b>116</b>	<b>165</b>	<b>9</b>	<b>6</b>	<b>118</b>	<b>161</b>	<b>147</b>	<b>134</b>	<b>13</b>
%		<b>24%</b>	<b>2%</b>	<b>3%</b>	<b>29%</b>	<b>54%</b>	<b>3%</b>	<b>3%</b>	<b>31%</b>	<b>56%</b>	<b>17%</b>	<b>41%</b>	<b>34%</b>	
Hourly wage - Full time mean	Mean		<b>50.72</b>	<b>37.33</b>	<b>41.76</b>	<b>55.09</b>	<b>62.71</b>	<b>37.95</b>	<b>42.87</b>	<b>55.93</b>	<b>64.13</b>	<b>48.04</b>	<b>57.51</b>	<b>51.66</b>
	Median		<b>47.01</b>	<b>33.33</b>	<b>41.03</b>	<b>52.88</b>	<b>60.96</b>	<b>34.10</b>	<b>42.52</b>	<b>53.85</b>	<b>62.02</b>	<b>43.59</b>	<b>56.74</b>	<b>47.12</b>
	Minimum		<b>14.08</b>	<b>21.18</b>	<b>17.79</b>	<b>18.75</b>	<b>14.08</b>	<b>14.08</b>	<b>18.89</b>	<b>18.13</b>	<b>16.83</b>	<b>14.08</b>	<b>18.13</b>	<b>20.19</b>
	Maximum		<b>473.08</b>	<b>337.61</b>	<b>76.92</b>	<b>473.08</b>	<b>469.23</b>	<b>337.61</b>	<b>74.52</b>	<b>473.08</b>	<b>469.23</b>	<b>473.08</b>	<b>469.23</b>	<b>88.22</b>



**Please report your 2023 pre-tax earnings - Full time  
Hourly wage**

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Hourly wage - Full time	Base	N	(1208)	(877)	(241)	(204)	(286)	(233)	(258)	(227)	(351)	(425)	(432)
	Less than \$35.00 per hour	N	245	174	57	7	28	32	45	133	32	112	101
		%	20%	20%	24%	3%	10%	14%	17%	59%	9%	26%	23%
	\$35.00 to \$49.99 per hour	N	448	317	101	36	82	78	166	86	103	171	174
		%	37%	36%	42%	18%	29%	33%	64%	38%	29%	40%	40%
	\$50.00 to \$59.99 per hour	N	221	163	40	42	74	67	35	3	82	65	74
		%	18%	19%	17%	21%	26%	29%	14%	1%	23%	15%	17%
	\$60.00 or more per hour	N	294	223	43	119	102	56	12	5	134	77	83
%		24%	25%	18%	58%	36%	24%	5%	2%	38%	18%	19%	
Hourly wage - Full time mean	Mean		50.72	50.97	49.69	63.81	57.73	51.77	43.23	37.74	60.25	45.95	47.67
	Median		47.01	47.84	43.77	62.23	54.75	50.37	42.79	33.65	55.13	43.27	45.79
	Minimum		14.08	14.08	18.13	16.83	14.08	18.13	17.79	21.18	18.13	16.83	14.08
	Maximum		473.08	473.08	469.23	234.89	473.08	361.54	81.73	337.61	473.08	125.00	123.08

**Please report your 2023 pre-tax earnings - Part time**  
**Base earnings**  
**Overtime earnings**  
**Bonus earnings**  
**Part time weeks worked**

			TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
			Total	1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Total Part Time Salary - all sources of compensation	Base	N	(15)	(5)	(3)	(2)	(5)	(8)	(1)	(2)	(4)	(11)	(3)	(1)
	Less than \$60,000	N	6	2	2	1	1	5		1		6		
		%	40%	40%	67%	50%	20%	62%		50%		55%		
	\$60,000 - \$79,999	N	5	3			2	3			2	3	1	1
		%	33%	60%			40%	38%			50%	27%	33%	100%
	\$80,000 - \$99,999	N	2			1	1			1	1	1	1	
		%	13%			50%	20%			50%	25%	9%	33%	
\$100,000 - \$124,999	N	2		1		1		1		1	1	1		
	%	13%		33%		20%		100%		25%	9%	33%		
(Mean)	Mean		61228.73	47758.40	60500.00	60782.50	75314.80	47036.50	80000.00	60782.50	85143.50	54532.45	90858.00	46000.00
	Median		61500.00	46000.00	59000.00	60782.50	78574.00	44250.00	80000.00	60782.50	86787.00	59000.00	95000.00	46000.00
	Minimum		22565.00	31000.00	42500.00	22565.00	36000.00	31000.00	80000.00	22565.00	70000.00	22565.00	78574.00	46000.00
	Maximum		99000.00	66000.00	80000.00	99000.00	97000.00	66000.00	80000.00	99000.00	97000.00	97000.00	99000.00	46000.00
Part time base pay	Base	N	(15)	(5)	(3)	(2)	(5)	(8)	(1)	(2)	(4)	(11)	(3)	(1)
	Less than \$40,000	N	5	2	1	1	1	4		1		5		
		%	33%	40%	33%	50%	20%	50%		50%		45%		
	\$40,000 - \$74,999	N	6	3	1		2	4			2	4	1	1
		%	40%	60%	33%		40%	50%			50%	36%	33%	100%
	\$75,000 or more	N	4		1	1	2		1	1	2	2	2	
		%	27%		33%	50%	40%		100%	50%	50%	18%	67%	
(Mean)	Mean		57902.60	46080.00	58000.00	53782.50	71314.80	45050.00	80000.00	53782.50	80143.50	51087.73	86858.00	46000.00
	Median		60000.00	46000.00	59000.00	53782.50	70574.00	41000.00	80000.00	53782.50	77787.00	59000.00	95000.00	46000.00
	Minimum		12565.00	27000.00	35000.00	12565.00	36000.00	27000.00	80000.00	12565.00	70000.00	12565.00	70574.00	46000.00
	Maximum		95000.00	65000.00	80000.00	95000.00	95000.00	65000.00	80000.00	95000.00	95000.00	85000.00	95000.00	46000.00
Part time overtime	Base	N	(15)	(5)	(3)	(2)	(5)	(8)	(1)	(2)	(4)	(11)	(3)	(1)
	Zero - no bonus	N	7	2	2		3	4	1		2	6	1	
		%	47%	40%	67%		60%	50%	100%		50%	55%	33%	
	Less than \$5,000	N	3	2		1		2		1		2	1	
		%	20%	40%		50%		25%		50%		18%	33%	
	\$5,000 - \$9,999	N	2		1		1	1			1	1	1	
		%	13%		33%		20%	12%			25%	9%	33%	
\$10,000 or more	N	3	1		1	1	1		1	1	2		1	
	%	20%	20%		50%	20%	12%		50%	25%	18%		100%	
(Mean)	Mean		3094.47	1083.40	2333.33	7000.00	4000.00	1552.13	.00	7000.00	5000.00	3128.82	4000.00	.00
	Median		.00	.00	.00	7000.00	.00	.00	.00	7000.00	4000.00	.00	4000.00	.00
	Minimum		.00	.00	.00	4000.00	.00	.00	.00	4000.00	.00	.00	.00	.00
	Maximum		12000.00	4000.00	7000.00	10000.00	12000.00	7000.00	.00	10000.00	12000.00	12000.00	8000.00	.00
Part time bonuses	Base	N	(15)	(5)	(3)	(2)	(5)	(8)	(1)	(2)	(4)	(11)	(3)	(1)
	Zero - no bonus	N	9	2	1	2	4	4		2	3	6	2	1
		%	60%	40%	33%	100%	80%	50%		100%	75%	55%	67%	100%

**Please report your 2023 pre-tax earnings - Part time**  
**Base earnings**  
**Overtime earnings**  
**Bonus earnings**  
**Part time weeks worked**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entrv	Junior	Intermediate	Advanced	Private	Public	Other
	Less than \$1,500	N	3	2	1			3				3		
		%	20%	40%	33%			38%				27%		
	\$1,500 or more	N	3	1	1		1	1	1		1	2	1	
		%	20%	20%	33%		20%	12%	100%		25%	18%	33%	
(Mean)	Mean		231.67	595.00	166.67	.00	.00	434.38	.00	.00	.00	315.91	.00	.00
	Median		.00	475.00	.00	.00	.00	237.50	.00	.00	.00	.00	.00	.00
	Minimum		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Maximum		1500.00	1500.00	500.00	.00	.00	1500.00	.00	.00	.00	1500.00	.00	.00
Part time weeks	Base		(15)	(5)	(3)	(2)	(5)	(8)	(1)	(2)	(4)	(11)	(3)	(1)
	Less than 14 weeks	N	2			1	1	1		1		2		
		%	13%			50%	20%	12%		50%		18%		
	27 weeks to 39 weeks	N	6	5	1			5	1			5		1
		%	40%	100%	33%			62%	100%			45%		100%
	More than 39 weeks	N	7		2	1	4	2		1	4	4	3	
%		47%		67%	50%	80%	25%		50%	100%	36%	100%		
(Mean)	Mean		36.53	31.80	46.67	32.00	37.00	33.38	36.00	32.00	45.25	33.36	48.67	35.00
	Median		36.00	32.00	52.00	32.00	42.00	33.50	36.00	32.00	43.50	35.00	52.00	35.00
	Minimum		4.00	27.00	36.00	12.00	4.00	4.00	36.00	12.00	42.00	4.00	42.00	35.00
	Maximum		52.00	35.00	52.00	52.00	52.00	52.00	36.00	52.00	52.00	52.00	52.00	35.00

**Please report your 2023 pre-tax earnings - Part time**  
**Base earnings**  
**Overtime earnings**  
**Bonus earnings**  
**Part time weeks worked**

			Total	GENDER		Prior to 1999	1999 to 2008	GRAD YEAR			HOURS PER WEEK		
		N		Male	Female			2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Total Part Time Salary - all sources of compensation	Base	N	(15)	(12)	(3)	(3)	(4)	(1)	(2)	(5)	(5)	(4)	(6)
	Less than \$60,000	N	6	4	2		2	1	1	2	1	3	2
		%	40%	33%	67%		50%	100%	50%	40%	20%	75%	33%
	\$60,000 - \$79,999	N	5	5		1	1		1	2	1	1	3
		%	33%	42%		33%	25%		50%	40%	20%	25%	50%
	\$80,000 - \$99,999	N	2	2		1	1					2	
		%	13%	17%		33%	25%					40%	
\$100,000 - \$124,999	N	2	1	1	1				1	1		1	
	%	13%	8%	33%	33%				20%	20%		17%	
(Mean)	Mean		61228.73	64155.50	49521.67	90191.33	56891.25	42500.00	52500.00	54558.40	71913.00	45698.00	62679.00
	Median		61500.00	63750.00	31000.00	95000.00	53000.00	42500.00	52500.00	61500.00	95000.00	39250.00	63750.00
	Minimum		22565.00	34292.00	22565.00	78574.00	22565.00	42500.00	46000.00	31000.00	22565.00	34292.00	31000.00
	Maximum		99000.00	99000.00	95000.00	97000.00	99000.00	42500.00	59000.00	80000.00	99000.00	70000.00	80000.00
Part time base pay	Base	N	(15)	(12)	(3)	(3)	(4)	(1)	(2)	(5)	(5)	(4)	(6)
	Less than \$40,000	N	5	3	2		2	1		2	1	3	1
		%	33%	25%	67%		50%	100%		40%	20%	75%	17%
	\$40,000 - \$74,999	N	6	6		1	1		2	2	1	1	4
		%	40%	50%		33%	25%		100%	40%	20%	25%	67%
	\$75,000 or more	N	4	3	1	2	1			1	3		1
		%	27%	25%	33%	67%	25%			20%	60%		17%
(Mean)	Mean		57902.60	61164.50	44855.00	83524.67	53391.25	35000.00	52500.00	52880.00	66713.00	43350.00	60262.33
	Median		60000.00	62500.00	27000.00	85000.00	53000.00	35000.00	52500.00	60000.00	85000.00	35500.00	62500.00
	Minimum		12565.00	32400.00	12565.00	70574.00	12565.00	35000.00	46000.00	27000.00	12565.00	32400.00	27000.00
	Maximum		95000.00	95000.00	95000.00	95000.00	95000.00	35000.00	59000.00	80000.00	95000.00	70000.00	80000.00
Part time overtime	Base	N	(15)	(12)	(3)	(3)	(4)	(1)	(2)	(5)	(5)	(4)	(6)
	Zero - no bonus	N	7	6	1	1	2		1	3	1	2	4
		%	47%	50%	33%	33%	50%		50%	60%	20%	50%	67%
	Less than \$5,000	N	3	2	1		1			2	1	1	1
		%	20%	17%	33%		25%			40%	20%	25%	17%
	\$5,000 - \$9,999	N	2	2		1		1				1	1
		%	13%	17%		33%		100%				25%	17%
\$10,000 or more	N	3	2	1	1	1		1		3			
	%	20%	17%	33%	33%	25%		50%		60%			
(Mean)	Mean		3094.47	2701.42	4666.67	6666.67	3500.00	7000.00	.00	1083.40	5200.00	2104.25	2000.00
	Median		.00	.00	4000.00	8000.00	2000.00	7000.00	.00	.00	4000.00	708.50	.00
	Minimum		.00	.00	.00	.00	.00	7000.00	.00	.00	.00	.00	.00
	Maximum		12000.00	12000.00	10000.00	12000.00	10000.00	7000.00	.00	4000.00	12000.00	7000.00	8000.00
Part time bonuses	Base	N	(15)	(12)	(3)	(3)	(4)	(1)	(2)	(5)	(5)	(4)	(6)
	Zero - no bonus	N	9	7	2	2	4		2	1	4	2	3
		%	60%	58%	67%	67%	100%		100%	20%	80%	50%	50%

**Please report your 2023 pre-tax earnings - Part time**  
**Base earnings**  
**Overtime earnings**  
**Bonus earnings**  
**Part time weeks worked**

			Total	GENDER		Prior to 1999	1999 to 2008	GRAD YEAR			HOURS PER WEEK			
				Male	Female			2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs	
	Less than \$1,500	N	3	3				1		2		2	1	
		%	20%	25%				100%		40%		50%	17%	
	\$1,500 or more	N	3	2	1	1				2	1		2	
		%	20%	17%	33%	33%				40%	20%		33%	
(Mean)	Mean		231.67	289.58	.00	.00	.00	500.00	.00	595.00	.00	243.75	416.67	
	Median		.00	.00	.00	.00	.00	500.00	.00	475.00	.00	237.50	.00	
	Minimum		.00	.00	.00	.00	.00	500.00	.00	.00	.00	.00	.00	
	Maximum		1500.00	1500.00	.00	.00	.00	500.00	.00	1500.00	.00	500.00	1500.00	
Part time weeks	Base	N	(15)	(12)	(3)	(3)	(4)	(1)	(2)	(5)	(5)	(4)	(6)	
		%												
	Less than 14 weeks	N	2	1	1			2				1	1	
		%	13%	8%	33%			50%				20%	25%	
	27 weeks to 39 weeks	N	6	5	1				1	5		1	1	4
		%	40%	42%	33%				50%	100%		20%	25%	67%
More than 39 weeks	N	7	6	1	3	2	1	1			3	2	2	
	%	47%	50%	33%	100%	50%	100%	50%			60%	50%	33%	
(Mean)	Mean		36.53	37.83	31.33	45.33	28.25	52.00	43.50	32.00	38.60	32.00	37.83	
	Median		36.00	39.00	30.00	42.00	28.50	52.00	43.50	32.00	42.00	36.00	35.50	
	Minimum		4.00	4.00	12.00	42.00	4.00	52.00	35.00	27.00	12.00	4.00	30.00	
	Maximum		52.00	52.00	52.00	52.00	52.00	52.00	52.00	36.00	52.00	52.00	52.00	

**Please report your 2023 pre-tax earnings - Part time  
Hourly wage**

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Hourly wage - Part time	Base	N	(15)	(5)	(3)	(2)	(5)	(8)	(1)	(2)	(4)	(11)	(3)	(1)	
	Less than \$30.00 per hour	N	3	1	2			3				3			
		%	20%	20%	67%			38%				27%			
	\$30.00 to \$39.99 per hour	N	5	3	1		1	3	1		1	4		1	
		%	33%	60%	33%		20%	38%	100%		25%	36%		100%	
	\$40.00 to \$49.99 per hour	N	5	1		2	2	1		2	2	2	3		
		%	33%	20%		100%	40%	12%		100%	50%	18%	100%		
	\$50.00 or more per hour	N	2				2	1			1	2			
%		13%				40%	12%			25%	18%				
Hourly wage - Part time mean	Mean		34.83	32.44	24.05	45.14	42.70	28.19	37.04	45.14	42.70	30.84	45.87	37.55	
	Median		37.55	37.14	18.30	45.14	40.49	30.00	37.04	45.14	40.49	37.04	48.40	37.55	
	Minimum		12.86	12.86	16.83	41.88	38.89	12.86	37.04	41.88	38.89	12.86	40.49	37.55	
	Maximum		48.72	44.64	37.04	48.40	48.72	44.64	37.04	48.40	48.72	44.64	48.72	37.55	

**Please report your 2023 pre-tax earnings - Part time  
Hourly wage**

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Hourly wage - Part time		Base	(15)	(12)	(3)	(3)	(4)	(1)	(2)	(5)	(5)	(4)	(6)
Hourly wage - Part time	Less than \$30.00 per hour	N	3	2	1			1	1	1		1	2
		%	20%	17%	33%			100%	50%	20%		25%	33%
	\$30.00 to \$39.99 per hour	N	5	5			1		1	3	1	2	2
		%	33%	42%			25%		50%	60%	20%	50%	33%
	\$40.00 to \$49.99 per hour	N	5	3	2	2	2			1	3		2
		%	33%	25%	67%	67%	50%			20%	60%		33%
Hourly wage - Part time	\$50.00 or more per hour	N	2	2		1	1				1	1	
		%	13%	17%		33%	25%				20%	25%	
Hourly wage - Part time mean	Mean		34.83	34.93	34.49	44.60	43.06	16.83	27.93	32.34	44.14	28.57	31.75
	Median		37.55	37.35	41.88	44.60	41.88	16.83	27.93	37.04	45.14	30.00	37.09
	Minimum		12.86	16.83	12.86	40.49	38.89	16.83	18.30	12.86	37.55	16.83	12.86
	Maximum		48.72	48.40	48.72	48.72	48.40	16.83	37.55	44.64	48.72	38.89	44.64

**How many base salary adjustments did you receive during 2022?  
Percent increase**

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
		N		1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Salary adjustments	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Zero	N	211	47	40	60	64	81	21	53	56	143	60	8	
		%	17%	21%	15%	15%	20%	23%	11%	14%	19%	17%	18%	21%	
	One	N	815	147	200	263	205	226	141	254	194	647	144	24	
		%	67%	64%	73%	65%	65%	66%	71%	65%	67%	76%	44%	62%	
	Two	N	168	29	30	69	40	34	31	66	37	56	107	5	
		%	14%	13%	11%	17%	13%	10%	16%	17%	13%	7%	32%	13%	
	More than two	N	29	6	4	15	4	4	6	15	4	8	19	2	
		%	2%	3%	1%	4%	1%	1%	3%	4%	1%	1%	6%	5%	
	Change in 2023 base pay - % Increase	Base	N	(1009)	(182)	(233)	(346)	(248)	(264)	(177)	(334)	(234)	(710)	(269)	(30)
Less than 2%		N	52	1	8	18	25	7	3	19	23	16	28	8	
		%	5%	1%	3%	5%	10%	3%	2%	6%	10%	2%	10%	27%	
2% - 2.9%		N	124	9	14	46	55	17	10	47	50	68	49	7	
		%	12%	5%	6%	13%	22%	6%	6%	14%	21%	10%	18%	23%	
3% - 4.9%		N	323	34	55	129	105	58	34	130	101	222	97	4	
		%	32%	19%	24%	37%	42%	22%	19%	39%	43%	31%	36%	13%	
5% - 6.9%		N	195	39	61	60	35	51	47	62	35	146	45	4	
		%	19%	21%	26%	17%	14%	19%	27%	19%	15%	21%	17%	13%	
7% - 9.9%		N	119	38	31	42	8	50	25	35	9	96	22	1	
		%	12%	21%	13%	12%	3%	19%	14%	10%	4%	14%	8%	3%	
10% or more		N	192	60	62	50	20	80	57	39	16	161	25	6	
		%	19%	33%	27%	14%	8%	30%	32%	12%	7%	23%	9%	20%	
Unknown		N	4	1	2	1		1	1	2		1	3		
		%	0%	1%	1%	0%		0%	1%	1%		0%	1%		
(Mean %)	Mean		6.26	8.31	7.73	5.68	4.19	7.83	8.42	5.37	4.14	6.85	4.80	5.41	
	Median		4.80	7.00	6.00	4.00	3.30	6.50	6.15	4.00	3.30	5.00	3.50	2.80	
	Minimum		1.00	1.80	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
	Maximum		30.00	27.00	30.00	30.00	25.00	30.00	30.00	30.00	25.00	30.00	28.00	27.00	
Change in 2023 base pay - % Decrease	Base	N	(3)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)		
	Less than 2%	N	1			1				1			1		
		%	33%			100%				100%			100%		
	10% or more	N	1				1				1			1	
		%	33%				100%				100%			100%	
	Unknown	N	1		1				1			1			
%		33%		100%				100%			100%				



**How many base salary adjustments did you receive during 2022?**  
**Percent increase**  
**Percent decrease**

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
		N		Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Salary adjustments	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Zero	N	211	156	42	42	53	31	41	44	63	83	65
		%	17%	18%	17%	20%	18%	13%	16%	19%	18%	19%	15%
	One	N	815	596	155	140	186	157	178	154	193	298	324
		%	67%	67%	64%	68%	64%	67%	68%	66%	54%	69%	74%
	Two	N	168	122	34	22	42	39	35	30	87	41	40
		%	14%	14%	14%	11%	14%	17%	13%	13%	24%	10%	9%
	More than two	N	29	15	13	3	9	7	6	4	13	7	9
		%	2%	2%	5%	1%	3%	3%	2%	2%	4%	2%	2%
	Change in 2023 base pay - % Increase	Base	N	(1009)	(731)	(201)	(164)	(237)	(202)	(219)	(187)	(292)	(345)
Less than 2%		N	52	36	8	16	23	6	6	1	28	14	10
		%	5%	5%	4%	10%	10%	3%	3%	1%	10%	4%	3%
2% - 2.9%		N	124	88	27	41	43	18	11	11	47	38	39
		%	12%	12%	13%	25%	18%	9%	5%	6%	16%	11%	10%
3% - 4.9%		N	323	237	61	72	85	79	52	35	98	105	120
		%	32%	32%	30%	44%	36%	39%	24%	19%	34%	30%	32%
5% - 6.9%		N	195	137	41	20	39	39	57	40	57	67	71
		%	19%	19%	20%	12%	16%	19%	26%	21%	20%	19%	19%
7% - 9.9%		N	119	84	28	5	18	21	39	36	31	40	48
		%	12%	11%	14%	3%	8%	10%	18%	19%	11%	12%	13%
10% or more		N	192	148	34	10	28	38	52	64	27	81	84
		%	19%	20%	17%	6%	12%	19%	24%	34%	9%	23%	23%
Unknown		N	4	1	2		1	1	2		4		
	%	0%	0%	1%		0%	0%	1%		1%			
(Mean %)	Mean		6.26	6.33	6.27	3.91	4.91	6.23	7.50	8.58	4.91	6.83	6.77
	Median		4.80	4.85	5.00	3.00	3.50	4.50	6.00	7.00	3.80	5.00	5.00
	Minimum		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.80	1.00	1.00	1.00
	Maximum		30.00	30.00	30.00	25.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
Change in 2023 base pay - % Decrease	Base	N	(3)	(2)	(1)	(1)		(1)		(1)	(1)	(1)	
	Less than 2%	N	1		1			1			1		
		%	33%		100%			100%			100%		
	10% or more	N	1	1		1						1	
		%	33%	50%		100%						100%	
	Unknown	N	1	1						1			1
		%	33%	50%						100%			100%

## Reason for pay increase

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Increase in pay based on	Base	N	(1009)	(182)	(233)	(346)	(248)	(264)	(177)	(334)	(234)	(710)	(269)	(30)
	Merit	N	661	128	152	226	155	159	127	226	149	492	160	9
		%	66%	70%	65%	65%	62%	60%	72%	68%	64%	69%	59%	30%
	Cost of living	N	179	26	37	60	56	45	22	59	53	139	34	6
		%	18%	14%	16%	17%	23%	17%	12%	18%	23%	20%	13%	20%
	Union/ to match union rate	N	72	10	8	30	24	17	6	26	23	6	53	13
		%	7%	5%	3%	9%	10%	6%	3%	8%	10%	1%	20%	43%
	New responsibilities within the company	N	57	10	25	16	6	23	18	12	4	44	12	1
		%	6%	5%	11%	5%	2%	9%	10%	4%	2%	6%	4%	3%
	New job/ company	N	21	5	7	7	2	11	2	6	2	16	4	1
		%	2%	3%	3%	2%	1%	4%	1%	2%	1%	2%	1%	3%
	Annual increase	N	8	2	2	2	2	5	1	1	1	4	4	
		%	1%	1%	1%	1%	1%	2%	1%	0%	0%	1%	1%	
	Other	N	9	1	2	3	3	4	1	2	2	7	2	
		%	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	
	Unsure	N	2			2				2		2		
		%	0%			1%				1%		0%		

## Reason for pay increase

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Increase in pay based on	Base	N	(1009)	(731)	(201)	(164)	(237)	(202)	(219)	(187)	(292)	(345)	(372)
	Merit	N	661	475	132	94	137	144	151	135	185	219	257
		%	66%	65%	66%	57%	58%	71%	69%	72%	63%	63%	69%
	Cost of living	N	179	133	31	40	53	28	30	28	43	75	61
		%	18%	18%	15%	24%	22%	14%	14%	15%	15%	22%	16%
	Union/ to match union rate	N	72	51	17	19	25	14	7	7	40	14	18
		%	7%	7%	8%	12%	11%	7%	3%	4%	14%	4%	5%
	New responsibilities within the company	N	57	43	10	4	12	10	20	11	13	19	25
		%	6%	6%	5%	2%	5%	5%	9%	6%	4%	6%	7%
	New job/ company	N	21	13	8	2	5	4	6	4	7	9	5
		%	2%	2%	4%	1%	2%	2%	3%	2%	2%	3%	1%
	Annual increase	N	8	6	2	3	1	1	2	1	2	4	2
		%	1%	1%	1%	2%	0%	0%	1%	1%	1%	1%	1%
	Other	N	9	8	1	2	4	1	1	1	2	3	4
		%	1%	1%	0%	1%	2%	0%	0%	1%	1%	1%	1%
	Unsure	N	2	2					2			2	
		%	0%	0%					1%			1%	

**Do you have an official work week?**  
**Length of official work week**  
**Length of typical work week**  
**Overtime compensation**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Work week - official	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	No	N	58	14	9	21	14	22	6	15	15	42	8	8
		%	5%	6%	3%	5%	4%	6%	3%	4%	5%	5%	2%	21%
	Yes	N	1165	215	265	386	299	323	193	373	276	812	322	31
%		95%	94%	97%	95%	96%	94%	97%	96%	95%	95%	98%	79%	
Week length - official	Base	N	(1165)	(215)	(265)	(386)	(299)	(323)	(193)	(373)	(276)	(812)	(322)	(31)
	Less than 30 hrs per week	N	11	3		4	4	4		3	4	7	4	
		%	1%	1%		1%	1%	1%		1%	1%	1%	1%	
	30 - 37.5 hrs per week	N	498	80	93	187	138	103	75	192	128	228	249	21
		%	43%	37%	35%	48%	46%	32%	39%	51%	46%	28%	77%	68%
	37.6 - 40 hours per week	N	620	126	164	185	145	206	112	169	133	545	65	10
		%	53%	59%	62%	48%	48%	64%	58%	45%	48%	67%	20%	32%
	More than 40 hours per week	N	36	6	8	10	12	10	6	9	11	32	4	
%		3%	3%	3%	3%	4%	3%	3%	2%	4%	4%	1%		
(Mean)	Mean		38.47	38.47	39.03	38.15	38.38	38.74	38.95	38.05	38.36	39.18	36.77	37.22
	Median		40.00	40.00	40.00	37.60	39.60	40.00	40.00	37.50	39.60	40.00	36.90	37.50
	Minimum		5.00	5.00	32.00	20.00	8.00	5.00	35.00	23.80	8.00	5.00	5.20	35.00
	Maximum		61.00	45.00	56.00	45.00	61.00	48.00	56.00	45.00	61.00	61.00	50.00	40.00
Week length - typical	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Less than 30 hrs per week	N	15	3		6	6	5		4	6	10	5	
		%	1%	1%		1%	2%	1%		1%	2%	1%	2%	
	30 - 37.5 hrs per week	N	285	52	48	113	72	58	40	122	65	106	165	14
		%	23%	23%	18%	28%	23%	17%	20%	31%	22%	12%	50%	36%
	37.6 - 40 hours per week	N	485	106	128	171	80	180	78	150	77	364	104	17
		%	40%	46%	47%	42%	26%	52%	39%	39%	26%	43%	32%	44%
	More than 40 hours per week	N	438	68	98	117	155	102	81	112	143	374	56	8
%		36%	30%	36%	29%	50%	30%	41%	29%	49%	44%	17%	21%	
(Mean)	Mean		41.37	40.63	41.52	40.61	42.76	40.94	41.58	40.67	42.65	42.21	39.25	40.51
	Median		40.00	40.00	40.00	40.00	40.50	40.00	40.00	40.00	40.00	40.00	37.50	40.00
	Minimum		17.00	30.00	30.00	20.00	17.00	20.00	30.00	25.00	17.00	17.00	32.00	35.00
	Maximum		85.00	70.00	70.00	85.00	80.00	70.00	70.00	85.00	80.00	85.00	80.50	70.00
Overtime compensation	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Remuneration	N	214	42	55	77	40	70	38	71	35	145	68	1
		%	17%	18%	20%	19%	13%	20%	19%	18%	12%	17%	21%	3%
	Time off	N	227	49	63	58	57	80	45	45	57	153	57	17
		%	19%	21%	23%	14%	18%	23%	23%	12%	20%	18%	17%	44%
	Combination	N	375	89	80	138	68	113	66	138	58	220	148	7
		%	31%	39%	29%	34%	22%	33%	33%	36%	20%	26%	45%	18%
	No compensation for overtime	N	407	49	76	134	148	82	50	134	141	336	57	14
%		33%	21%	28%	33%	47%	24%	25%	35%	48%	39%	17%	36%	

**Do you have an official work week?**  
**Length of official work week**  
**Length of typical work week**  
**Overtime compensation**

			GENDER			GRAD YEAR					HOURS PER WEEK			
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs	
Work week - official	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)	
	No	N	58	47	6	12	13	11	11	11	13	23	22	
		%	5%	5%	2%	6%	4%	5%	4%	5%	4%	5%	5%	
	Yes	N	1165	842	238	195	277	223	249	221	221	343	406	416
		%	95%	95%	98%	94%	96%	95%	96%	95%	96%	96%	95%	95%
Week length - official	Base	N	(1165)	(842)	(238)	(195)	(277)	(223)	(249)	(221)	(343)	(406)	(416)	
	Less than 30 hrs per week	N	11	7	4	3	3	1	1	3	7	3	1	
		%	1%	1%	2%	2%	1%	0%	0%	1%	2%	1%	0%	
	30 - 37.5 hrs per week	N	498	350	114	102	125	104	91	76	305	96	97	
		%	43%	42%	48%	52%	45%	47%	37%	34%	89%	24%	23%	
	37.6 - 40 hours per week	N	620	458	116	83	139	113	150	135	31	307	282	
		%	53%	54%	49%	43%	50%	51%	60%	61%	9%	76%	68%	
	More than 40 hours per week	N	36	27	4	7	10	5	7	7			36	
		%	3%	3%	2%	4%	4%	2%	3%	3%			9%	
(Mean)	Mean		38.47	38.52	38.07	38.23	38.17	38.42	38.90	38.61	36.40	39.07	39.60	
	Median		40.00	40.00	37.63	37.50	39.60	39.60	40.00	40.00	37.30	40.00	40.00	
	Minimum		5.00	5.00	15.00	8.00	15.00	25.00	23.80	5.00	5.20	5.00	8.50	
	Maximum		61.00	61.00	42.50	61.00	45.00	48.00	56.00	45.00	40.00	40.00	61.00	
Week length - typical	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)	
	Less than 30 hrs per week	N	15	9	5	5	6	1		3	15			
		%	1%	1%	2%	2%	2%	0%		1%	4%			
	30 - 37.5 hrs per week	N	285	197	69	53	70	69	50	43	285			
		%	23%	22%	28%	26%	24%	29%	19%	19%	80%			
	37.6 - 40 hours per week	N	485	354	96	59	101	103	112	110	56	428	1	
		%	40%	40%	39%	29%	35%	44%	43%	47%	16%	100%	0%	
	More than 40 hours per week	N	438	329	74	90	113	61	98	76		1	437	
		%	36%	37%	30%	43%	39%	26%	38%	33%		0%	100%	
(Mean)	Mean		41.37	41.42	40.93	42.12	41.79	40.48	41.49	40.94	36.60	40.00	46.47	
	Median		40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	37.30	40.00	45.00	
	Minimum		17.00	20.00	17.00	24.00	17.00	32.00	30.00	30.00	17.00	40.00	40.00	
	Maximum		85.00	85.00	80.50	65.00	85.00	78.00	70.00	70.00	39.60	40.18	85.00	
Overtime compensation	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)	
	Remuneration	N	214	157	37	25	56	44	52	37	66	87	61	
		%	17%	18%	15%	12%	19%	19%	20%	16%	19%	20%	14%	
	Time off	N	227	163	48	38	47	35	51	56	70	89	68	
		%	19%	18%	20%	18%	16%	15%	20%	24%	20%	21%	16%	
	Combination	N	375	254	90	45	84	73	85	88	151	122	102	
		%	31%	29%	37%	22%	29%	31%	33%	38%	42%	28%	23%	
	No compensation for overtime	N	407	315	69	99	103	82	72	51	69	131	207	
		%	33%	35%	28%	48%	36%	35%	28%	22%	19%	31%	47%	

**How many days paid vacation did you earn in the 2023 calendar year?  
Does your employer provide paid sick time?**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR			
		N		1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Vacation days	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	None	N	24	9	5	6	4	15			5	4	20	2	2
		%	2%	4%	2%	1%	1%	4%			1%	1%	2%	1%	5%
	Paid days only	N	775	137	168	262	208	207	119	257	192	538	213	24	
		%	63%	60%	61%	64%	66%	60%	60%	66%	66%	63%	65%	62%	
	Flex days only	N	14	5		2	7	5	1	2	6	8	5	1	
		%	1%	2%		0%	2%	1%	1%	1%	2%	1%	2%	3%	
	Both paid and flex	N	410	78	101	137	94	118	79	124	89	288	110	12	
		%	34%	34%	37%	34%	30%	34%	40%	32%	31%	34%	33%	31%	
	Paid vacation days	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
None		N	38	14	5	8	11	20	1	7	10	28	7	3	
		%	3%	6%	2%	2%	4%	6%	1%	2%	3%	3%	2%	8%	
Up to 10 days		N	155	61	34	35	25	93	20	21	21	126	26	3	
		%	13%	27%	12%	9%	8%	27%	10%	5%	7%	15%	8%	8%	
11- 15 days		N	424	123	155	112	34	176	119	96	33	337	74	13	
		%	35%	54%	57%	28%	11%	51%	60%	25%	11%	39%	22%	33%	
16 - 20 days		N	317	19	56	142	100	36	40	149	92	223	82	12	
		%	26%	8%	20%	35%	32%	10%	20%	38%	32%	26%	25%	31%	
21 - 25 days		N	203	10	20	89	84	18	14	93	78	106	94	3	
	%	17%	4%	7%	22%	27%	5%	7%	24%	27%	12%	28%	8%		
26 days or more	N	86	2	4	21	59	2	5	22	57	34	47	5		
	%	7%	1%	1%	5%	19%	1%	3%	6%	20%	4%	14%	13%		
(Mean)	Mean		18	14	16	19	21	14	16	20	22	17	21	18	
	Minimum		1	2	1	1	1	1	1	2	2	1	1	2	
	Maximum		44	35	30	44	42	35	30	44	42	42	44	35	
Paid sick time	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Yes	N	1072	197	230	365	280	292	172	349	259	706	329	37	
		%	88%	86%	84%	90%	89%	85%	86%	90%	89%	83%	100%	95%	
	No	N	106	21	33	29	23	36	23	26	21	105	1		
		%	9%	9%	12%	7%	7%	10%	12%	7%	7%	12%	0%		
	N/A	N	13	2	2	3	6	3		3	7	12		1	
		%	1%	1%	1%	1%	2%	1%		1%	2%	1%		3%	
	Unsure	N	32	9	9	10	4	14	4	10	4	31		1	
		%	3%	4%	3%	2%	1%	4%	2%	3%	1%	4%		3%	

**How many days paid vacation did you earn in the 2023 calendar year?  
Does your employer provide paid sick time?**

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Vacation days	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	None	N	24	20	2	2	5	3	8	6	4	12	8
		%	2%	2%	1%	1%	2%	1%	3%	3%	1%	3%	2%
	Paid days only	N	775	565	156	140	183	160	153	139	239	258	278
		%	63%	64%	64%	68%	63%	68%	59%	60%	67%	60%	63%
	Flex days only	N	14	12	2	5	3	1		5	4	5	5
		%	1%	1%	1%	2%	1%	0%		2%	1%	1%	1%
Both paid and flex	N	410	292	84	60	99	70	99	82	109	154	147	
	%	34%	33%	34%	29%	34%	30%	38%	35%	31%	36%	34%	
Paid vacation days	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	None	N	38	32	4	7	8	4	8	11	8	17	13
		%	3%	4%	2%	3%	3%	2%	3%	5%	2%	4%	3%
	Up to 10 days	N	155	119	29	17	29	19	28	62	29	68	58
		%	13%	13%	12%	8%	10%	8%	11%	27%	8%	16%	13%
	11- 15 days	N	424	299	93	22	62	76	137	127	112	174	138
		%	35%	34%	38%	11%	21%	32%	53%	55%	31%	41%	32%
	16 - 20 days	N	317	235	59	63	92	80	60	22	94	89	134
		%	26%	26%	24%	30%	32%	34%	23%	9%	26%	21%	31%
	21 - 25 days	N	203	139	42	54	75	44	20	10	80	58	65
		%	17%	16%	17%	26%	26%	19%	8%	4%	22%	14%	15%
26 days or more	N	86	65	17	44	24	11	7		33	23	30	
	%	7%	7%	7%	21%	8%	5%	3%		9%	5%	7%	
(Mean)	Mean		18	18	18	22	19	18	16	14	19	17	18
	Minimum		1	1	1	3	1	2	1	2	1	1	1
	Maximum		44	44	42	42	44	32	35	25	35	35	44
Paid sick time	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Yes	N	1072	769	225	185	261	202	228	196	335	362	375
		%	88%	87%	92%	89%	90%	86%	88%	84%	94%	84%	86%
	No	N	106	86	13	15	22	21	24	24	15	46	45
		%	9%	10%	5%	7%	8%	9%	9%	10%	4%	11%	10%
	N/A	N	13	8	1	6	1	3	1	2	2	5	6
		%	1%	1%	0%	3%	0%	1%	0%	1%	1%	1%	1%
Unsure	N	32	26	5	1	6	8	7	10	4	16	12	
	%	3%	3%	2%	0%	2%	3%	3%	4%	1%	4%	3%	

**Paid sick time  
Eligible for benefits**

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Paid sick time	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Yes	N	1072	197	230	365	280	292	172	349	259	706	329	37	
		%	88%	86%	84%	90%	89%	85%	86%	90%	89%	83%	100%	95%	
	No	N	106	21	33	29	23	36	23	26	21	105	1		
		%	9%	9%	12%	7%	7%	10%	12%	7%	7%	12%	0%		
	Unsure	N	32	9	9	10	4	14	4	10	4	31		1	
		%	3%	4%	3%	2%	1%	4%	2%	3%	1%	4%		3%	
	N/A	N	13	2	2	3	6	3		3	7	12		1	
		%	1%	1%	1%	1%	2%	1%		1%	2%	1%		3%	
	Eligible for benefits	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
Yes		N	1160	216	262	386	296	319	195	370	276	807	318	35	
		%	95%	94%	96%	95%	95%	92%	98%	95%	95%	94%	96%	90%	
No		N	39	10	9	12	8	22	2	9	6	31	4	4	
		%	3%	4%	3%	3%	3%	6%	1%	2%	2%	4%	1%	10%	
Unsure		N	24	3	3	9	9	4	2	9	9	16	8		
		%	2%	1%	1%	2%	3%	1%	1%	2%	3%	2%	2%		



**Paid sick time  
Eligible for benefits**

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Paid sick time	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Yes	N	1072	769	225	185	261	202	228	196	335	362	375
		%	88%	87%	92%	89%	90%	86%	88%	84%	94%	84%	86%
	No	N	106	86	13	15	22	21	24	24	15	46	45
		%	9%	10%	5%	7%	8%	9%	9%	10%	4%	11%	10%
	Unsure	N	32	26	5	1	6	8	7	10	4	16	12
		%	3%	3%	2%	0%	2%	3%	3%	4%	1%	4%	3%
	N/A	N	13	8	1	6	1	3	1	2	2	5	6
		%	1%	1%	0%	3%	0%	1%	0%	1%	1%	1%	1%
Eligible for benefits	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Yes	N	1160	835	238	195	271	223	251	220	343	401	416
		%	95%	94%	98%	94%	93%	95%	97%	95%	96%	93%	95%
	No	N	39	34	2	5	11	7	7	9	4	19	16
		%	3%	4%	1%	2%	4%	3%	3%	4%	1%	4%	4%
	Unsure	N	24	20	4	7	8	4	2	3	9	9	6
		%	2%	2%	2%	3%	3%	2%	1%	1%	3%	2%	1%

## Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
		N		1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Life insurance	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	311	64	65	96	86	90	50	88	83	233	68	10
		%	27%	30%	25%	25%	29%	28%	26%	24%	30%	29%	21%	29%
	Shared	N	570	87	131	200	152	143	94	194	139	381	169	20
		%	49%	40%	50%	52%	51%	45%	48%	52%	50%	47%	53%	57%
	Self	N	142	23	35	48	36	35	25	49	33	80	58	4
		%	12%	11%	13%	12%	12%	11%	13%	13%	12%	10%	18%	11%
	None	N	47	8	13	13	13	13	9	13	12	43	4	
		%	4%	4%	5%	3%	4%	4%	5%	4%	4%	5%	1%	
	Unsure	N	90	34	18	29	9	38	17	26	9	70	19	1
%		8%	16%	7%	8%	3%	12%	9%	7%	3%	9%	6%	3%	
Pension plan	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	131	33	28	43	27	46	24	38	23	90	37	4
		%	11%	15%	11%	11%	9%	14%	12%	10%	8%	11%	12%	11%
	Shared	N	656	98	153	221	184	163	108	212	173	371	256	29
		%	57%	45%	58%	57%	62%	51%	55%	57%	63%	46%	81%	83%
	Self	N	38	10	9	13	6	13	8	12	5	23	15	
		%	3%	5%	3%	3%	2%	4%	4%	3%	2%	3%	5%	
	None	N	279	52	57	95	75	66	46	95	72	274	3	2
		%	24%	24%	22%	25%	25%	21%	24%	26%	26%	34%	1%	6%
	Unsure	N	56	23	15	14	4	31	9	13	3	49	7	
%		5%	11%	6%	4%	1%	10%	5%	4%	1%	6%	2%		
Short term disability	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	396	61	92	132	111	98	66	125	107	263	123	10
		%	34%	28%	35%	34%	38%	31%	34%	34%	39%	33%	39%	29%
	Shared	N	436	63	104	145	124	103	79	138	116	333	86	17
		%	38%	29%	40%	38%	42%	32%	41%	37%	42%	41%	27%	49%
	Self	N	80	19	19	22	20	26	13	22	19	65	14	1
		%	7%	9%	7%	6%	7%	8%	7%	6%	7%	8%	4%	3%
	None	N	67	13	11	25	18	18	9	26	14	37	25	5
		%	6%	6%	4%	6%	6%	6%	5%	7%	5%	5%	8%	14%
	Unsure	N	181	60	36	62	23	74	28	59	20	109	70	2
%		16%	28%	14%	16%	8%	23%	14%	16%	7%	14%	22%	6%	
Long term disability	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	341	56	85	113	87	91	58	110	82	208	124	9
		%	29%	26%	32%	29%	29%	29%	30%	30%	30%	26%	39%	26%
	Shared	N	476	68	113	165	130	112	86	156	122	355	99	22
		%	41%	31%	43%	43%	44%	35%	44%	42%	44%	44%	31%	63%
	Self	N	116	25	23	28	40	33	17	29	37	101	13	2
		%	10%	12%	9%	7%	14%	10%	9%	8%	13%	13%	4%	6%
	None	N	42	9	5	16	12	11	7	14	10	33	9	
		%	4%	4%	2%	4%	4%	3%	4%	4%	4%	4%	3%	
	Unsure	N	185	58	36	64	27	72	27	61	25	110	73	2
%		16%	27%	14%	17%	9%	23%	14%	16%	9%	14%	23%	6%	
Extended health plan	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)

## Does your employer provide the following benefits

		Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
			1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entrv	Junior	Intermediate	Advanced	Private	Public	Other
Employer	N	370	64	85	127	94	100	59	120	91	221	143	6
	%	32%	30%	32%	33%	32%	31%	30%	32%	33%	27%	45%	17%
Shared	N	554	93	122	180	159	134	97	177	146	433	96	25
	%	48%	43%	47%	47%	54%	42%	50%	48%	53%	54%	30%	71%
Self	N	112	19	29	32	32	32	19	33	28	57	51	4
	%	10%	9%	11%	8%	11%	10%	10%	9%	10%	7%	16%	11%
None	N	27	4	9	9	5	11	3	8	5	21	6	
	%	2%	2%	3%	2%	2%	3%	2%	2%	2%	3%	2%	
Unsure	N	97	36	17	38	6	42	17	32	6	75	22	
	%	8%	17%	6%	10%	2%	13%	9%	9%	2%	9%	7%	

## Does your employer provide the following benefits

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Life insurance	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	311	217	71	55	69	56	74	57	78	116	117
		%	27%	26%	30%	28%	25%	25%	29%	26%	23%	29%	28%
	Shared	N	570	418	109	99	144	113	116	98	175	192	203
		%	49%	50%	46%	51%	53%	51%	46%	45%	51%	48%	49%
	Self	N	142	98	31	28	30	26	35	23	49	42	51
		%	12%	12%	13%	14%	11%	12%	14%	10%	14%	10%	12%
	None	N	47	38	7	10	12	9	7	9	13	17	17
		%	4%	5%	3%	5%	4%	4%	3%	4%	4%	4%	4%
	Unsure	N	90	64	20	3	16	19	19	33	28	34	28
%		8%	8%	8%	2%	6%	9%	8%	15%	8%	8%	7%	
Pension plan	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	131	90	28	17	31	25	28	30	33	54	44
		%	11%	11%	12%	9%	11%	11%	11%	14%	10%	13%	11%
	Shared	N	656	477	128	124	169	115	142	106	223	209	224
		%	57%	57%	54%	64%	62%	52%	57%	48%	65%	52%	54%
	Self	N	38	23	13	5	6	8	10	9	19	6	13
		%	3%	3%	5%	3%	2%	4%	4%	4%	6%	1%	3%
	None	N	279	206	56	47	58	61	61	52	53	107	119
		%	24%	25%	24%	24%	21%	27%	24%	24%	15%	27%	29%
	Unsure	N	56	39	13	2	7	14	10	23	15	25	16
%		5%	5%	5%	1%	3%	6%	4%	10%	4%	6%	4%	
Short term disability	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	396	268	98	72	101	74	92	57	112	132	152
		%	34%	32%	41%	37%	37%	33%	37%	26%	33%	33%	37%
	Shared	N	436	338	66	83	105	78	97	73	120	157	159
		%	38%	40%	28%	43%	39%	35%	39%	33%	35%	39%	38%
	Self	N	80	50	19	14	13	15	18	20	17	25	38
		%	7%	6%	8%	7%	5%	7%	7%	9%	5%	6%	9%
	None	N	67	49	13	8	21	17	9	12	25	21	21
		%	6%	6%	5%	4%	8%	8%	4%	5%	7%	5%	5%
	Unsure	N	181	130	42	18	31	39	35	58	69	66	46
%		16%	16%	18%	9%	11%	17%	14%	26%	20%	16%	11%	
Long term disability	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	341	233	81	53	84	69	84	51	109	113	119
		%	29%	28%	34%	27%	31%	31%	33%	23%	32%	28%	29%
	Shared	N	476	361	79	87	117	90	103	79	126	175	175
		%	41%	43%	33%	45%	43%	40%	41%	36%	37%	44%	42%
	Self	N	116	77	28	27	23	16	24	26	27	31	58
		%	10%	9%	12%	14%	8%	7%	10%	12%	8%	8%	14%
	None	N	42	32	7	7	13	11	3	8	10	16	16
		%	4%	4%	3%	4%	5%	5%	1%	4%	3%	4%	4%
	Unsure	N	185	132	43	21	34	37	37	56	71	66	48
%		16%	16%	18%	11%	13%	17%	15%	25%	21%	16%	12%	
Extended health plan	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)

## Does your employer provide the following benefits

		Total	GENDER		GRAD YEAR					HOURS PER WEEK		
			Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Employer	N	370	263	74	55	99	67	85	64	122	132	116
	%	32%	31%	31%	28%	37%	30%	34%	29%	36%	33%	28%
Shared	N	554	409	105	111	122	106	114	101	144	182	228
	%	48%	49%	44%	57%	45%	48%	45%	46%	42%	45%	55%
Self	N	112	67	37	19	29	20	28	16	38	30	44
	%	10%	8%	16%	10%	11%	9%	11%	7%	11%	7%	11%
None	N	27	22	4	5	5	6	6	5	7	13	7
	%	2%	3%	2%	3%	2%	3%	2%	2%	2%	3%	2%
Unsure	N	97	74	18	5	16	24	18	34	32	44	21
	%	8%	9%	8%	3%	6%	11%	7%	15%	9%	11%	5%

## Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Drug plan	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	422	79	92	149	102	114	67	142	99	250	164	8
		%	36%	37%	35%	39%	34%	36%	34%	38%	36%	31%	52%	23%
	Shared	N	586	102	133	183	168	154	100	177	155	455	108	23
		%	51%	47%	51%	47%	57%	48%	51%	48%	56%	56%	34%	66%
	Self	N	70	11	20	22	17	19	15	23	13	41	27	2
		%	6%	5%	8%	6%	6%	6%	8%	6%	5%	5%	8%	6%
	None	N	26	5	7	7	7	8	5	6	7	22	4	
		%	2%	2%	3%	2%	2%	3%	3%	2%	3%	3%	1%	
	Unsure	N	56	19	10	25	2	24	8	22	2	39	15	2
%		5%	9%	4%	6%	1%	8%	4%	6%	1%	5%	5%	6%	
Dental plan	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	447	84	101	153	109	127	72	145	103	254	183	10
		%	39%	39%	39%	40%	37%	40%	37%	39%	37%	31%	58%	29%
	Shared	N	607	107	138	196	166	159	104	189	155	471	114	22
		%	52%	50%	53%	51%	56%	50%	53%	51%	56%	58%	36%	63%
	Self	N	54	10	15	14	15	17	10	15	12	44	9	1
		%	5%	5%	6%	4%	5%	5%	5%	4%	4%	5%	3%	3%
	None	N	16	3	3	5	5	3	3	5	5	15	1	
		%	1%	1%	1%	1%	2%	1%	2%	1%	2%	2%	0%	
	Unsure	N	36	12	5	18	1	13	6	16	1	23	11	2
%		3%	6%	2%	5%	0%	4%	3%	4%	0%	3%	3%	6%	
RRSP	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	57	13	15	17	12	24	10	13	10	51	5	1
		%	5%	6%	6%	4%	4%	8%	5%	4%	4%	6%	2%	3%
	Shared	N	551	125	138	166	122	173	102	159	117	504	37	10
		%	48%	58%	53%	43%	41%	54%	52%	43%	42%	62%	12%	29%
	Self	N	91	13	21	25	32	21	15	27	28	72	15	4
		%	8%	6%	8%	6%	11%	7%	8%	7%	10%	9%	5%	11%
	None	N	392	47	72	150	123	73	56	148	115	139	236	17
		%	34%	22%	27%	39%	42%	23%	29%	40%	42%	17%	74%	49%
	Unsure	N	69	18	16	28	7	28	12	23	6	41	25	3
%		6%	8%	6%	7%	2%	9%	6%	6%	2%	5%	8%	9%	
Stock purchase	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	29	8	10	6	5	11	6	7	5	27	2	
		%	2%	4%	4%	2%	2%	3%	3%	2%	2%	3%	1%	
	Shared	N	149	21	41	52	35	33	35	52	29	136	11	2
		%	13%	10%	16%	13%	12%	10%	18%	14%	11%	17%	3%	6%
	Self	N	111	19	17	39	36	25	16	37	33	105	4	2
		%	10%	9%	6%	10%	12%	8%	8%	10%	12%	13%	1%	6%
	None	N	779	140	172	253	214	209	124	243	203	465	286	28
		%	67%	65%	66%	66%	72%	66%	64%	66%	74%	58%	90%	80%
	Unsure	N	92	28	22	36	6	41	14	31	6	74	15	3
%		8%	13%	8%	9%	2%	13%	7%	8%	2%	9%	5%	9%	
Parental leave EI top up	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)

## Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Employer	N		291	58	61	92	80	83	49	89	70	163	114	14
	%		25%	27%	23%	24%	27%	26%	25%	24%	25%	20%	36%	40%
Shared	N		131	22	28	39	42	30	25	36	40	80	45	6
	%		11%	10%	11%	10%	14%	9%	13%	10%	14%	10%	14%	17%
Self	N		34	4	6	13	11	8	4	12	10	24	9	1
	%		3%	2%	2%	3%	4%	3%	2%	3%	4%	3%	3%	3%
None	N		289	24	83	121	61	53	59	118	59	222	64	3
	%		25%	11%	32%	31%	21%	17%	30%	32%	21%	28%	20%	9%
Unsure	N		415	108	84	121	102	145	58	115	97	318	86	11
	%		36%	50%	32%	31%	34%	45%	30%	31%	35%	39%	27%	31%

## Does your employer provide the following benefits

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Drug plan	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	422	291	96	57	112	84	95	74	136	145	141
		%	36%	35%	40%	29%	41%	38%	38%	34%	40%	36%	34%
	Shared	N	586	439	104	117	125	107	122	115	155	206	225
		%	51%	53%	44%	60%	46%	48%	49%	52%	45%	51%	54%
	Self	N	70	45	20	12	14	15	19	10	25	15	30
		%	6%	5%	8%	6%	5%	7%	8%	5%	7%	4%	7%
	None	N	26	23	1	7	5	3	7	4	6	9	11
		%	2%	3%	0%	4%	2%	1%	3%	2%	2%	2%	3%
	Unsure	N	56	37	17	2	15	14	8	17	21	26	9
%		5%	4%	7%	1%	6%	6%	3%	8%	6%	6%	2%	
Dental plan	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	447	307	103	61	118	86	105	77	147	156	144
		%	39%	37%	43%	31%	44%	39%	42%	35%	43%	39%	35%
	Shared	N	607	456	108	115	134	115	124	119	166	208	233
		%	52%	55%	45%	59%	49%	52%	49%	54%	48%	52%	56%
	Self	N	54	37	12	12	6	12	13	11	11	16	27
		%	5%	4%	5%	6%	2%	5%	5%	5%	3%	4%	6%
	None	N	16	14	1	5	4		4	3	4	6	6
		%	1%	2%	0%	3%	1%		2%	1%	1%	1%	1%
	Unsure	N	36	21	14	2	9	10	5	10	15	15	6
%		3%	3%	6%	1%	3%	4%	2%	5%	4%	4%	1%	
RRSP	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	57	41	13	6	14	12	14	11	11	26	20
		%	5%	5%	5%	3%	5%	5%	6%	5%	3%	6%	5%
	Shared	N	551	404	107	79	108	101	130	133	104	207	240
		%	48%	48%	45%	41%	40%	45%	52%	60%	30%	52%	58%
	Self	N	91	62	21	22	21	18	16	14	19	36	36
		%	8%	7%	9%	11%	8%	8%	6%	6%	6%	9%	9%
	None	N	392	280	79	85	110	75	78	44	182	106	104
		%	34%	34%	33%	44%	41%	34%	31%	20%	53%	26%	25%
	Unsure	N	69	48	18	3	18	17	13	18	27	26	16
%		6%	6%	8%	2%	7%	8%	5%	8%	8%	6%	4%	
Stock purchase	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	29	21	6	3	3	2	11	10	2	13	14
		%	2%	3%	3%	2%	1%	1%	4%	5%	1%	3%	3%
	Shared	N	149	96	40	24	29	33	32	31	37	51	61
		%	13%	11%	17%	12%	11%	15%	13%	14%	11%	13%	15%
	Self	N	111	74	29	22	31	19	21	18	15	31	65
		%	10%	9%	12%	11%	11%	9%	8%	8%	4%	8%	16%
	None	N	779	589	133	140	188	147	171	133	265	261	253
		%	67%	71%	56%	72%	69%	66%	68%	60%	77%	65%	61%
	Unsure	N	92	55	30	6	20	22	16	28	24	45	23
%		8%	7%	13%	3%	7%	10%	6%	13%	7%	11%	6%	
Parental leave EI top up	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)



## Does your employer provide the following benefits

		Total	GENDER		GRAD YEAR					HOURS PER WEEK		
			Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Employer	N	291	186	83	57	64	50	67	53	95	95	101
	%	25%	22%	35%	29%	24%	22%	27%	24%	28%	24%	24%
Shared	N	131	89	30	25	37	20	25	24	38	38	55
	%	11%	11%	13%	13%	14%	9%	10%	11%	11%	9%	13%
Self	N	34	27	4	7	9	5	8	5	10	10	14
	%	3%	3%	2%	4%	3%	2%	3%	2%	3%	2%	3%
None	N	289	221	45	41	62	79	80	27	80	103	106
	%	25%	26%	19%	21%	23%	35%	32%	12%	23%	26%	25%
Unsure	N	415	312	76	65	99	69	71	111	120	155	140
	%	36%	37%	32%	33%	37%	31%	28%	50%	35%	39%	34%

## Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Adoption leave	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	318	67	69	98	84	94	50	101	73	175	128	15
		%	27%	31%	26%	25%	28%	29%	26%	27%	26%	22%	40%	43%
	Shared	N	134	20	29	41	44	30	25	35	44	77	50	7
		%	12%	9%	11%	11%	15%	9%	13%	9%	16%	10%	16%	20%
	Self	N	37	4	8	16	9	8	6	15	8	27	10	
		%	3%	2%	3%	4%	3%	3%	3%	4%	3%	3%	3%	
	None	N	196	14	57	77	48	32	43	74	47	164	28	4
		%	17%	6%	22%	20%	16%	10%	22%	20%	17%	20%	9%	11%
	Unsure	N	475	111	99	154	111	155	71	145	104	364	102	9
%		41%	51%	38%	40%	38%	49%	36%	39%	38%	45%	32%	26%	
Continuing education	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	600	95	121	206	178	142	96	201	161	424	160	16
		%	52%	44%	46%	53%	60%	45%	49%	54%	58%	53%	50%	46%
	Shared	N	195	27	47	72	49	37	36	73	49	128	58	9
		%	17%	12%	18%	19%	17%	12%	18%	20%	18%	16%	18%	26%
	Self	N	77	16	17	26	18	25	12	25	15	49	28	
		%	7%	7%	6%	7%	6%	8%	6%	7%	5%	6%	9%	
	None	N	116	31	30	37	18	48	18	32	18	85	27	4
		%	10%	14%	11%	10%	6%	15%	9%	9%	7%	11%	8%	11%
	Unsure	N	172	47	47	45	33	67	33	39	33	121	45	6
%		15%	22%	18%	12%	11%	21%	17%	11%	12%	15%	14%	17%	
Job training	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	921	176	203	305	237	254	152	299	216	641	255	25
		%	79%	81%	77%	79%	80%	80%	78%	81%	78%	79%	80%	71%
	Shared	N	75	13	18	25	19	15	16	24	20	52	22	1
		%	6%	6%	7%	6%	6%	5%	8%	6%	7%	6%	7%	3%
	Self	N	35	4	8	14	9	10	6	11	8	23	12	
		%	3%	2%	3%	4%	3%	3%	3%	3%	3%	3%	4%	
	None	N	59	9	13	22	15	17	7	21	14	46	10	3
		%	5%	4%	5%	6%	5%	5%	4%	6%	5%	6%	3%	9%
	Unsure	N	70	14	20	20	16	23	14	15	18	45	19	6
%		6%	6%	8%	5%	5%	7%	7%	4%	7%	6%	6%	17%	
Professional dues	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)
	Employer	N	919	169	208	306	236	231	163	304	221	642	252	25
		%	79%	78%	79%	79%	80%	72%	84%	82%	80%	80%	79%	71%
	Shared	N	65	8	13	20	24	10	10	20	25	24	38	3
		%	6%	4%	5%	5%	8%	3%	5%	5%	9%	3%	12%	9%
	Self	N	118	28	23	39	28	46	16	33	23	93	21	4
		%	10%	13%	9%	10%	9%	14%	8%	9%	8%	12%	7%	11%
	None	N	40	7	12	13	8	20	4	9	7	33	6	1
		%	3%	3%	5%	3%	3%	6%	2%	2%	3%	4%	2%	3%
	Unsure	N	18	4	6	8		12	2	4		15	1	2
%		2%	2%	2%	2%		4%	1%	1%		2%	0%	6%	
Technical society dues	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)

## Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entrv	Junior	Intermediate	Advanced	Private	Public	Other
Employer	N	669	118	145	225	181	161	113	226	169	495	154	20	
	%	58%	55%	55%	58%	61%	50%	58%	61%	61%	61%	48%	57%	
Shared	N	49	4	16	14	15	9	12	13	15	27	19	3	
	%	4%	2%	6%	4%	5%	3%	6%	4%	5%	3%	6%	9%	
Self	N	116	29	23	34	30	44	14	32	26	76	36	4	
	%	10%	13%	9%	9%	10%	14%	7%	9%	9%	9%	11%	11%	
None	N	132	18	34	40	40	33	24	37	38	83	47	2	
	%	11%	8%	13%	10%	14%	10%	12%	10%	14%	10%	15%	6%	
Unsure	N	194	47	44	73	30	72	32	62	28	126	62	6	
	%	17%	22%	17%	19%	10%	23%	16%	17%	10%	16%	19%	17%	

## Does your employer provide the following benefits

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Adoption leave	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	318	210	89	55	69	63	71	60	110	102	106
		%	27%	25%	37%	28%	25%	28%	28%	27%	32%	25%	25%
	Shared	N	134	86	34	27	41	19	25	22	42	43	49
		%	12%	10%	14%	14%	15%	9%	10%	10%	12%	11%	12%
	Self	N	37	28	6	8	8	7	9	5	10	11	16
		%	3%	3%	3%	4%	3%	3%	4%	2%	3%	3%	4%
	None	N	196	145	31	32	42	49	53	20	49	68	79
		%	17%	17%	13%	16%	15%	22%	21%	9%	14%	17%	19%
	Unsure	N	475	366	78	73	111	85	93	113	132	177	166
%		41%	44%	33%	37%	41%	38%	37%	51%	38%	44%	40%	
Continuing education	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	600	434	116	114	158	110	115	103	165	206	229
		%	52%	52%	49%	58%	58%	49%	46%	47%	48%	51%	55%
	Shared	N	195	139	39	34	43	40	50	28	57	56	82
		%	17%	17%	16%	17%	16%	18%	20%	13%	17%	14%	20%
	Self	N	77	50	21	12	16	16	17	16	26	22	29
		%	7%	6%	9%	6%	6%	7%	7%	7%	8%	5%	7%
	None	N	116	91	20	14	19	24	28	31	37	41	38
		%	10%	11%	8%	7%	7%	11%	11%	14%	11%	10%	9%
	Unsure	N	172	121	42	21	35	33	41	42	58	76	38
%		15%	14%	18%	11%	13%	15%	16%	19%	17%	19%	9%	
Job training	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	921	652	199	149	218	172	204	178	257	318	346
		%	79%	78%	84%	76%	80%	77%	81%	81%	75%	79%	83%
	Shared	N	75	55	11	15	15	13	18	14	24	22	29
		%	6%	7%	5%	8%	6%	6%	7%	6%	7%	5%	7%
	Self	N	35	21	10	4	12	9	4	6	13	12	10
		%	3%	3%	4%	2%	4%	4%	2%	3%	4%	3%	2%
	None	N	59	52	5	13	10	16	12	8	18	21	20
		%	5%	6%	2%	7%	4%	7%	5%	4%	5%	5%	5%
	Unsure	N	70	55	13	14	16	13	13	14	31	28	11
%		6%	7%	5%	7%	6%	6%	5%	6%	9%	7%	3%	
Professional dues	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Employer	N	919	669	186	157	213	169	206	174	277	308	334
		%	79%	80%	78%	81%	79%	76%	82%	79%	81%	77%	80%
	Shared	N	65	40	16	16	18	11	11	9	26	20	19
		%	6%	5%	7%	8%	7%	5%	4%	4%	8%	5%	5%
	Self	N	118	86	25	16	23	30	21	28	27	48	43
		%	10%	10%	11%	8%	8%	13%	8%	13%	8%	12%	10%
	None	N	40	30	5	6	8	10	10	6	8	14	18
		%	3%	4%	2%	3%	3%	4%	4%	3%	2%	3%	4%
	Unsure	N	18	10	6		9	3	3	3	5	11	2
%		2%	1%	3%		3%	1%	1%	1%	1%	3%	0%	
Technical society dues	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)

## Does your employer provide the following benefits

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Employer	N		669	487	131	120	154	133	143	119	177	237	255
	%		58%	58%	55%	62%	57%	60%	57%	54%	52%	59%	61%
Shared	N		49	34	9	9	13	6	15	6	15	18	16
	%		4%	4%	4%	5%	5%	3%	6%	3%	4%	4%	4%
Self	N		116	77	30	17	28	17	24	30	31	37	48
	%		10%	9%	13%	9%	10%	8%	10%	14%	9%	9%	12%
None	N		132	95	23	27	32	23	32	18	44	40	48
	%		11%	11%	10%	14%	12%	10%	13%	8%	13%	10%	12%
Unsure	N		194	142	45	22	44	44	37	47	76	69	49
	%		17%	17%	19%	11%	16%	20%	15%	21%	22%	17%	12%

## Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Provided savings plan	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	342	78	96	100	68	110	72	96	64	314	23	5	
		%	29%	36%	37%	26%	23%	34%	37%	26%	23%	39%	7%	14%	
	No	N	688	95	134	241	218	153	99	233	203	403	262	23	
		%	59%	44%	51%	62%	74%	48%	51%	63%	74%	50%	82%	66%	
	Unsure	N	130	43	32	45	10	56	24	41	9	90	33	7	
%		11%	20%	12%	12%	3%	18%	12%	11%	3%	11%	10%	20%		
Provided profit sharing	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	282	57	68	84	73	75	52	89	66	276	6		
		%	24%	26%	26%	22%	25%	24%	27%	24%	24%	34%	2%		
	No	N	791	128	169	276	218	200	126	259	206	460	298	33	
		%	68%	59%	65%	72%	74%	63%	65%	70%	75%	57%	94%	94%	
	Unsure	N	87	31	25	26	5	44	17	22	4	71	14	2	
%		8%	14%	10%	7%	2%	14%	9%	6%	1%	9%	4%	6%		
Provided productivity incentive	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	170	31	33	52	54	48	24	50	48	164	6		
		%	15%	14%	13%	13%	18%	15%	12%	14%	17%	20%	2%		
	No	N	911	155	209	311	236	229	159	299	224	580	298	33	
		%	79%	72%	80%	81%	80%	72%	82%	81%	81%	72%	94%	94%	
	Unsure	N	79	30	20	23	6	42	12	21	4	63	14	2	
%		7%	14%	8%	6%	2%	13%	6%	6%	1%	8%	4%	6%		
Provided leave of absence	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	656	104	144	227	181	161	106	223	166	400	235	21	
		%	57%	48%	55%	59%	61%	50%	54%	60%	60%	50%	74%	60%	
	No	N	255	43	62	82	68	68	47	73	67	205	40	10	
		%	22%	20%	24%	21%	23%	21%	24%	20%	24%	25%	13%	29%	
	Unsure	N	249	69	56	77	47	90	42	74	43	202	43	4	
%		21%	32%	21%	20%	16%	28%	22%	20%	16%	25%	14%	11%		
Provided flexible work hours	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	894	156	200	296	242	222	154	293	225	611	258	25	
		%	77%	72%	76%	77%	82%	70%	79%	79%	82%	76%	81%	71%	
	No	N	236	47	55	83	51	81	37	70	48	179	49	8	
		%	20%	22%	21%	22%	17%	25%	19%	19%	17%	22%	15%	23%	
	Unsure	N	30	13	7	7	3	16	4	7	3	17	11	2	
%		3%	6%	3%	2%	1%	5%	2%	2%	1%	2%	3%	6%		
Provided job sharing	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	101	17	19	43	22	29	12	40	20	63	36	2	
		%	9%	8%	7%	11%	7%	9%	6%	11%	7%	8%	11%	6%	
	No	N	766	110	180	248	228	186	127	245	208	540	206	20	
		%	66%	51%	69%	64%	77%	58%	65%	66%	75%	67%	65%	57%	
	Unsure	N	293	89	63	95	46	104	56	85	48	204	76	13	
%		25%	41%	24%	25%	16%	33%	29%	23%	17%	25%	24%	37%		

## Does your employer provide the following benefits

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Provided savings plan	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	342	242	79	52	55	59	92	84	62	124	156
		%	29%	29%	33%	27%	20%	26%	37%	38%	18%	31%	38%
	No	N	688	507	123	137	191	136	128	96	242	217	229
		%	59%	61%	52%	70%	70%	61%	51%	44%	71%	54%	55%
	Unsure	N	130	86	36	6	25	28	31	40	39	60	31
%		11%	10%	15%	3%	9%	13%	12%	18%	11%	15%	7%	
Provided profit sharing	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	282	216	49	41	63	48	67	63	38	97	147
		%	24%	26%	21%	21%	23%	22%	27%	29%	11%	24%	35%
	No	N	791	575	152	151	194	154	165	127	275	261	255
		%	68%	69%	64%	77%	72%	69%	66%	58%	80%	65%	61%
	Unsure	N	87	44	37	3	14	21	19	30	30	43	14
%		8%	5%	16%	2%	5%	9%	8%	14%	9%	11%	3%	
Provided productivity incentive	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	170	139	26	30	46	31	28	35	24	64	82
		%	15%	17%	11%	15%	17%	14%	11%	16%	7%	16%	20%
	No	N	911	645	190	161	208	178	206	158	294	298	319
		%	79%	77%	80%	83%	77%	80%	82%	72%	86%	74%	77%
	Unsure	N	79	51	22	4	17	14	17	27	25	39	15
%		7%	6%	9%	2%	6%	6%	7%	12%	7%	10%	4%	
Provided leave of absence	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	656	455	153	115	167	126	141	107	229	206	221
		%	57%	54%	64%	59%	62%	57%	56%	49%	67%	51%	53%
	No	N	255	200	32	54	45	54	55	47	50	91	114
		%	22%	24%	13%	28%	17%	24%	22%	21%	15%	23%	27%
	Unsure	N	249	180	53	26	59	43	55	66	64	104	81
%		21%	22%	22%	13%	22%	19%	22%	30%	19%	26%	19%	
Provided flexible work hours	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	894	642	185	153	216	173	186	166	288	303	303
		%	77%	77%	78%	78%	80%	78%	74%	75%	84%	76%	73%
	No	N	236	173	45	39	49	49	56	43	44	83	109
		%	20%	21%	19%	20%	18%	22%	22%	20%	13%	21%	26%
	Unsure	N	30	20	8	3	6	1	9	11	11	15	4
%		3%	2%	3%	2%	2%	0%	4%	5%	3%	4%	1%	
Provided job sharing	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	101	69	26	14	33	21	13	20	37	29	35
		%	9%	8%	11%	7%	12%	9%	5%	9%	11%	7%	8%
	No	N	766	566	141	147	181	146	177	115	195	265	306
		%	66%	68%	59%	75%	67%	65%	71%	52%	57%	66%	74%
	Unsure	N	293	200	71	34	57	56	61	85	111	107	75
%		25%	24%	30%	17%	21%	25%	24%	39%	32%	27%	18%	

## Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Provided flexible work hours	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	894	156	200	296	242	222	154	293	225	611	258	25	
		%	77%	72%	76%	77%	82%	70%	79%	79%	82%	76%	81%	71%	
	No	N	236	47	55	83	51	81	37	70	48	179	49	8	
		%	20%	22%	21%	22%	17%	25%	19%	19%	17%	22%	15%	23%	
	Unsure	N	30	13	7	7	3	16	4	7	3	17	11	2	
%		3%	6%	3%	2%	1%	5%	2%	2%	1%	2%	3%	6%		
Provided job sharing	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	101	17	19	43	22	29	12	40	20	63	36	2	
		%	9%	8%	7%	11%	7%	9%	6%	11%	7%	8%	11%	6%	
	No	N	766	110	180	248	228	186	127	245	208	540	206	20	
		%	66%	51%	69%	64%	77%	58%	65%	66%	75%	67%	65%	57%	
	Unsure	N	293	89	63	95	46	104	56	85	48	204	76	13	
%		25%	41%	24%	25%	16%	33%	29%	23%	17%	25%	24%	37%		
Provided vehicle	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	88	16	16	30	26	22	12	29	25	54	33	1	
		%	8%	7%	6%	8%	9%	7%	6%	8%	9%	7%	10%	3%	
	No	N	1032	187	239	343	263	282	177	328	245	724	277	31	
		%	89%	87%	91%	89%	89%	88%	91%	89%	89%	90%	87%	89%	
	Unsure	N	40	13	7	13	7	15	6	13	6	29	8	3	
%		3%	6%	3%	3%	2%	5%	3%	4%	2%	4%	3%	9%		
Provided vehicle allowance	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	201	36	42	71	52	53	31	70	47	129	68	4	
		%	17%	17%	16%	18%	18%	17%	16%	19%	17%	16%	21%	11%	
	No	N	907	162	211	297	237	244	157	283	223	640	239	28	
		%	78%	75%	81%	77%	80%	76%	81%	76%	81%	79%	75%	80%	
	Unsure	N	52	18	9	18	7	22	7	17	6	38	11	3	
%		4%	8%	3%	5%	2%	7%	4%	5%	2%	5%	3%	9%		
Provided liability insurance	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	407	54	73	144	136	60	69	148	130	291	112	4	
		%	35%	25%	28%	37%	46%	19%	35%	40%	47%	36%	35%	11%	
	No	N	516	92	125	166	133	156	86	151	123	356	136	24	
		%	44%	43%	48%	43%	45%	49%	44%	41%	45%	44%	43%	69%	
	Unsure	N	237	70	64	76	27	103	40	71	23	160	70	7	
%		20%	32%	24%	20%	9%	32%	21%	19%	8%	20%	22%	20%		



## Does your employer provide the following benefits

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Provided flexible work hours	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	894	642	185	153	216	173	186	166	288	303	303
		%	77%	77%	78%	78%	80%	78%	74%	75%	84%	76%	73%
	No	N	236	173	45	39	49	49	56	43	44	83	109
		%	20%	21%	19%	20%	18%	22%	22%	20%	13%	21%	26%
	Unsure	N	30	20	8	3	6	1	9	11	11	15	4
%		3%	2%	3%	2%	2%	0%	4%	5%	3%	4%	1%	
Provided job sharing	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	101	69	26	14	33	21	13	20	37	29	35
		%	9%	8%	11%	7%	12%	9%	5%	9%	11%	7%	8%
	No	N	766	566	141	147	181	146	177	115	195	265	306
		%	66%	68%	59%	75%	67%	65%	71%	52%	57%	66%	74%
	Unsure	N	293	200	71	34	57	56	61	85	111	107	75
%		25%	24%	30%	17%	21%	25%	24%	39%	32%	27%	18%	
Provided vehicle	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	88	63	17	15	23	16	17	17	25	27	36
		%	8%	8%	7%	8%	8%	7%	7%	8%	7%	7%	9%
	No	N	1032	751	205	177	238	200	225	192	301	358	373
		%	89%	90%	86%	91%	88%	90%	90%	87%	88%	89%	90%
	Unsure	N	40	21	16	3	10	7	9	11	17	16	7
%		3%	3%	7%	2%	4%	3%	4%	5%	5%	4%	2%	
Provided vehicle allowance	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	201	142	44	38	44	41	39	39	65	59	77
		%	17%	17%	18%	19%	16%	18%	16%	18%	19%	15%	19%
	No	N	907	667	173	155	213	171	202	166	257	320	330
		%	78%	80%	73%	79%	79%	77%	80%	75%	75%	80%	79%
	Unsure	N	52	26	21	2	14	11	10	15	21	22	9
%		4%	3%	9%	1%	5%	5%	4%	7%	6%	5%	2%	
Provided liability insurance	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)
	Yes	N	407	306	74	93	103	78	68	65	118	122	167
		%	35%	37%	31%	48%	38%	35%	27%	30%	34%	30%	40%
	No	N	516	375	96	87	122	95	121	91	147	178	191
		%	44%	45%	40%	45%	45%	43%	48%	41%	43%	44%	46%
	Unsure	N	237	154	68	15	46	50	62	64	78	101	58
%		20%	18%	29%	8%	17%	22%	25%	29%	23%	25%	14%	

## Does your employer provide the following benefits

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Provided daycare	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	6	1	2		3	2	1		3	3		3	
		%	1%	0%	1%		1%	1%	1%		1%	0%		9%	
	No	N	1063	183	235	369	276	279	176	352	256	738	299	26	
		%	92%	85%	90%	96%	93%	87%	90%	95%	93%	91%	94%	74%	
	Unsure	N	91	32	25	17	17	38	18	18	17	66	19	6	
%		8%	15%	10%	4%	6%	12%	9%	5%	6%	8%	6%	17%		
Provided parental leave	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	594	112	118	200	164	148	95	200	151	355	216	23	
		%	51%	52%	45%	52%	55%	46%	49%	54%	55%	44%	68%	66%	
	No	N	313	41	84	107	81	80	58	99	76	256	52	5	
		%	27%	19%	32%	28%	27%	25%	30%	27%	28%	32%	16%	14%	
	Unsure	N	253	63	60	79	51	91	42	71	49	196	50	7	
%		22%	29%	23%	20%	17%	29%	22%	19%	18%	24%	16%	20%		
Provided cell phone	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	675	82	147	237	209	129	111	238	197	435	227	13	
		%	58%	38%	56%	61%	71%	40%	57%	64%	71%	54%	71%	37%	
	No	N	419	111	102	130	76	162	72	116	69	332	70	17	
		%	36%	51%	39%	34%	26%	51%	37%	31%	25%	41%	22%	49%	
	Unsure	N	66	23	13	19	11	28	12	16	10	40	21	5	
%		6%	11%	5%	5%	4%	9%	6%	4%	4%	5%	7%	14%		
Provided parking	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	457	96	105	138	118	139	81	126	111	398	56	3	
		%	39%	44%	40%	36%	40%	44%	42%	34%	40%	49%	18%	9%	
	No	N	647	104	144	233	166	154	108	231	154	366	251	30	
		%	56%	48%	55%	60%	56%	48%	55%	62%	56%	45%	79%	86%	
	Unsure	N	56	16	13	15	12	26	6	13	11	43	11	2	
%		5%	7%	5%	4%	4%	8%	3%	4%	4%	5%	3%	6%		
Provided dividends	Base	N	(1160)	(216)	(262)	(386)	(296)	(319)	(195)	(370)	(276)	(807)	(318)	(35)	
	Yes	N	149	25	31	53	40	34	25	54	36	145	4		
		%	13%	12%	12%	14%	14%	11%	13%	15%	13%	18%	1%		
	No	N	903	159	204	295	245	238	152	281	232	572	299	32	
		%	78%	74%	78%	76%	83%	75%	78%	76%	84%	71%	94%	91%	
	Unsure	N	108	32	27	38	11	47	18	35	8	90	15	3	
%		9%	15%	10%	10%	4%	15%	9%	9%	3%	11%	5%	9%		

## Does your employer provide the following benefits

			GENDER			GRAD YEAR					HOURS PER WEEK			
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs	
Provided daycare	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)	
	Yes	N	6	5	1	2	1	1	1	1	1	4	1	
		%	1%	1%	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%
	No	N	1063	762	220	180	255	214	224	190	190	312	361	390
		%	92%	91%	92%	92%	94%	96%	89%	86%	86%	91%	90%	94%
	Unsure	N	91	68	17	13	15	8	26	29	29	30	36	25
%		8%	8%	7%	7%	6%	4%	10%	13%	13%	9%	9%	6%	
Provided parental leave	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)	
	Yes	N	594	399	146	102	151	111	119	111	111	208	190	196
		%	51%	48%	61%	52%	56%	50%	47%	50%	50%	61%	47%	47%
	No	N	313	244	43	59	65	69	72	48	48	68	109	136
		%	27%	29%	18%	30%	24%	31%	29%	22%	22%	20%	27%	33%
	Unsure	N	253	192	49	34	55	43	60	61	61	67	102	84
%		22%	23%	21%	17%	20%	19%	24%	28%	28%	20%	25%	20%	
Provided cell phone	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)	
	Yes	N	675	497	122	140	165	139	145	86	86	211	191	273
		%	58%	60%	51%	72%	61%	62%	58%	39%	39%	62%	48%	66%
	No	N	419	299	94	48	87	80	90	114	114	104	179	136
		%	36%	36%	39%	25%	32%	36%	36%	52%	52%	30%	45%	33%
	Unsure	N	66	39	22	7	19	4	16	20	20	28	31	7
%		6%	5%	9%	4%	7%	2%	6%	9%	9%	8%	8%	2%	
Provided parking	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)	
	Yes	N	457	344	75	78	87	91	103	98	98	88	169	200
		%	39%	41%	32%	40%	32%	41%	41%	45%	45%	26%	42%	48%
	No	N	647	455	147	105	173	123	138	108	108	235	208	204
		%	56%	54%	62%	54%	64%	55%	55%	49%	49%	69%	52%	49%
	Unsure	N	56	36	16	12	11	9	10	14	14	20	24	12
%		5%	4%	7%	6%	4%	4%	4%	6%	6%	6%	6%	3%	
Provided dividends	Base	N	(1160)	(835)	(238)	(195)	(271)	(223)	(251)	(220)	(343)	(401)	(416)	
	Yes	N	149	113	28	25	41	21	34	28	28	31	39	79
		%	13%	14%	12%	13%	15%	9%	14%	13%	13%	9%	10%	19%
	No	N	903	659	170	162	208	173	197	163	163	281	307	315
		%	78%	79%	71%	83%	77%	78%	78%	74%	74%	82%	77%	76%
	Unsure	N	108	63	40	8	22	29	20	29	29	31	55	22
%		9%	8%	17%	4%	8%	13%	8%	13%	13%	9%	14%	5%	

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

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
		N		1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Satisfaction with remuneration for current job	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Very satisfied	N	351	58	64	128	101	86	45	122	98	267	77	7
		%	29%	25%	23%	31%	32%	25%	23%	31%	34%	31%	23%	18%
	Somewhat satisfied	N	518	95	120	172	131	132	97	171	118	359	139	20
		%	42%	41%	44%	42%	42%	38%	49%	44%	41%	42%	42%	51%
	Neutral	N	177	37	42	54	44	61	28	47	41	114	56	7
		%	14%	16%	15%	13%	14%	18%	14%	12%	14%	13%	17%	18%
	Somewhat dissatisfied	N	132	32	39	38	23	50	28	34	20	89	42	1
		%	11%	14%	14%	9%	7%	14%	14%	9%	7%	10%	13%	3%
	Very dissatisfied	N	45	7	9	15	14	16	1	14	14	25	16	4
%		4%	3%	3%	4%	4%	5%	1%	4%	5%	3%	5%	10%	
Summary	Satisfied (1,2)	N	869	153	184	300	232	218	142	293	216	626	216	27
		%	71%	67%	67%	74%	74%	63%	71%	76%	74%	73%	65%	69%
	Neutral (3)	N	177	37	42	54	44	61	28	47	41	114	56	7
		%	14%	16%	15%	13%	14%	18%	14%	12%	14%	13%	17%	18%
	Dissatisfied (4,5)	N	177	39	48	53	37	66	29	48	34	114	58	5
		%	14%	17%	18%	13%	12%	19%	15%	12%	12%	13%	18%	13%

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

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Satisfaction with remuneration for current job	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Very satisfied	N	351	266	66	69	91	67	63	61	99	111	141
		%	29%	30%	27%	33%	31%	29%	24%	26%	28%	26%	32%
	Somewhat satisfied	N	518	367	104	84	117	104	117	96	161	182	175
		%	42%	41%	43%	41%	40%	44%	45%	41%	45%	42%	40%
	Neutral	N	177	127	39	34	37	32	41	33	44	80	53
		%	14%	14%	16%	16%	13%	14%	16%	14%	12%	19%	12%
	Somewhat dissatisfied	N	132	98	23	11	33	21	32	35	39	36	57
		%	11%	11%	9%	5%	11%	9%	12%	15%	11%	8%	13%
	Very dissatisfied	N	45	31	12	9	12	10	7	7	13	20	12
%		4%	3%	5%	4%	4%	4%	3%	3%	4%	5%	3%	
Summary	Satisfied (1,2)	N	869	633	170	153	208	171	180	157	260	293	316
		%	71%	71%	70%	74%	72%	73%	69%	68%	73%	68%	72%
	Neutral (3)	N	177	127	39	34	37	32	41	33	44	80	53
		%	14%	14%	16%	16%	13%	14%	16%	14%	12%	19%	12%
	Dissatisfied (4,5)	N	177	129	35	20	45	31	39	42	52	56	69
		%	14%	15%	14%	10%	16%	13%	15%	18%	15%	13%	16%

## Which category below best describes your overall range of duties?

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Job duties	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Early Training	N	47	28	9	9	1	38	5	3	1	40	5	2
		%	4%	12%	3%	2%	0%	11%	3%	1%	0%	5%	2%	5%
	Advanced Training	N	181	117	43	18	3	149	23	8	1	150	26	5
		%	15%	51%	16%	4%	1%	43%	12%	2%	0%	18%	8%	13%
	Professional	N	367	57	118	139	53	94	88	139	46	242	118	7
		%	30%	25%	43%	34%	17%	27%	44%	36%	16%	28%	36%	18%
	Supervision	N	161	9	40	74	38	22	32	77	30	100	56	5
		%	13%	4%	15%	18%	12%	6%	16%	20%	10%	12%	17%	13%
	Planning	N	160	12	33	72	43	26	22	74	38	121	33	6
		%	13%	5%	12%	18%	14%	8%	11%	19%	13%	14%	10%	15%
	Director	N	141	2	19	47	73	4	20	42	75	80	54	7
		%	12%	1%	7%	12%	23%	1%	10%	11%	26%	9%	16%	18%
	Authority	N	151	3	12	43	93	11	9	41	90	109	36	6
		%	12%	1%	4%	11%	30%	3%	5%	11%	31%	13%	11%	15%
	CEO	N	15	1		5	9	1		4	10	12	2	1
		%	1%	0%		1%	3%	0%		1%	3%	1%	1%	3%

## Which category below best describes your overall range of duties?

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
Job duties		N		Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Base		N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
Early Training		N	47	29	17	1	6	5	7	28	10	24	13
		%	4%	3%	7%	0%	2%	2%	3%	12%	3%	6%	3%
Advanced Training		N	181	123	50	2	13	17	35	114	51	89	41
		%	15%	14%	20%	1%	4%	7%	13%	49%	14%	21%	9%
Professional		N	367	267	73	35	81	90	101	60	138	131	98
		%	30%	30%	30%	17%	28%	38%	39%	26%	39%	31%	22%
Supervision		N	161	119	29	21	48	41	40	11	43	63	55
		%	13%	13%	12%	10%	17%	18%	15%	5%	12%	15%	13%
Planning		N	160	121	30	33	42	30	42	13	44	47	69
		%	13%	14%	12%	16%	14%	13%	16%	6%	12%	11%	16%
Director		N	141	100	24	49	45	23	21	3	44	35	62
		%	12%	11%	10%	24%	16%	10%	8%	1%	12%	8%	14%
Authority		N	151	117	20	58	52	25	14	2	25	37	89
		%	12%	13%	8%	28%	18%	11%	5%	1%	7%	9%	20%
CEO		N	15	13	1	8	3	3		1	1	3	11
		%	1%	1%	0%	4%	1%	1%		0%	0%	1%	3%

Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work.

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Responsibilities	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Established routine	N	73	30	15	22	6	48	7	14	4	56	15	2
		%	6%	13%	5%	5%	2%	14%	4%	4%	1%	7%	5%	5%
	Recommends improvements	N	134	58	34	26	16	76	23	24	11	104	26	4
		%	11%	25%	12%	6%	5%	22%	12%	6%	4%	12%	8%	10%
	Independent study	N	87	36	26	19	6	51	12	18	6	64	17	6
		%	7%	16%	9%	5%	2%	15%	6%	5%	2%	7%	5%	15%
	Review recommendations	N	215	53	61	74	27	71	50	71	23	155	58	2
		%	18%	23%	22%	18%	9%	21%	25%	18%	8%	18%	18%	5%
	Responsible decisions	N	314	33	73	125	83	52	60	124	78	204	103	7
		%	26%	14%	27%	31%	27%	15%	30%	32%	27%	24%	31%	18%
	Functional decisions	N	306	16	54	110	126	37	39	112	118	208	87	11
		%	25%	7%	20%	27%	40%	11%	20%	29%	41%	24%	26%	28%
	Organizational decisions	N	63	2	10	18	33	8	7	16	32	44	13	6
		%	5%	1%	4%	4%	11%	2%	4%	4%	11%	5%	4%	15%
	Strategic decisions	N	31	1	1	13	16	2	1	9	19	19	11	1
		%	3%	0%	0%	3%	5%	1%	1%	2%	7%	2%	3%	3%



Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work.

			GENDER			GRAD YEAR					HOURS PER WEEK			
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs	
Responsibilities	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)	
	Established routine	N	73	46	24	4	13	13	16	27	21	36	16	
		%	6%	5%	10%	2%	4%	6%	6%	12%	6%	8%	4%	
	Recommends improvements	N	134	102	25	10	25	21	22	56	36	59	39	
		%	11%	11%	10%	5%	9%	9%	8%	24%	10%	14%	9%	
	Independent study	N	87	60	22	5	14	14	22	32	30	38	19	
		%	7%	7%	9%	2%	5%	6%	8%	14%	8%	9%	4%	
	Review recommendations	N	215	150	55	21	40	40	54	60	60	76	84	55
		%	18%	17%	23%	10%	14%	17%	21%	26%	21%	20%	13%	
	Responsible decisions	N	314	234	55	52	81	75	72	34	102	106	106	
		%	26%	26%	23%	25%	28%	32%	28%	15%	29%	25%	24%	
	Functional decisions	N	306	222	53	83	87	52	66	18	77	79	150	
		%	25%	25%	22%	40%	30%	22%	25%	8%	22%	18%	34%	
	Organizational decisions	N	63	50	7	21	16	15	7	4	8	18	37	
		%	5%	6%	3%	10%	6%	6%	3%	2%	2%	4%	8%	
	Strategic decisions	N	31	25	3	11	14	4	1	1	6	9	16	
		%	3%	3%	1%	5%	5%	2%	0%	0%	2%	2%	4%	

Please indicate which of the following best reflects the level of supervision you typically receive.

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Supervision	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	Close supervision	N	15	4	4	7		10	1	3	1	11	3	1	
		%	1%	2%	1%	2%		3%	1%	1%	0%	1%	1%	3%	
	Follows procedures	N	28	18	5	5		21	3	4		25	3		
		%	2%	8%	2%	1%		6%	2%	1%		3%	1%		
	General supervision	N	271	103	78	67	23	139	50	61	21	186	78	7	
		%	22%	45%	28%	16%	7%	40%	25%	16%	7%	22%	24%	18%	
	Specific objectives	N	178	36	45	69	28	56	35	66	21	127	49	2	
		%	15%	16%	16%	17%	9%	16%	18%	17%	7%	15%	15%	5%	
	General objectives	N	485	56	113	179	137	90	87	180	128	336	136	13	
		%	40%	24%	41%	44%	44%	26%	44%	46%	44%	39%	41%	33%	
	General executive	N	214	11	25	66	112	27	20	61	106	148	53	13	
		%	17%	5%	9%	16%	36%	8%	10%	16%	36%	17%	16%	33%	
	Planning executive	N	32	1	4	14	13	2	3	13	14	21	8	3	
		%	3%	0%	1%	3%	4%	1%	2%	3%	5%	2%	2%	8%	

Please indicate which of the following best reflects the level of supervision you typically receive.

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Supervision	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Close supervision	N	15	7	6		3	5	4	3	2	12	1
		%	1%	1%	2%		1%	2%	2%	1%	1%	3%	0%
	Follows procedures	N	28	16	11		4	1	7	16	5	17	6
		%	2%	2%	5%		1%	0%	3%	7%	1%	4%	1%
	General supervision	N	271	182	71	17	37	49	70	98	90	108	73
		%	22%	20%	29%	8%	13%	21%	27%	42%	25%	25%	17%
	Specific objectives	N	178	135	33	15	41	42	37	43	62	67	49
		%	15%	15%	14%	7%	14%	18%	14%	19%	17%	16%	11%
	General objectives	N	485	368	81	85	138	91	111	60	146	158	181
		%	40%	41%	33%	41%	48%	39%	43%	26%	41%	37%	41%
	General executive	N	214	159	38	82	57	37	27	11	47	55	112
		%	17%	18%	16%	40%	20%	16%	10%	5%	13%	13%	26%
	Planning executive	N	32	22	4	8	10	9	4	1	4	12	16
		%	3%	2%	2%	4%	3%	4%	2%	0%	1%	3%	4%

## Which, if any, of the following best describes your leadership authority and/or supervisory level?

			Total	TOTAL YEARS PRACTICED					LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other	
Leadership	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)	
	No supervisory role	N	179	82	46	36	15	102	30	30	17	125	47	7	
		%	15%	36%	17%	9%	5%	30%	15%	8%	6%	15%	14%	18%	
	Individual	N	418	110	114	138	56	163	80	131	44	306	104	8	
		%	34%	48%	42%	34%	18%	47%	40%	34%	15%	36%	32%	21%	
	Team leader	N	301	28	70	119	84	55	53	120	73	188	101	12	
		%	25%	12%	26%	29%	27%	16%	27%	31%	25%	22%	31%	31%	
	Middle management	N	208	7	36	80	85	18	30	78	82	149	54	5	
		%	17%	3%	13%	20%	27%	5%	15%	20%	28%	17%	16%	13%	
	Senior leader	N	107	1	8	32	66	6	6	27	68	78	23	6	
		%	9%	0%	3%	8%	21%	2%	3%	7%	23%	9%	7%	15%	
	CEO	N	10	1		2	7	1		2	7	8	1	1	
		%	1%	0%		0%	2%	0%		1%	2%	1%	0%	3%	

## Which, if any, of the following best describes your leadership authority and/or supervisory level?

			GENDER			GRAD YEAR					HOURS PER WEEK		
			Total	Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Leadership	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	No supervisory role	N	179	119	52	12	26	21	44	76	65	80	34
		%	15%	13%	21%	6%	9%	9%	17%	33%	18%	19%	8%
	Individual	N	418	304	89	33	79	97	95	114	141	154	123
		%	34%	34%	36%	16%	27%	41%	37%	49%	40%	36%	28%
	Team leader	N	301	230	49	54	86	61	68	32	93	106	102
		%	25%	26%	20%	26%	30%	26%	26%	14%	26%	25%	23%
	Middle management	N	208	142	39	54	66	37	44	7	40	61	107
		%	17%	16%	16%	26%	23%	16%	17%	3%	11%	14%	24%
	Senior leader	N	107	86	14	48	31	17	9	2	16	26	65
		%	9%	10%	6%	23%	11%	7%	3%	1%	4%	6%	15%
	CEO	N	10	8	1	6	2	1		1	1	2	7
		%	1%	1%	0%	3%	1%	0%		0%	0%	0%	2%

## Which category best describes the number of employees, if any, you supervise:

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
				1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Employees	Base	N	(1223)	(229)	(274)	(407)	(313)	(345)	(199)	(388)	(291)	(854)	(330)	(39)
	Zero employees supervised	N	456	148	124	125	59	201	89	113	53	314	131	11
		%	37%	65%	45%	31%	19%	58%	45%	29%	18%	37%	40%	28%
	1-5	N	429	68	97	163	101	110	67	159	93	302	113	14
		%	35%	30%	35%	40%	32%	32%	34%	41%	32%	35%	34%	36%
	6-13	N	176	3	31	64	78	10	28	62	76	111	56	9
		%	14%	1%	11%	16%	25%	3%	14%	16%	26%	13%	17%	23%
	14-25	N	60	2	8	23	27	5	7	24	24	52	7	1
		%	5%	1%	3%	6%	9%	1%	4%	6%	8%	6%	2%	3%
	26-50	N	43	5	6	16	16	7	2	18	16	32	10	1
		%	4%	2%	2%	4%	5%	2%	1%	5%	5%	4%	3%	3%
	51-75	N	15		1	7	7	3	1	4	7	10	4	1
		%	1%		0%	2%	2%	1%	1%	1%	2%	1%	1%	3%
	76-100	N	19	1	4	4	10	4	3	4	8	13	5	1
		%	2%	0%	1%	1%	3%	1%	2%	1%	3%	2%	2%	3%
	101-200	N	8	1		1	6	1		1	6	7	1	
		%	1%	0%		0%	2%	0%		0%	2%	1%	0%	
	201-400	N	7	1	1	1	4	1	1	1	4	5	2	
		%	1%	0%	0%	0%	1%	0%	1%	0%	1%	1%	1%	
	401-750	N	4			2	2			2	2	3	1	
		%	0%			0%	1%			1%	1%	0%	0%	
	751-1200	N	2		1		1	1			1	1		1
		%	0%		0%		0%	0%			0%	0%		3%
	1201-2000	N	3			1	2	2			1	3		
		%	0%			0%	1%	1%			0%	0%		
	Over 2000	N	1		1				1			1		
		%	0%		0%				1%			0%		

## Which category best describes the number of employees, if any, you supervise:

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Employees	Base	N	(1223)	(889)	(244)	(207)	(290)	(234)	(260)	(232)	(356)	(429)	(438)
	Zero employees supervised	N	456	319	114	33	89	79	108	147	173	180	103
		%	37%	36%	47%	16%	31%	34%	42%	63%	49%	42%	24%
	1-5	N	429	320	75	75	91	97	97	69	122	149	158
		%	35%	36%	31%	36%	31%	41%	37%	30%	34%	35%	36%
	6-13	N	176	128	33	54	55	27	36	4	37	59	80
		%	14%	14%	14%	26%	19%	12%	14%	2%	10%	14%	18%
	14-25	N	60	44	8	16	22	13	7	2	11	12	37
		%	5%	5%	3%	8%	8%	6%	3%	1%	3%	3%	8%
	26-50	N	43	34	6	8	14	9	6	6	7	13	23
		%	4%	4%	2%	4%	5%	4%	2%	3%	2%	3%	5%
	51-75	N	15	13	1	5	7	2	1			7	8
		%	1%	1%	0%	2%	2%	1%	0%			2%	2%
	76-100	N	19	16	2	7	3	5	4		4	4	11
		%	2%	2%	1%	3%	1%	2%	2%		1%	1%	3%
	101-200	N	8	3	2	5	2			1	1		7
		%	1%	0%	1%	2%	1%			0%	0%		2%
	201-400	N	7	5	1	1	4		1	1		1	6
		%	1%	1%	0%	0%	1%		0%	0%		0%	1%
	401-750	N	4	4		2		2					4
		%	0%	0%		1%		1%					1%
	751-1200	N	2	1	1	1	1				1	1	
		%	0%	0%	0%	0%	0%				0%	0%	
	1201-2000	N	3	1	1		2			1		2	1
		%	0%	0%	0%		1%			0%		0%	0%
	Over 2000	N	1	1						1		1	
		%	0%	0%						0%		0%	

**How frequently, if at all, do you use a Professional seal:**

			Total	TOTAL YEARS PRACTICED				LEVEL OF EXPERIENCE				SECTOR		
		N		1 - 4 years	5 - 9 years	10 - 19 years	20+ years	Entry	Junior	Intermediate	Advanced	Private	Public	Other
Seal use	Base	N	<b>(1223)</b>	<b>(229)</b>	<b>(274)</b>	<b>(407)</b>	<b>(313)</b>	<b>(345)</b>	<b>(199)</b>	<b>(388)</b>	<b>(291)</b>	<b>(854)</b>	<b>(330)</b>	<b>(39)</b>
	Never used or not applicable	N	<b>807</b>	<b>223</b>	<b>202</b>	<b>220</b>	<b>162</b>	<b>343</b>	<b>132</b>	<b>189</b>	<b>143</b>	<b>586</b>	<b>188</b>	<b>33</b>
		%	<b>66%</b>	<b>97%</b>	<b>74%</b>	<b>54%</b>	<b>52%</b>	<b>99%</b>	<b>66%</b>	<b>49%</b>	<b>49%</b>	<b>69%</b>	<b>57%</b>	<b>85%</b>
	Occasionally used	N	<b>258</b>	<b>3</b>	<b>50</b>	<b>109</b>	<b>96</b>	<b>2</b>	<b>45</b>	<b>118</b>	<b>93</b>	<b>146</b>	<b>107</b>	<b>5</b>
		%	<b>21%</b>	<b>1%</b>	<b>18%</b>	<b>27%</b>	<b>31%</b>	<b>1%</b>	<b>23%</b>	<b>30%</b>	<b>32%</b>	<b>17%</b>	<b>32%</b>	<b>13%</b>
	Regularly/ frequently used	N	<b>158</b>	<b>3</b>	<b>22</b>	<b>78</b>	<b>55</b>		<b>22</b>	<b>81</b>	<b>55</b>	<b>122</b>	<b>35</b>	<b>1</b>
		%	<b>13%</b>	<b>1%</b>	<b>8%</b>	<b>19%</b>	<b>18%</b>		<b>11%</b>	<b>21%</b>	<b>19%</b>	<b>14%</b>	<b>11%</b>	<b>3%</b>



**How frequently, if at all, do you use a Professional seal:**

			Total	GENDER		GRAD YEAR					HOURS PER WEEK		
				Male	Female	Prior to 1999	1999 to 2008	2009 to 2013	2014 to 2018	2019 to 2024	Less than 40 hrs	40 hrs	More than 40 hrs
Seal use	Base	N	<b>(1223)</b>	<b>(889)</b>	<b>(244)</b>	<b>(207)</b>							
	Never used or not applicable	N	<b>807</b>	<b>582</b>	<b>172</b>	<b>92</b>	<b>184</b>	<b>128</b>	<b>181</b>	<b>222</b>	<b>209</b>	<b>310</b>	<b>288</b>
		%	<b>66%</b>	<b>65%</b>	<b>70%</b>	<b>44%</b>	<b>63%</b>	<b>55%</b>	<b>70%</b>	<b>96%</b>	<b>59%</b>	<b>72%</b>	<b>66%</b>
	Occasionally used	N	<b>258</b>	<b>182</b>	<b>52</b>	<b>75</b>	<b>63</b>	<b>65</b>	<b>48</b>	<b>7</b>	<b>100</b>	<b>77</b>	<b>81</b>
		%	<b>21%</b>	<b>20%</b>	<b>21%</b>	<b>36%</b>	<b>22%</b>	<b>28%</b>	<b>18%</b>	<b>3%</b>	<b>28%</b>	<b>18%</b>	<b>18%</b>
	Regularly/ frequently used	N	<b>158</b>	<b>125</b>	<b>20</b>	<b>40</b>	<b>43</b>	<b>41</b>	<b>31</b>	<b>3</b>	<b>47</b>	<b>42</b>	<b>69</b>
		%	<b>13%</b>	<b>14%</b>	<b>8%</b>	<b>19%</b>	<b>15%</b>	<b>18%</b>	<b>12%</b>	<b>1%</b>	<b>13%</b>	<b>10%</b>	<b>16%</b>

## Industry Sector Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	1223	100%	\$104,501	\$0	\$100,000	\$330,000
	Aerospace	52	4%	\$107,935	\$53,000	\$102,000	\$210,000
	Agricultural/Equipment	54	4%	\$87,743	\$59,000	\$81,000	\$162,000
	Agriculture/Food	27	2%	\$100,033	\$0	\$83,068	\$198,000
	Biomedical	7	1%	\$88,980	\$70,000	\$89,000	\$112,515
	Chemical	6	0%	\$121,335	\$75,000	\$133,250	\$145,508
	Communications	3	0%	\$118,568	\$59,705	\$90,000	\$206,000
	Computer/Software	13	1%	\$110,042	\$65,000	\$106,000	\$180,000
	Construction	117	10%	\$104,184	\$39,000	\$95,000	\$320,000
	Consulting	280	23%	\$104,050	\$25,000	\$94,556	\$280,000
	Education	21	2%	\$116,767	\$42,000	\$120,000	\$186,598
	Electronics	10	1%	\$118,750	\$60,000	\$105,500	\$183,500
	Environmental	39	3%	\$93,811	\$0	\$98,000	\$191,000
	Health Care	11	1%	\$98,723	\$56,059	\$102,221	\$129,500
	Heavy Electrical	3	0%	\$97,833	\$61,500	\$90,000	\$142,000
	Manufacturing	158	13%	\$93,457	\$0	\$83,400	\$235,000
	Mechanical Equipment	26	2%	\$89,860	\$37,000	\$90,050	\$172,000
	Metals - Fabricating	5	0%	\$123,800	\$67,000	\$92,000	\$220,000
	Metals - Primary	3	0%	\$119,484	\$73,279	\$110,278	\$174,895
	Mineral Exploration	9	1%	\$109,567	\$81,052	\$102,780	\$146,000
	Mining	15	1%	\$108,941	\$85,000	\$106,898	\$141,000
	Municipal	6	0%	\$92,326	\$37,329	\$72,592	\$149,500
	Petroleum	7	1%	\$111,937	\$93,000	\$110,000	\$135,000
	Pharmaceutical	11	1%	\$90,629	\$70,610	\$85,500	\$137,000
Research & Development	9	1%	\$120,175	\$70,000	\$120,000	\$178,000	
Telecommunications	8	1%	\$135,125	\$93,000	\$115,000	\$300,000	
Transportation	77	6%	\$107,242	\$59,000	\$108,568	\$179,000	
Transportation Equipment	7	1%	\$128,349	\$67,500	\$108,940	\$212,000	
Utilities (Gas, Hydro, Water)	199	16%	\$115,690	\$33,000	\$120,000	\$330,000	
Other	40	3%	\$104,336	\$51,500	\$90,071	\$217,000	

## Industry Sector Statistics (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	792	100%	\$118,133	\$0	\$113,500	\$330,000
	Aerospace	37	5%	\$119,652	\$70,102	\$114,156	\$210,000
	Agricultural/Equipment	25	3%	\$104,531	\$68,700	\$103,000	\$162,000
	Agriculture/Food	15	2%	\$126,202	\$72,600	\$115,000	\$198,000
	Biomedical	4	1%	\$96,464	\$80,000	\$96,672	\$112,515
	Chemical	6	1%	\$121,335	\$75,000	\$133,250	\$145,508
	Communications	1	0%	\$206,000	\$206,000	\$206,000	\$206,000
	Computer/Software	6	1%	\$110,167	\$92,000	\$106,000	\$130,000
	Construction	77	10%	\$117,854	\$65,000	\$110,000	\$320,000
	Consulting	185	23%	\$119,015	\$35,000	\$110,000	\$280,000
	Education	18	2%	\$121,783	\$42,000	\$133,976	\$186,598
	Electronics	8	1%	\$129,938	\$86,000	\$125,000	\$183,500
	Environmental	18	2%	\$104,459	\$0	\$104,500	\$191,000
	Health Care	6	1%	\$115,917	\$100,000	\$115,500	\$129,500
	Heavy Electrical	1	0%	\$142,000	\$142,000	\$142,000	\$142,000
	Manufacturing	86	11%	\$110,471	\$57,000	\$99,500	\$235,000
	Mechanical Equipment	13	2%	\$104,611	\$71,000	\$97,505	\$172,000
	Metals - Fabricating	3	0%	\$145,667	\$67,000	\$150,000	\$220,000
	Metals - Primary	2	0%	\$142,586	\$110,278	\$142,586	\$174,895
	Mining	4	1%	\$119,529	\$95,500	\$120,808	\$141,000
	Municipal	3	0%	\$86,474	\$37,329	\$72,592	\$149,500
Petroleum	3	0%	\$121,010	\$104,030	\$124,000	\$135,000	
Pharmaceutical	4	1%	\$110,250	\$100,000	\$102,000	\$137,000	
Research & Development	5	1%	\$132,200	\$120,000	\$120,000	\$178,000	
Telecommunications	6	1%	\$140,167	\$93,000	\$115,000	\$300,000	
Transportation	62	8%	\$114,139	\$59,000	\$113,000	\$179,000	
Transportation Equipment	6	1%	\$137,240	\$67,500	\$127,970	\$212,000	
Utilities (Gas, Hydro, Water)	165	21%	\$122,253	\$33,000	\$124,000	\$330,000	
Other	23	3%	\$125,904	\$70,000	\$114,500	\$217,000	

**Industry Sector Statistics (Geoscientists)**

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	27	100%	\$106,874	\$75,000	\$105,000	\$147,000
	Consulting	2	7%	\$80,500	\$80,000	\$80,500	\$81,000
	Environmental	8	30%	\$98,738	\$75,000	\$89,000	\$147,000
	Mineral Exploration	6	22%	\$116,224	\$94,080	\$112,500	\$146,000
	Mining	8	30%	\$108,420	\$91,765	\$106,898	\$128,000
	Petroleum	1	4%	\$115,000	\$115,000	\$115,000	\$115,000
	Utilities (Gas, Hydro, Water)	2	7%	\$127,500	\$114,000	\$127,500	\$141,000

## Industry Sector Statistics (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	378	100%	\$75,047	\$0	\$71,842	\$180,000
	Aerospace	14	4%	\$77,205	\$53,000	\$77,812	\$127,248
	Agricultural/Equipment	26	7%	\$70,500	\$59,000	\$70,250	\$95,000
	Agriculture/Food	12	3%	\$64,348	\$0	\$67,500	\$105,000
	Biomedical	3	1%	\$79,000	\$70,000	\$78,000	\$89,000
	Communications	2	1%	\$74,852	\$59,705	\$74,852	\$90,000
	Computer/Software	6	2%	\$109,917	\$65,000	\$106,250	\$180,000
	Construction	39	10%	\$78,008	\$39,000	\$77,677	\$130,000
	Consulting	87	23%	\$70,373	\$25,000	\$69,808	\$108,000
	Education	1	0%	\$70,000	\$70,000	\$70,000	\$70,000
	Electronics	2	1%	\$74,000	\$60,000	\$74,000	\$88,000
	Environmental	12	3%	\$71,513	\$55,000	\$68,500	\$103,000
	Health Care	5	1%	\$78,091	\$56,059	\$72,675	\$102,221
	Heavy Electrical	2	1%	\$75,750	\$61,500	\$75,750	\$90,000
	Manufacturing	71	19%	\$71,677	\$0	\$70,000	\$137,200
	Mechanical Equipment	13	3%	\$75,109	\$37,000	\$72,000	\$109,200
	Metals - Fabricating	1	0%	\$90,000	\$90,000	\$90,000	\$90,000
	Metals - Primary	1	0%	\$73,279	\$73,279	\$73,279	\$73,279
	Mineral Exploration	2	1%	\$103,853	\$102,780	\$103,853	\$104,926
	Mining	2	1%	\$85,000	\$85,000	\$85,000	\$85,000
	Municipal	3	1%	\$101,106	\$64,480	\$101,106	\$137,731
	Petroleum	3	1%	\$101,843	\$93,000	\$102,530	\$110,000
	Pharmaceutical	6	2%	\$76,320	\$70,610	\$75,406	\$85,500
Research & Development	4	1%	\$105,143	\$70,000	\$104,286	\$142,000	
Telecommunications	2	1%	\$120,000	\$100,000	\$120,000	\$140,000	
Transportation	13	3%	\$77,685	\$59,000	\$71,000	\$120,000	
Transportation Equipment	1	0%	\$75,000	\$75,000	\$75,000	\$75,000	
Utilities (Gas, Hydro, Water)	28	7%	\$78,363	\$50,000	\$74,788	\$119,000	
Other	17	4%	\$73,334	\$51,500	\$72,500	\$90,071	

**Job Function Statistics**

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Principal job function	Total	1223	100%	\$104,501	\$0	\$100,000	\$330,000
	Administrative Services	12	1%	\$132,020	\$68,000	\$130,500	\$235,000
	Computer Services	9	1%	\$89,192	\$48,000	\$90,000	\$148,206
	Design	365	30%	\$92,809	\$25,000	\$88,500	\$280,000
	Maintenance	29	2%	\$105,553	\$48,000	\$114,000	\$150,000
	Management	214	17%	\$135,309	\$37,329	\$130,000	\$330,000
	Marketing/Sales	12	1%	\$106,610	\$64,000	\$94,161	\$240,000
	Mineral Exploration	14	1%	\$107,012	\$81,052	\$102,780	\$146,000
	Mining	7	1%	\$108,274	\$85,000	\$105,000	\$132,616
	Planning	59	5%	\$104,090	\$33,000	\$105,000	\$161,500
	Production	28	2%	\$93,035	\$0	\$93,850	\$150,000
	Project Management	246	20%	\$102,885	\$0	\$100,000	\$320,000
	Quality Assurance	22	2%	\$75,809	\$0	\$73,279	\$106,600
	Research & Development	49	4%	\$97,290	\$42,000	\$87,000	\$210,000
	Software Development	21	2%	\$111,016	\$63,000	\$103,000	\$180,000
Teaching	6	0%	\$134,508	\$70,000	\$143,500	\$180,000	
Technical Support	65	5%	\$93,034	\$0	\$90,000	\$150,000	
Other	65	5%	\$96,341	\$50,000	\$87,800	\$300,000	

## Year of Graduation

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	1223	100%	\$104,501	\$0	\$100,000	\$330,000
	Prior to 1994	117	10%	\$136,174	\$35,000	\$130,000	\$330,000
	1994 to 1998	90	7%	\$140,399	\$63,000	\$132,616	\$320,000
	1999 to 2003	118	10%	\$120,126	\$0	\$121,834	\$210,000
	2004 to 2008	172	14%	\$114,012	\$0	\$115,000	\$300,000
	2009 to 2013	234	19%	\$105,102	\$33,000	\$103,500	\$280,000
	2014 to 2018	260	21%	\$92,277	\$25,000	\$90,000	\$170,000
	2019 to 2024	232	19%	\$72,524	\$0	\$70,000	\$180,000

## Year of Graduation (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	792	100%	\$118,133	\$0	\$113,500	\$330,000
	Prior to 1994	103	13%	\$139,515	\$35,000	\$132,000	\$330,000
	1994 to 1998	81	10%	\$141,981	\$63,000	\$133,308	\$320,000
	1999 to 2003	100	13%	\$125,868	\$0	\$125,400	\$210,000
	2004 to 2008	133	17%	\$124,209	\$45,000	\$121,451	\$300,000
	2009 to 2013	179	23%	\$110,941	\$33,000	\$110,000	\$280,000
	2014 to 2018	169	21%	\$97,510	\$37,329	\$96,000	\$170,000
	2019 to 2024	27	3%	\$85,325	\$63,000	\$82,000	\$120,000



## Year of Graduation (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	27	100%	\$106,874	\$75,000	\$105,000	\$147,000
	Prior to 1994	5	19%	\$126,919	\$108,797	\$125,000	\$141,000
	1994 to 1998	3	11%	\$136,000	\$115,000	\$146,000	\$147,000
	1999 to 2003	3	11%	\$98,333	\$94,000	\$96,000	\$105,000
	2004 to 2008	2	7%	\$112,000	\$96,000	\$112,000	\$128,000
	2009 to 2013	9	33%	\$101,112	\$81,000	\$99,762	\$132,500
	2014 to 2018	5	19%	\$82,800	\$75,000	\$80,000	\$100,000

## Year of Graduation (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	378	100%	\$75,047	\$0	\$71,842	\$180,000
	Prior to 1994	4	1%	\$102,308	\$59,000	\$106,250	\$137,731
	1994 to 1998	4	1%	\$91,375	\$80,000	\$91,250	\$103,000
	1999 to 2003	13	3%	\$81,076	\$40,262	\$78,574	\$140,000
	2004 to 2008	33	9%	\$73,414	\$0	\$73,000	\$116,000
	2009 to 2013	40	11%	\$77,898	\$39,000	\$74,300	\$137,200
	2014 to 2018	84	22%	\$81,298	\$25,000	\$79,680	\$142,000
	2019 to 2024	200	53%	\$70,850	\$0	\$69,177	\$180,000

## Supplemental Education

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
First degree and Supplemental Education	Total	1223	100%	\$104,501	\$0	\$100,000	\$330,000
	Engineering or Geoscience Degree	783	64%	\$100,196	\$25,000	\$96,000	\$280,000
	Diploma or other	100	8%	\$111,359	\$0	\$110,139	\$235,000
	M. Eng. or M. Sc.	206	17%	\$106,383	\$0	\$102,390	\$330,000
	2nd Bachelor (Eng. or other)	47	4%	\$105,829	\$52,000	\$105,560	\$217,000
	Multiple Supplemental Categories	37	3%	\$118,233	\$64,000	\$120,000	\$183,500
	PhD	19	2%	\$120,808	\$42,000	\$112,500	\$210,000
	MBA	29	2%	\$155,234	\$97,000	\$143,650	\$300,000
Multiple Supplemental Education (Including MBA)	2	0%	\$112,110	\$102,221	\$112,110	\$122,000	