Engineers Geoscientists Manitoba

2025 Salary and Compensation Survey Engineers/Geoscientists Members

June 2026

PROBE Research

Contents

Key Findings

PROBE Research

Key Findings

Respondent Characteristics

- More than three-quarters of respondents identify as men with women being concentrated in entry and junior levels.
- The average age of those participating in the survey is 40 years, rising to 53 among advanced level engineers.
- Two in 10 were born outside of Canada, rising to nearly three in 10 among entry level engineers.
- Four in five say their principal work location is Winnipeg.
- One in 10 changed employers in 2025.
- Nearly all work full-time.
- Engineers/geoscientists have practiced an average of 14 years overall. Nearly two in 10 have practised outside of Canada for an average of eight years.
- Most respondents hold a P.Eng designation, with an additional three in 10 identifying as EITs. Only a handful identified as geoscientists.
- Around one in 10 belong to a union, particularly those working in the educational/non-profit sectors.

Employment Dimensions

- Overall, nearly seven in 10 are employed by private companies. Crown corporations employ around two in 10 intermediate and advanced level engineers participating in the research.
- More than one in 10 are employed in consulting (22%), utilities (17%) or manufacturing (14%) with the rest employed in a wide variety of industries.
- Design (31%), project management (18%) and management (16%) are the principal job functions mentioned most often by respondents.
- Four in 10 work for firms with greater than 500 employees, with higher level engineers most likely to be employed by these larger firms.
- Overall, members' official work week is 38.8 hours with most typically working slightly more on average (40.7 hrs.) – little change from a year ago.
- Two-thirds continue to work remotely or hybrid in 2025. This is most common among those working in the public sector and part-time workers (<40 hours/week). Among hybrid workers, most go to the office more often than work remotely.

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 are municipal ($171,606) and petroleum ($154,140).
- The sectors with the lowest mean base salaries are research and development ($83,147) and agricultural/equipment ($89,396).
- The job functions with the highest mean base salaries include administrative services ($153,722) and management ($145,017).
- The lowest paid job functions include marketing/sales ($84,468) and quality assurance ($90,395).

Overtime Compensation

- Only about one-half receive pay and/or time off for overtime with one-third reporting no overtime compensation. This lack of compensation was higher among advanced members, those working 40+ hours a week and those in the educational/non-profit sectors.
- For their part, public sector members are most likely to receive a combination of pay and time off and least likely to receive no compensation for overtime.

Key Findings (cont'd)

Satisfaction with Remuneration

- Overall, satisfaction with remuneration has remained quite stable over the past six years. Seven in 10 continue to be satisfied with their level of remuneration (74% vs. 73% in 2024 vs. 71% satisfied in 2023).
- Satisfaction is correlated with the levels of experience held by engineers. Lower-level engineers are less satisfied than their higher-level counterparts (67% satisfied among entry level rising to 79% among advanced level engineers).
- In terms of sector satisfaction, those working in the private sector offer a satisfaction rating in the low 70s that is stable over time. Public sector engineers also rate their job satisfaction as high, rebounding from 2024. However, those working in the educational/non-profit sectors offer the consistently lowest levels of job satisfaction.

Salary Increases

- The relative percent pay increase is fairly stable across the past few years (6.1% in 2025; 6.6% in 2024 and 6.3% in 2023), as is the number of those receiving a pay increase (around seven in 10).
- The median positive increase is four percent with higher percentage increases for entry and junior levels and those in the educational/non-profit sectors.
- The most common drivers of salary increases are based on merit (63%) and the cost of living (22%).
- A very small number experienced a decrease in salary, mostly due to changing employers or because of the one-time addition of backpay received in the previous year.

Key Findings (cont'd)

Full-Time Remuneration

- Based on those participating in the research, the average base salary plus bonuses, overtime and other financial compensation (including commissions) for those reporting a full-time salary in 2025 is $126,098, (up from $118,897 in 2024 and $114,937 in 2023), with the median total salary of $113,066.
- Full-time gross salaries based on levels of experience reveal a clear progression. This includes:
  - **Entry Level:** $83,587 gross pay (up from $78,940 in 2024 and $78,165 in 2023) with a base salary of $77,854 and a median salary of $79,363.
  - **Junior Level:** $104,237 gross pay (up from $102,911 in 2024 and $98,931 in 2023) with a base salary of $96,648 and a median salary of $99,986.
  - **Intermediate Level:** $135,966 gross pay (up from $129,976 in 2024 and $123,653 in 2023) with a base salary of $119,145 and a median salary of $127,000.
  - **Advanced Level:** $174,779 gross pay (up from $163,233 in 2024 and $157,433 in 2023) with a base salary of $148,357 and a median salary of $155,000.
- Overall, those working in the public sector earn a higher gross salary than those working in the private sector ($121,271 vs. $106,547). For their part, the gross salaries of engineers/geoscientists working in the educational/non-profit sectors are higher than those in the public or private sectors ($130,007).
- Gender-wise, men continue to earn around 17%more than their female counterparts. Men on average earn $129,935 on a full-time basis (gross average salary) compared to women's full-time gross average salary of $108,180. This disparity is most acute when examining bonuses and other types of monetary compensation.
- Hourly rates for those working full-time average $62.24/hour (rising to $87.19/hour for advanced level engineers).

Key Findings (cont'd)

Part-Time Remuneration and Working Weeks

- Overall, the average base salary reported for part-time engineers/ geoscientists is $69,409. (Note that this data is based on a very small sample of 10 respondents and is therefore not comparable to other years.)
- Overall, those working part-time average 39 weeks per year.

Vacation and Sick Days

- Virtually all receive paid vacation time, although slightly fewer overall receive paid sick days. Most notably, just slightly more than one in 10 entry level engineers (15%) and those who work in the private sector (19%) do not receive paid sick days.
- Overall, engineers/geoscientists average 19 days of paid vacation a year (rising to 23 days for advanced level engineers).
- More than one-half receive paid vacation only while around two in five receive both vacation pay and flex time off.

Paid Benefits

- Nearly all were eligible to receive benefits in 2025.
- There is very little change in 2025 regarding the type and cost-split of paid benefits offered, compared to 2024.
- 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 are more likely to have these benefits paid exclusively by their employer.
- A majority share the costs of a pension plan and RRSPs, while two-thirds (65%) do not have any stock purchase options through their employer.
- Life insurance is most likely to be a shared expense between employer/employee. However, public sector employees are more likely to have their employer pay for their short and long-term disability insurance.
- Parental leave EI top-up, on the other hand, is not offered as a benefit for one-quarter of engineers. Two in five are unsure if their employer offers adoption leave.
- A majority of employers pay for professional development courses including continuing education (52%) and job training (81%).
- In terms of professional dues, 85 per cent have their professional dues paid by their employer and 61 per cent have technical society dues paid by their employers (rising to 67% among advanced level engineers).

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 (23%), a savings plan (31%), a productivity incentive (14%) or a corporate share dividend (14%).
- Flexible work hours (79%) and leaves of absence (60%) are offered by majorities of employers, although job sharing is less apparent (10%).
- Vehicles (8%) and vehicle allowances (20%) are provided by far fewer employers, although four in 10 have paid parking provided. Nearly three in 10 of those who work in the public sector have a vehicle allowance offered by their employers.
- Cell phone reimbursement is paid by one-half of employers with far fewer entry level engineers having this benefit provided, compared to advanced level engineers (41% vs. 65%).
- Fertility benefits (5%) and employer-provided daycare (2%) are rare, although about one in 10 of those in the educational/non-profit sectors report employer daycare. It should be noted that awareness of these programs is low with large shares of respondents unaware what is offered.
- Three in 10 report they have access to approximately 33 weeks of maternity leave while fewer have paternity leave (average 24 weeks) or adoptive leave (average 31 weeks).
- Around one in five report acknowledgment of addiction treatments or leave through their employer. Only four per cent are aware of coverage for gender affirming care. Overall, majorities were unable to say if their employer offered these benefits or not.
- Liability insurance is a benefit provided by more than 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 (51% vs. 28%).

Key Findings (cont'd)

Roles and Responsibilities

- There is very little difference noted in 2025 in the number of engineers/geoscientists in specific roles and areas of responsibilities, compared to 2024.

- Entry level (27% of survey respondents):
  - Duties: Mostly training and assisting; some varied technical tasks; almost no planning or higher-order roles.
  - Responsibility: Mainly follows procedures and provides recommendations that are reviewed; very little independent or functional decision-making.
  - Supervision & leadership: Works under general/close supervision; largely individual contributors with no staff; almost no use of a professional seal.

- Junior level (17% of survey respondents):
  - Duties: Core role is solving varied assignments; some supervision and practical problem-solving.
  - Responsibility: Clear move into independent and functional decisions while still having work reviewed.
  - Supervision & leadership: Supervision is more objective-based; many are individual contributors but a noticeable share are team/technical leads and supervise small teams.

Key Findings (cont'd)

Roles and Responsibilities

- Intermediate level (32% of survey respondents):
  - Duties: Mix of complex technical work, supervision, planning, specialization, and some program leadership.
  - Responsibility: Dominated by independent and functional decisions, with some organizational/strategic decision-making.
  - Supervision & leadership: Mostly work toward objectives with relatively high autonomy; a presence in team/technical leadership and middle management; most supervise at least some staff and use the seal more regularly.
- Advanced level (24% of survey respondents):
  - Duties: Focus on planning, specialization, program execution, division/organizational leadership and some CEO-type roles.
  - Responsibility: High concentration of functional and independent decisions plus some providing meaningful organizational and strategic decision-making.
  - Supervision & leadership: Largely operate as executives or policy-setters; most are in technical, middle, or senior management (or CEO) and supervise teams, including larger groups; highest regular use of the professional seal.

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 2025. Probe Research was retained to analyze the data and report on the findings.

Methodology

An online survey was administered and made available by Engineers Geoscientists Manitoba to its members via their database portal. Notice of the survey was sent by bulk email to the members who had opted in to the 'Enews Consent' mailing list.

The survey was available for completion from April 24, 2026 to May 14, 2026.

A total of 1,070 members fully or partially completed the survey out of 6,673 eligible candidates, for a response rate of 16% (similar to 17% in 2024). 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 live and work in Manitoba, targeting those who earned a salary in Manitoba in the 2025 year. Self-employed engineers/geoscientists are not included in these results.

With a sample of 1,070 eligible engineers/geoscientists, the margin of error is ± 2.81 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 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.

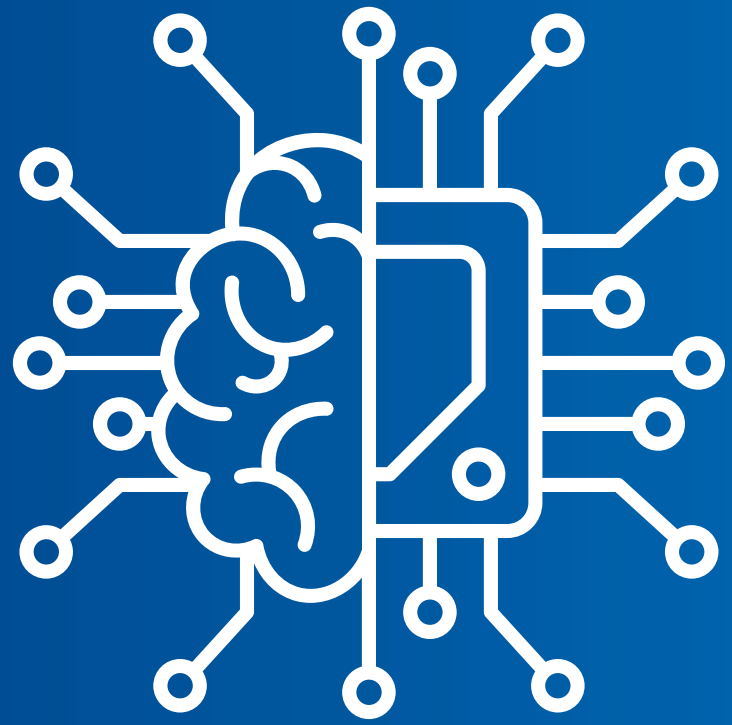
AI Use and Policies

Probe Research abides by the CRIC Guiding Principles for Artificial Intelligence (AI) Use in Market Research. The key pillars of these principles are:

- A commitment to transparency and data security
- Protecting participants from harm
- Working to minimize biases
- Ensuring human oversight

Probe Research only uses approved AI tools that meet our strict standards and controls for data privacy and security. This includes using MQO A.I. Hub, a Canadian-hosted platform that uses a Zero Data Retention workflow. This means data entered in the platform are never stored on data servers or used to train AI models. Client names, proprietary ideas and respondent identifiers are also never included for use.

Most importantly, all AI-related work is carefully checked by our team of human researchers, with these team members always finding the main insights and creating the final deliverables.



An Overview of Respondents

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Profile of Respondents

	Total (N=1,070)	Entry (n=274)	Junior (n=176)	Intermediate (n=324)	Advanced (n=242)
Gender					
Male	77%	70%	72%	81%	82%
Female	23%	30%	28%	19%	18%
Non-binary/Two Spirit	<1%	0%	0%	<1%	0%
Age					
Under 30 years	20%	58%	26%	0%	0%
30 to 39 years	36%	30%	68%	53%	2%
40 to 49 years	24%	7%	5%	41%	33%
50+ years	20%	5%	1%	6%	65%
Average Age:	**40 years**	**31 years**	**32 years**	**40 years**	**53 years**
Other Identity					
Indigenous	5%	6%	6%	3%	3%
Person of Colour	13%	20%	11%	11%	11%
2SLGBTQIA+	3%	5%	3%	4%	0%
Disability	4%	4%	2%	4%	4%
Born outside Canada	20%	28%	16%	19%	17%
Speaks other language	18%	21%	20%	18%	13%

Based on valid responses: Refused/unknown removed

Profile of Respondents (cont'd)

	Total (N=1,070)	Entry (n=274)	Junior (n=176)	Intermediate (n=324)	Advanced (n=242)
Changed Employers in 2025					
Yes	10%	12%	13%	9%	6%
Principal Location					
Winnipeg	84%	83%	82%	87%	84%
Southern Manitoba	10%	12%	11%	8%	10%
Northern Manitoba	2%	2%	2%	2%	2%
Western Manitoba	3%	3%	3%	4%	3%
Outside Manitoba	0%	1%	1%	0%	1%
Degree from Canadian University					
Yes	82%	78%	86%	83%	83%
Average Year of Bachelor Degree	**2010**	**2019**	**2017**	**2010**	**1996**
Additional Education					
None	66%	77%	72%	65%	50%
Masters	19%	15%	14%	21%	26%
Second Bachelor Degree	5%	4%	7%	2%	7%
MBA	3%	1%	2%	3%	7%
PhD	3%	1%	2%	3%	6%
Other	8%	3%	6%	9%	11%

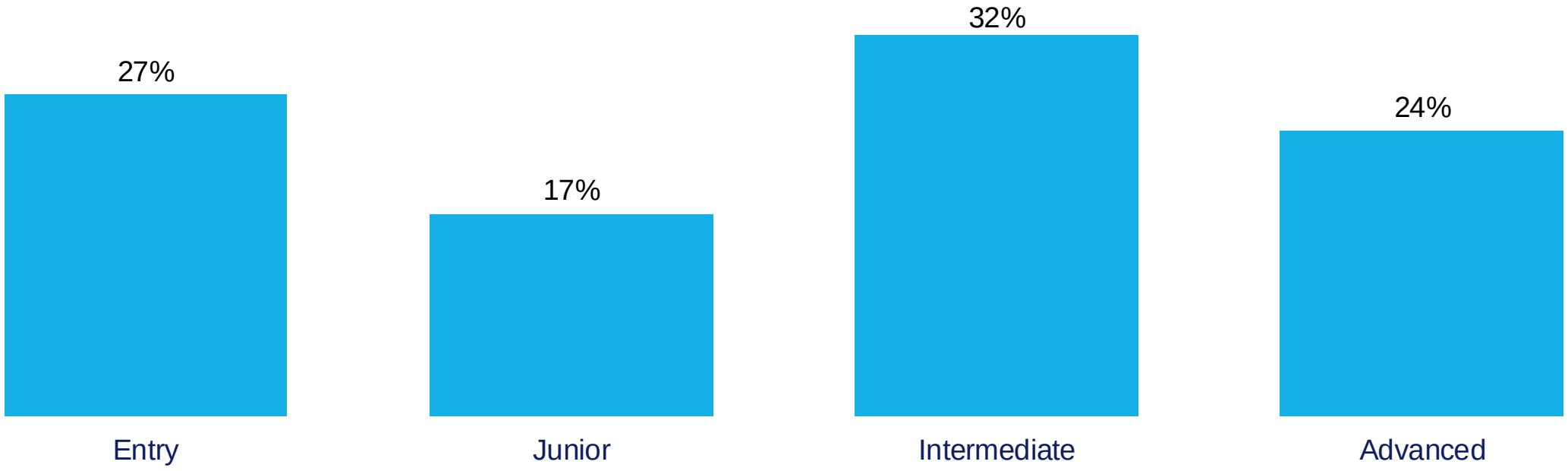
Profile of Respondents (cont'd)

	Total (N=1,070)	Entry (n=274)	Junior (n=176)	Intermediate (n=324)	Advanced (n=242)
Employment Status					
Full-time	97%	97%	96%	98%	98%
Part-time	1%	1%	1%	1%	1%
Unemployed	0%	0%	1%	0%	0%
Maternity/paternity leave	1%	1%	3%	1%	0%
Average Salary (Full-time)					
Base Salary	$111,497	$77,854	$96,648	$119,145	$148,357
Bonus	$7,344	$2,312	$4,183	$8,721	$13,458
Overtime	$2,552	$2,215	$2,964	$2,873	$1,937
Other (commissions, etc.)	$4,705	$1,206	$441	$5,227	$11,026
Average Hourly Wage*					
Full-time	$62	$42	$52	$66	$87
Part-time**	$43	$43	$35	$44	-
Paid Vacation					
Average # of days	19	14	18	20	23
Other Compensation					
Profit sharing (yes)	23%	22%	23%	21%	25%
Productivity incentive (yes)	14%	13%	13%	13%	16%

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

**Caution: Very small bases

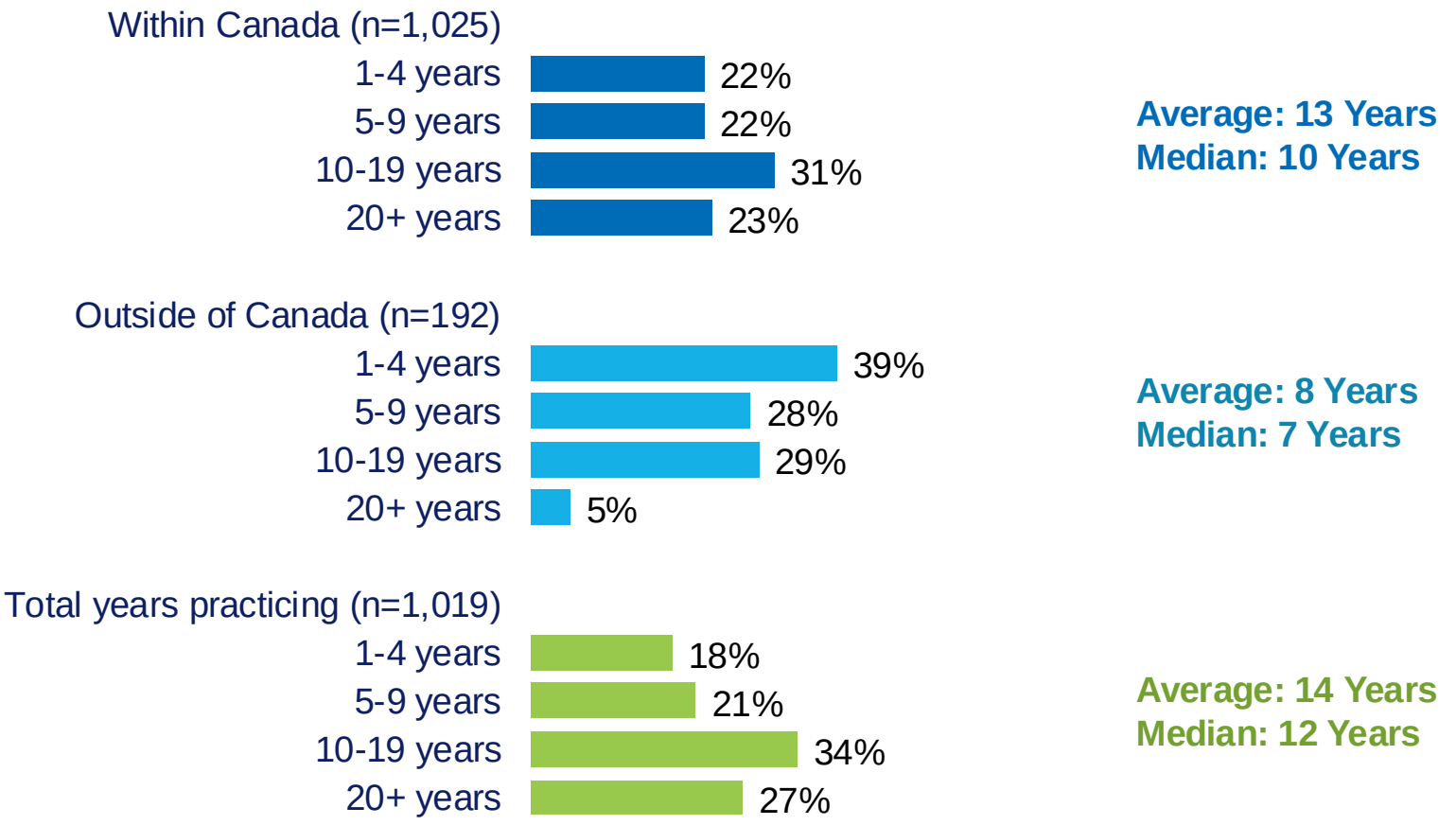
Level of Experience



Highest among those working in the educational/non-profit sectors (40% vs. 21% in the private sector).

Which of the following best describes your level of experience as of December 31, 2025?
(Base: Those responding, n=1,016)

Years Practicing: By Country



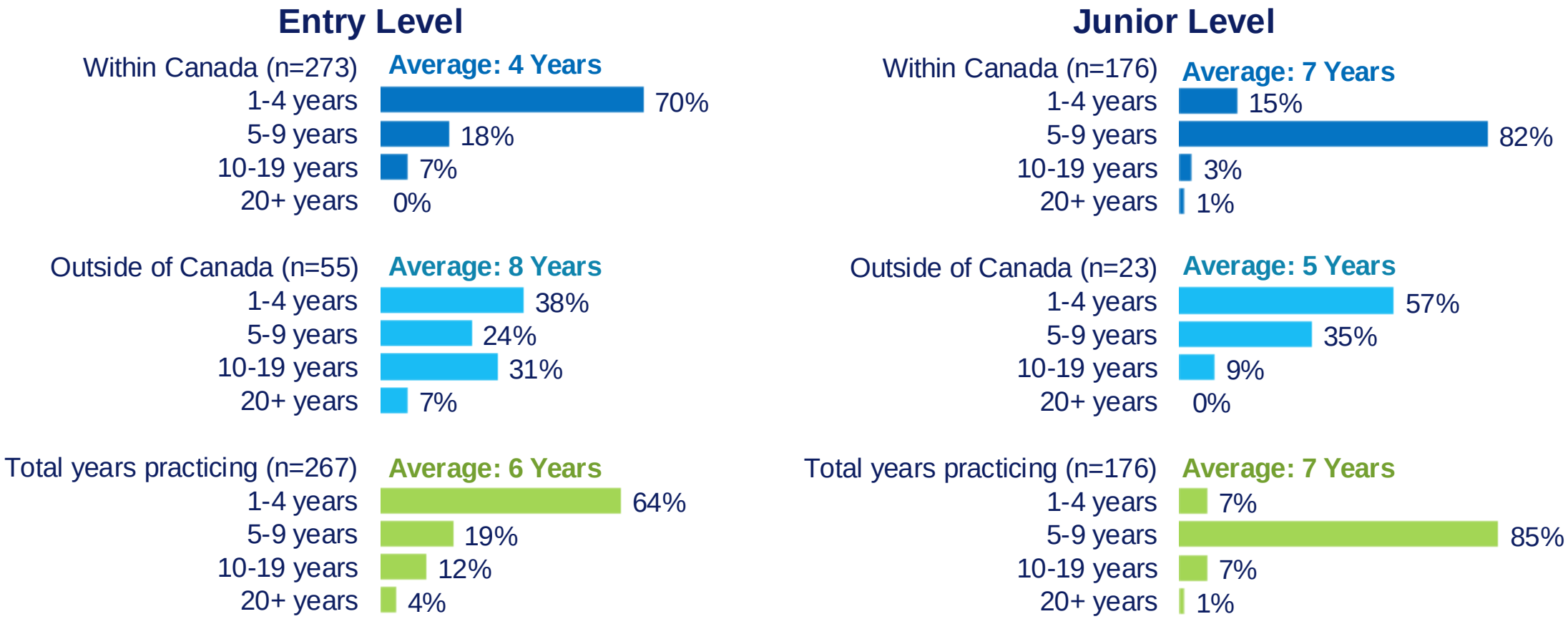
Average: 13 Years
Median: 10 Years

Average: 8 Years
Median: 7 Years

Average: 14 Years
Median: 12 Years

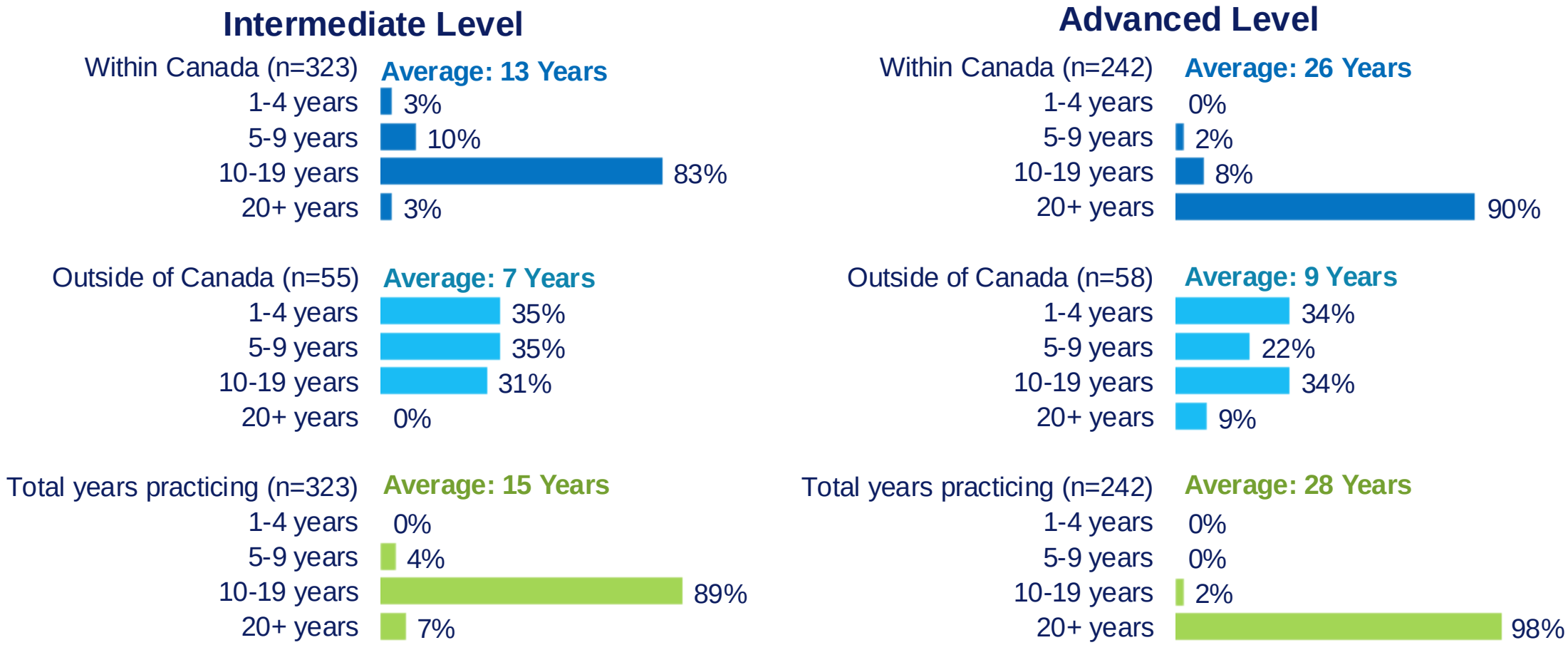
Please provide the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset. (Base: Those responding, n=1,025)

Years Practicing: By Entry and Junior Levels



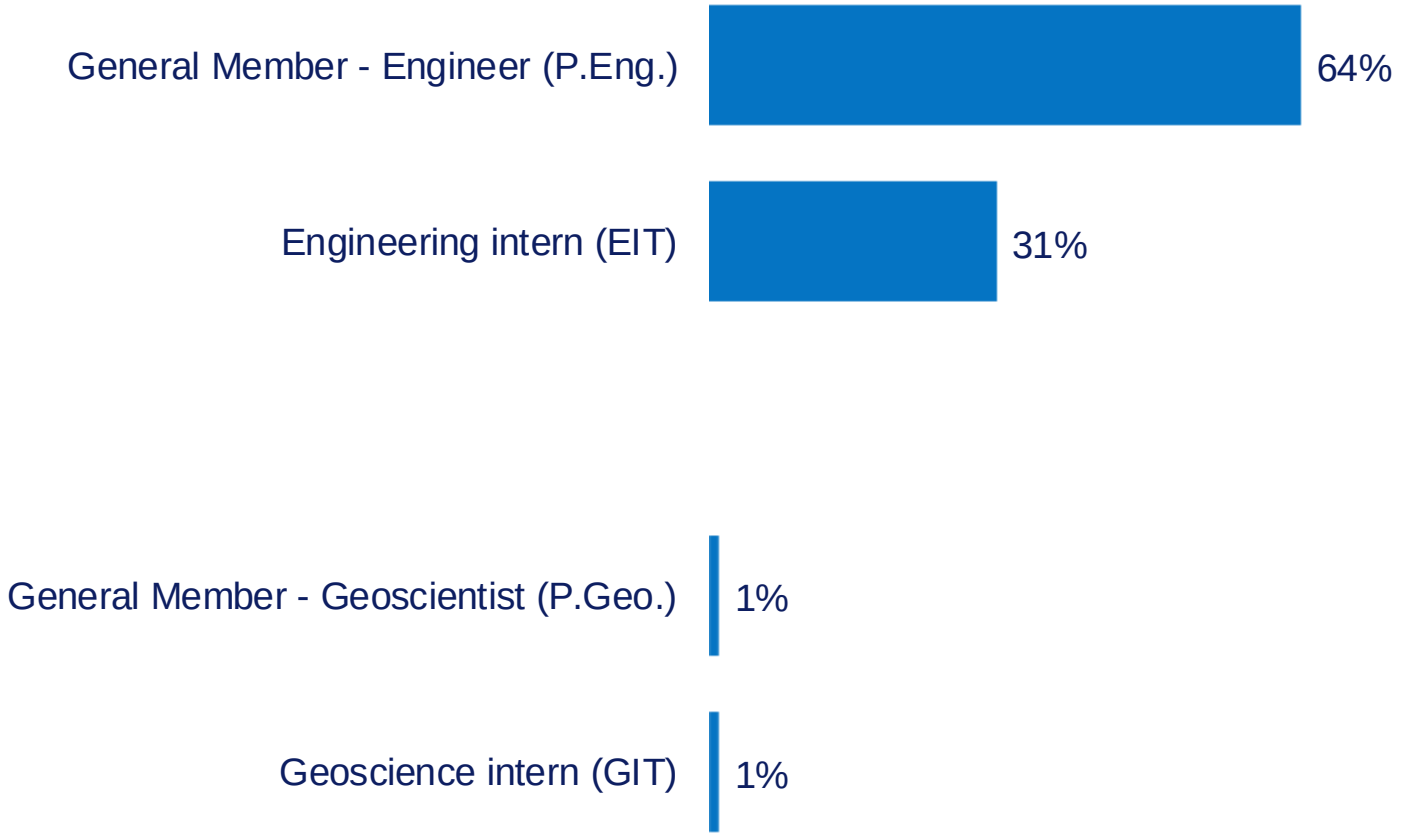
Please provide the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset. (Base: Those responding)

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. (Base: Those responding)

Registration Status



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

- Those working in the public sector (78% vs. 58% in the private sector).
- Those working in the educational/non-profit sectors (89%).
- Those practising for 20+ years (88%).

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

- Those working in the private sector (38% vs. 17% in the public sector).
- Those practicing for 1-4 years (89%).

What is your registration status as of December 31, 2025? (Base: Those responding, n=1,035)

Employment Dimensions

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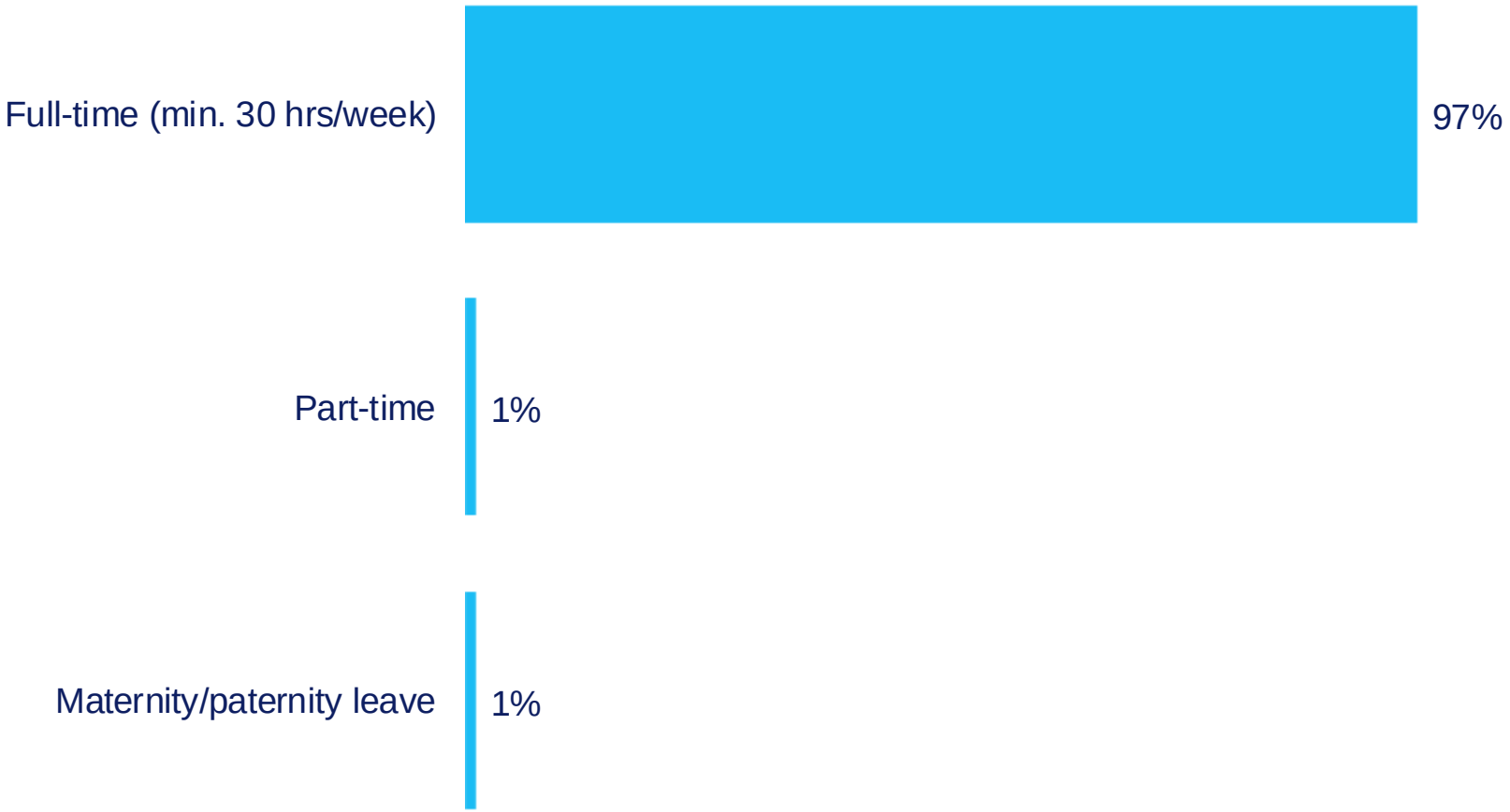
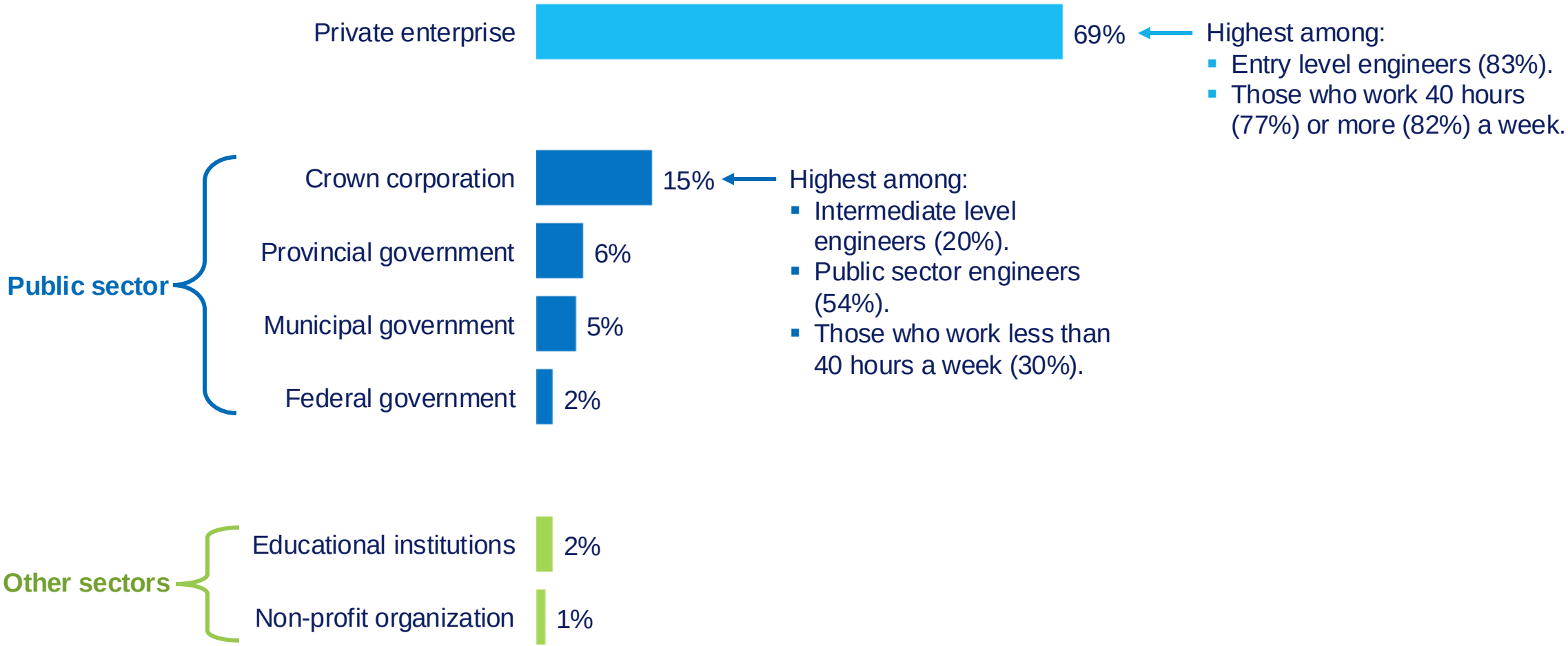
Base: All respondents (N=1,223)

Employment Status



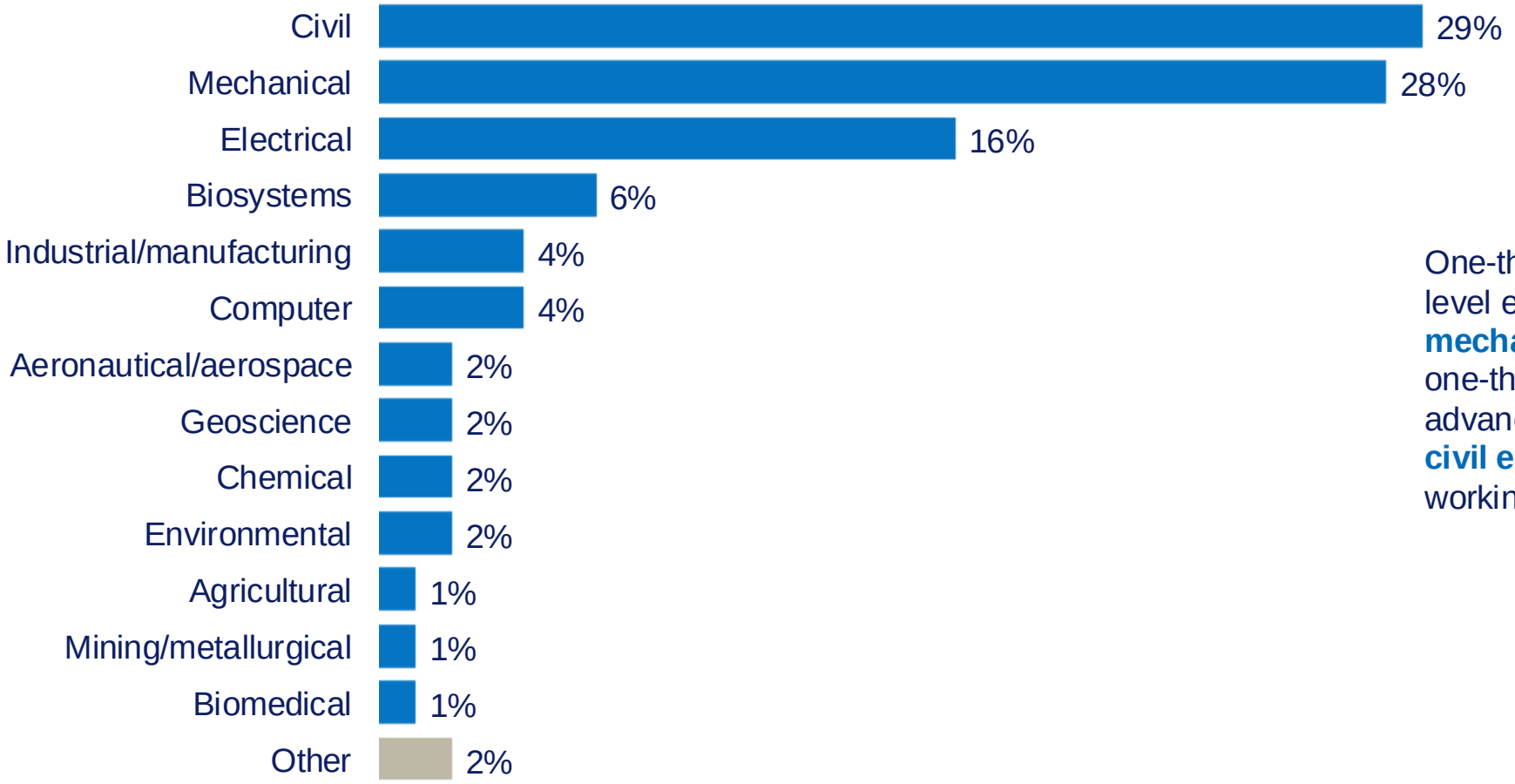
What is your employment status as of December 31, 2025? (Base: Those responding, n=1,027)

Primary Employment Sector



Which is your primary employment sector? (Base: Those responding, n=1,023)

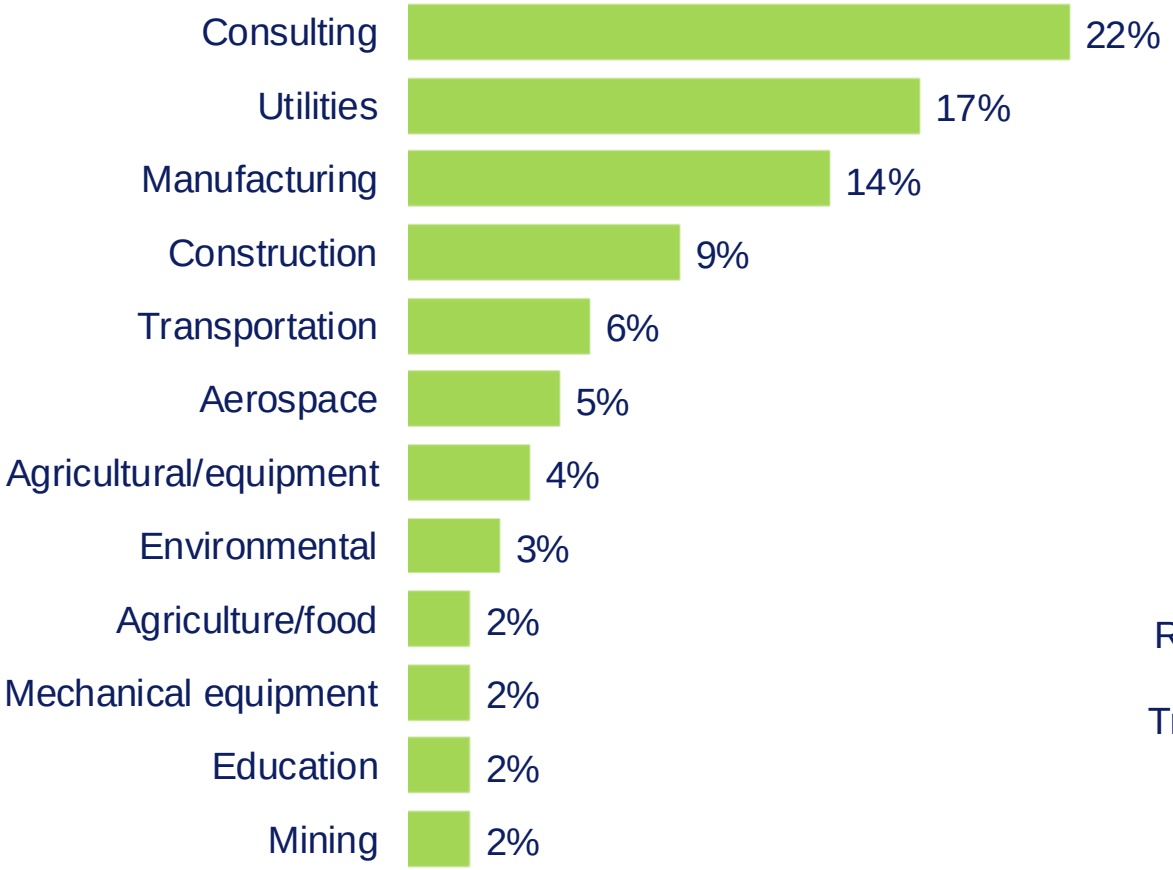
Discipline of First Degree

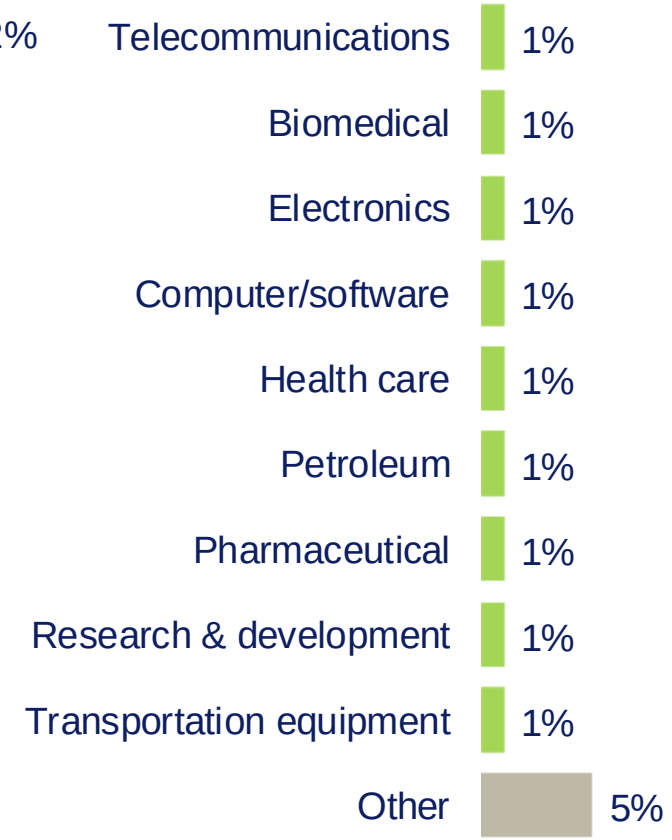


One-third of entry and junior level engineers graduated as **mechanical engineers** whereas one-third of intermediate and advanced levels graduated as **civil engineers** as did those working in the public sector.

What is discipline of first degree (in engineering or geoscience)? (Base: Those responding, n=1,017)

Primary Industry Sector





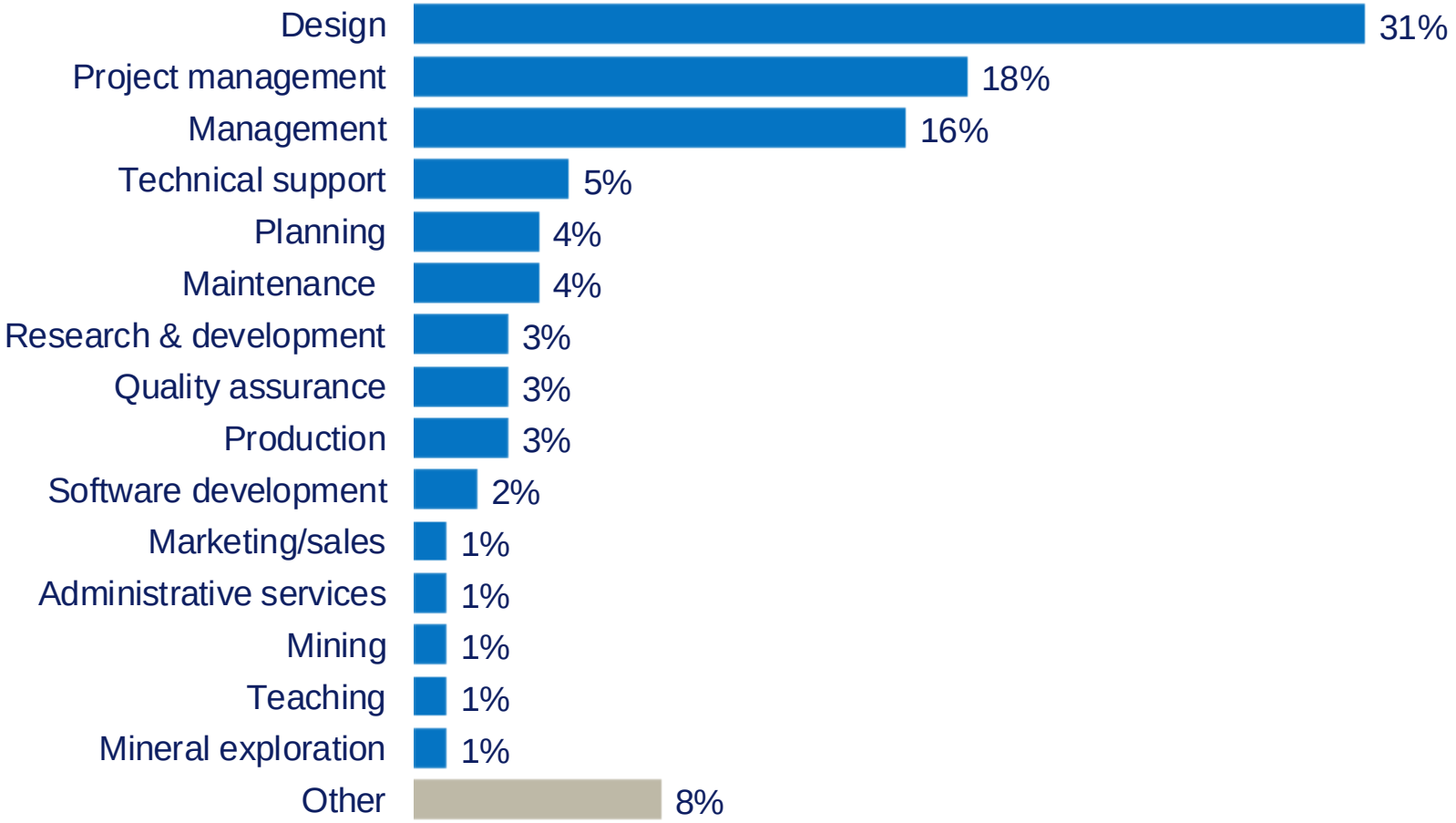
Those employed in **consulting** are most likely to be working in the private sector (31%).

Those employed in **utilities** are most likely to be working in the public sector (58%) and those working less than 40 hours/week (37%).

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: Those responding, n=1,021)

Multiple mentions accepted

Principal Job Function



Advanced level engineers are more likely to be employed in **management** compared to all other levels (33%).

Junior and entry levels (34% and 37%), on the other hand, are more likely to be employed in **design** compared to advanced level engineers.

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: Those responding, n=1,019)

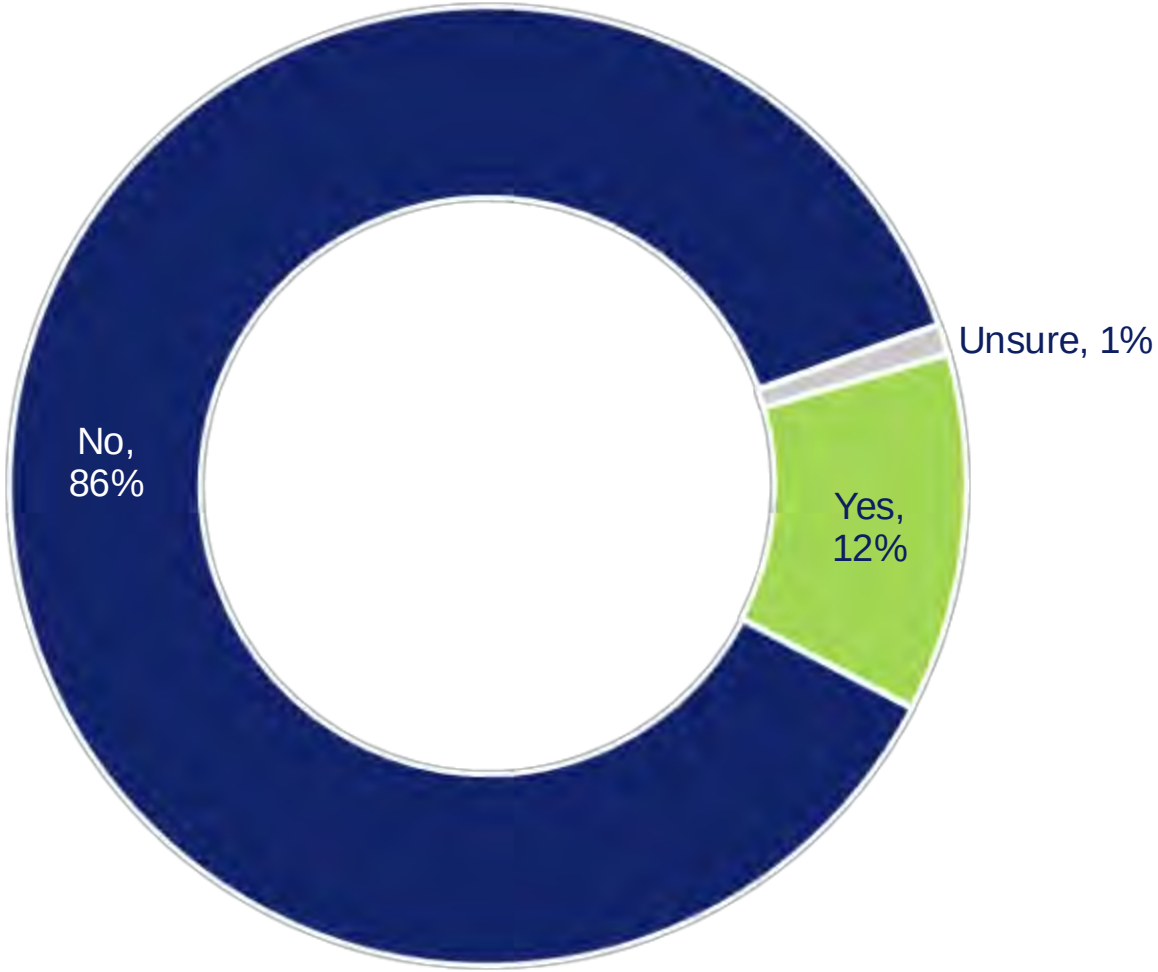
Size of Manitoba Employer

Engineers working in the private sector are most likely to be employed in mid-size companies (35% vs. 8% public sector).

Advanced level engineers are most likely to be employed in large companies (49%) as are those working in the public sector (83%).

What is the size of your employer organization in Manitoba? (Base: Those responding, n=1,019)

Union Status

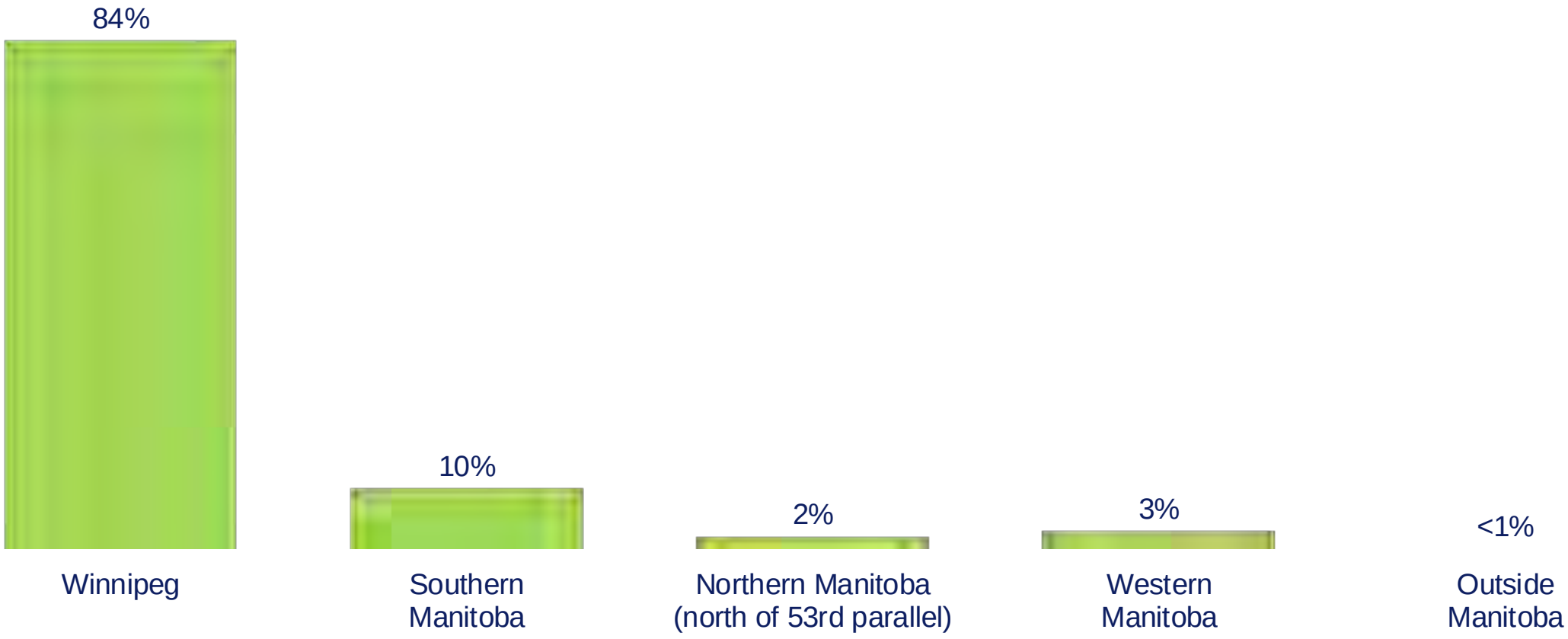


Those most likely to **belong to a union** include:

- Advanced level engineers (17% vs. 9% among junior level engineers).
- Those working in the educational/non-profit and public sectors (49% and 36% vs. 1% among those working in the private sector).

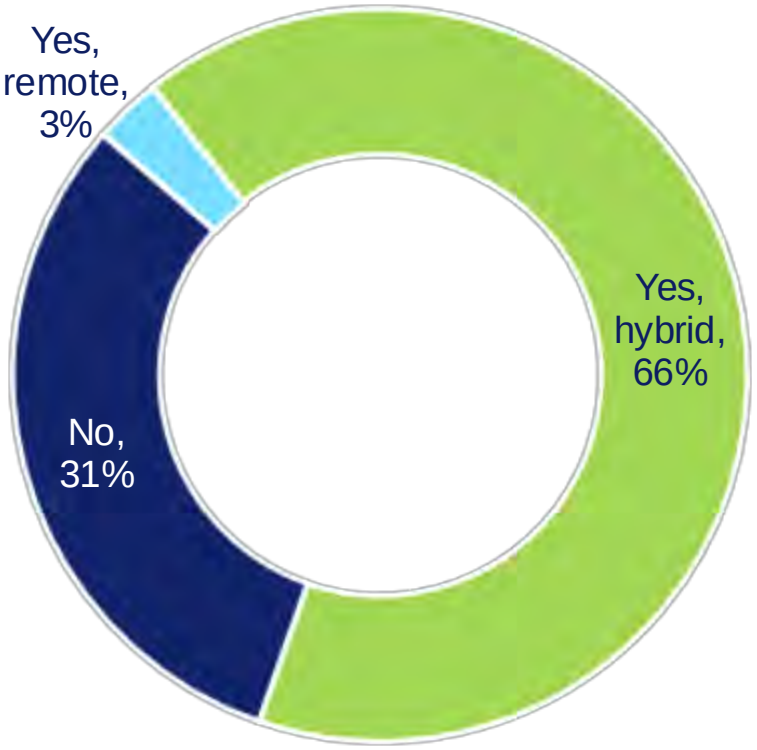
Do you belong to a union? (Base: Those responding, n=1,019)

Principal Work Location



Where is your principal work location? (Those responding, n=1,019)

Incidence of Remote/Hybrid Work

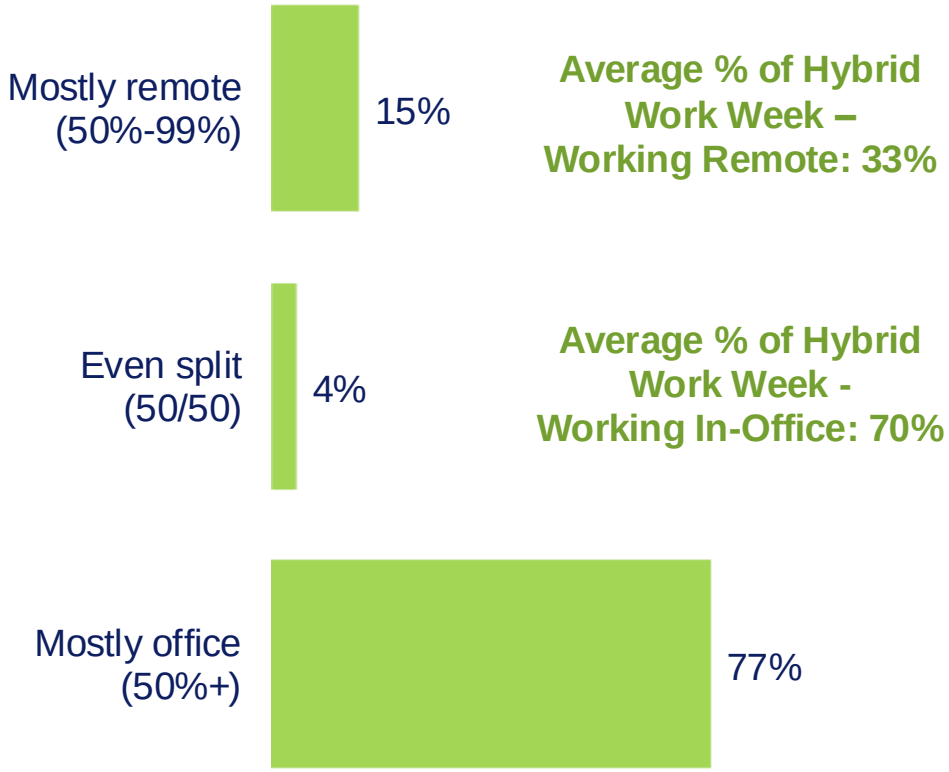


Those most likely to **work a hybrid model** include:

- Those who work in the public sector (85%).
- Those who work less than 40 hours per week (80%).

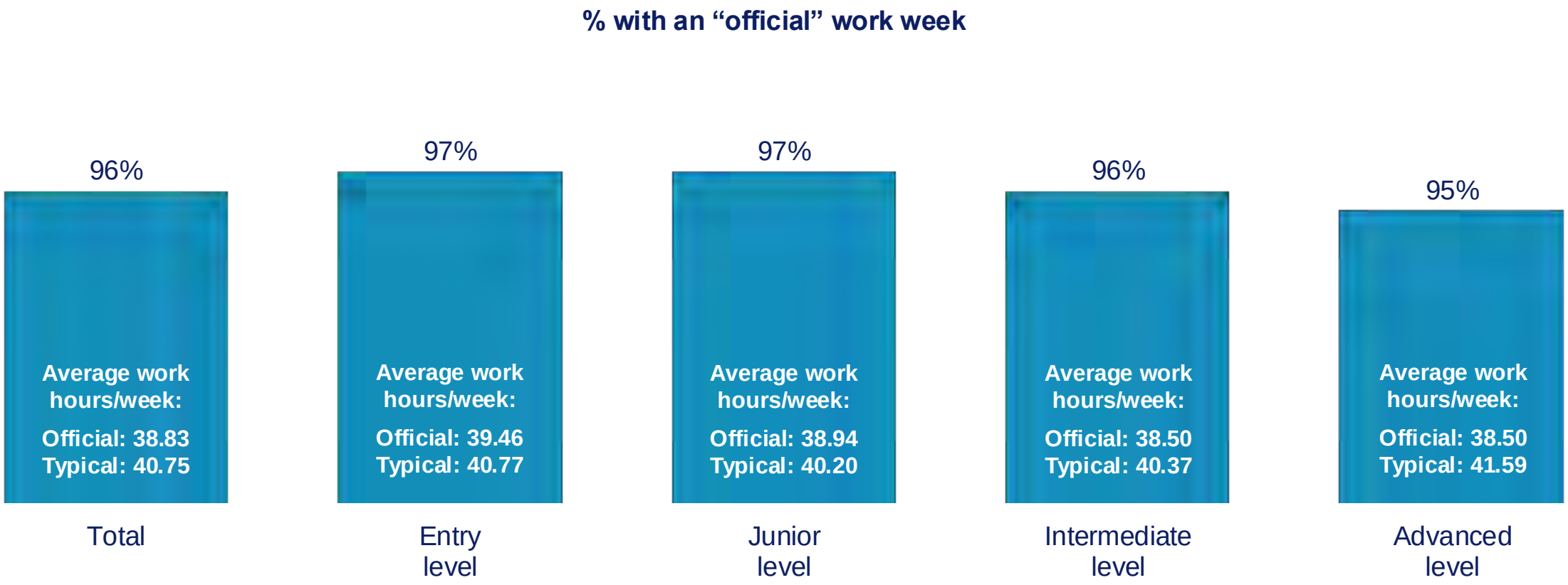
Did you work remotely or a hybrid model in 2025?
(Base: Those responding, n=1,019)

% of work week that is remote/office



And in 2025, about what percentage of your typical work week did you work… (Base: Those who worked hybrid, n=675)

Length of Official/Typical Work Week

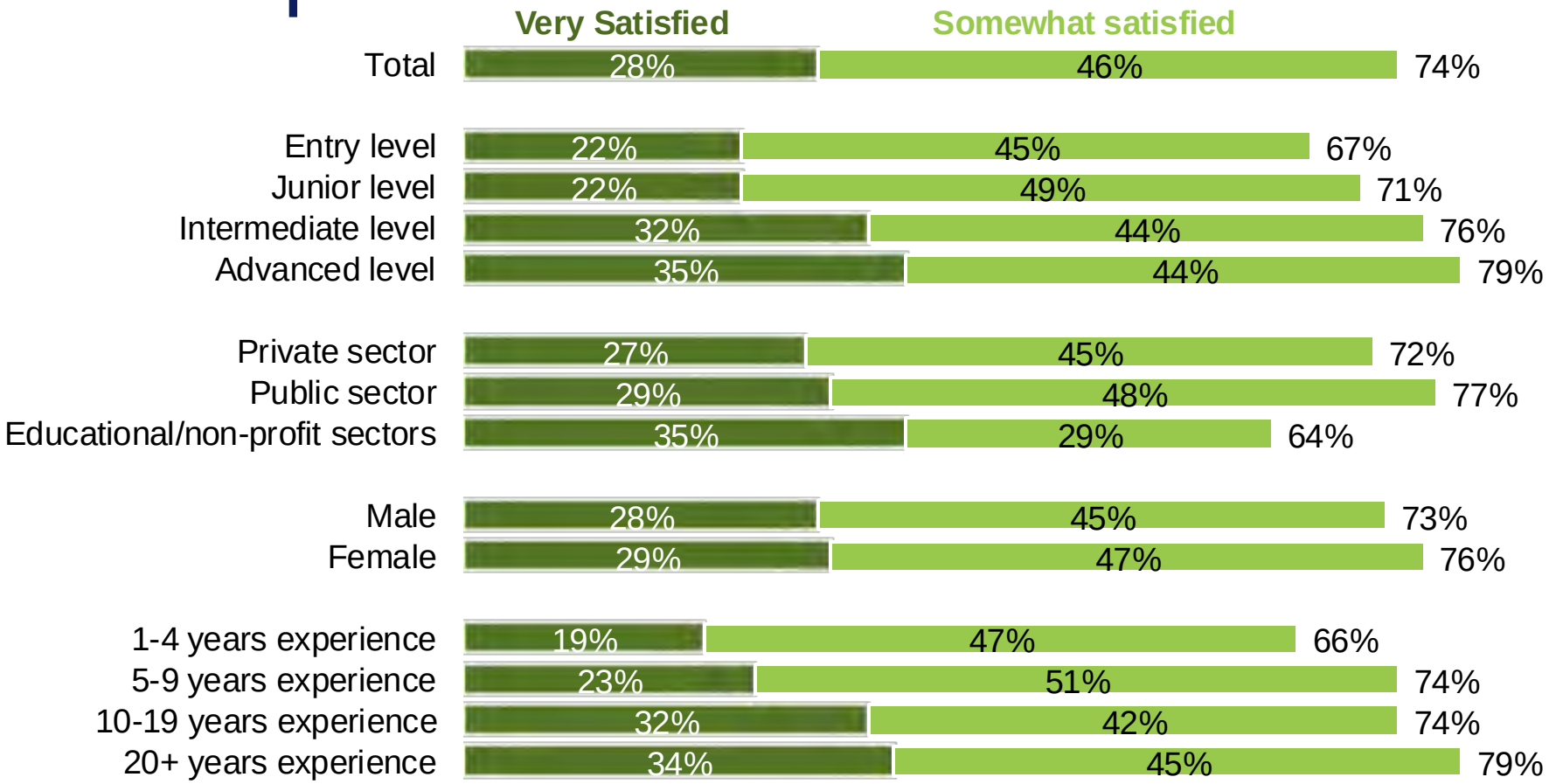


Do you have an official work week? (Base: Those with an official work week, n=1,003)

Satisfaction with Remuneration

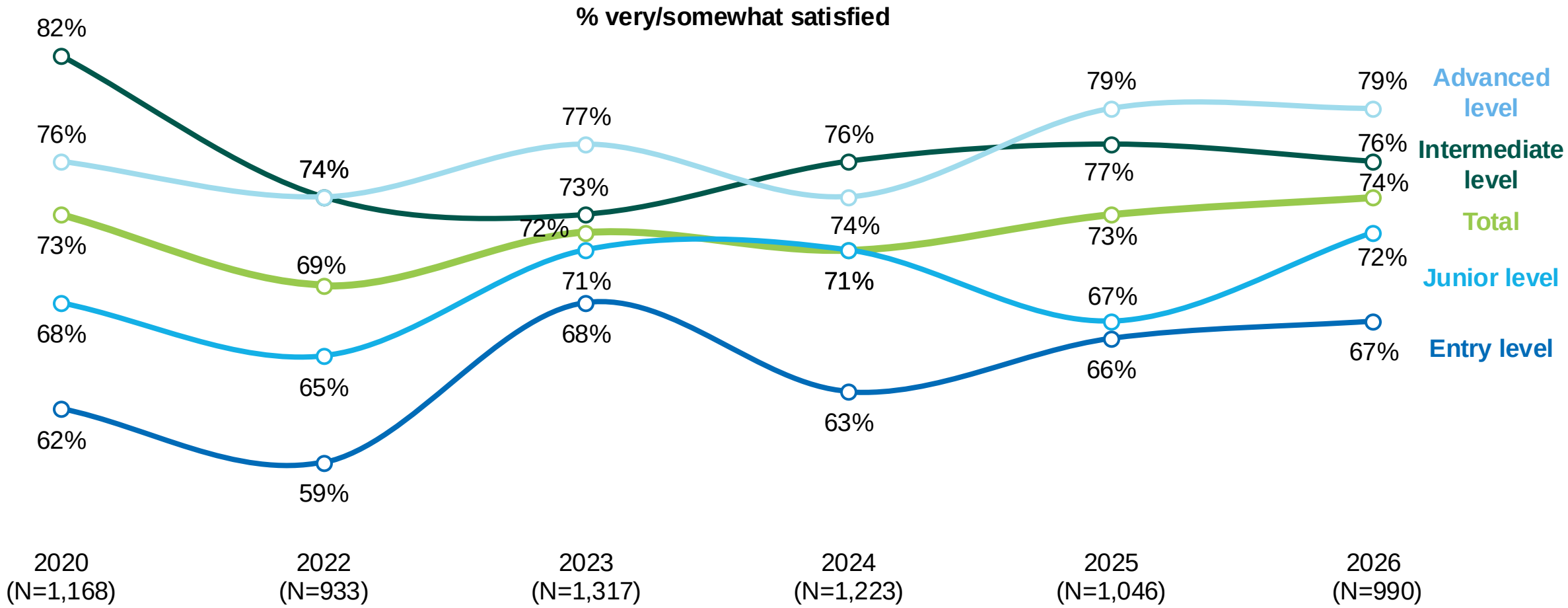
PROBE Research

Overall Satisfaction with Remuneration: By Sub-Groups



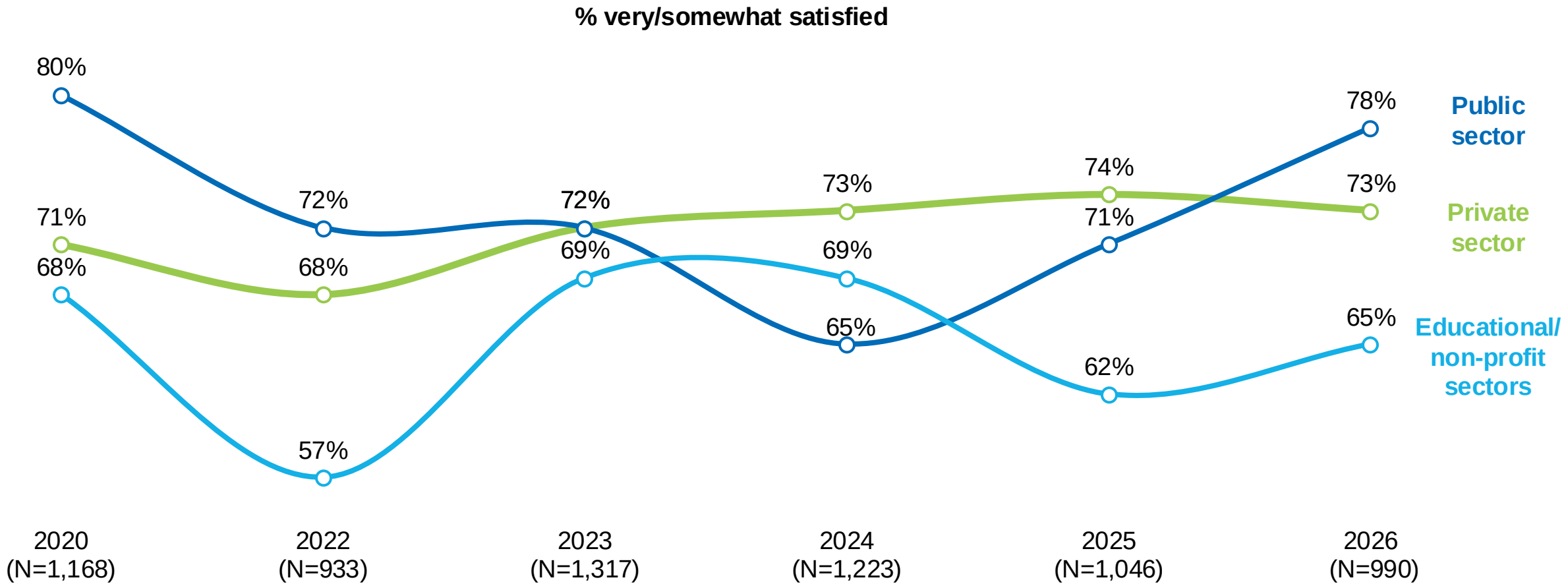
Overall, how satisfied are you with the level of remuneration for your current job? (Base: Those responding, n=990)

Overall Satisfaction with Remuneration: Tracking



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

Overall Satisfaction with Remuneration: Tracking



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

A Focus on Full-Time Remuneration

PROBE Research

Full-Time Gross Salary Breakdown: By Experience Level

	Total (Average $) (N=997)	Entry (Average $) (n=259)	Junior (Average $) (n=171)	Intermediate (Average $) (n=316)	Advanced (Average $) (n=240)
Base salary	$111,497	$77,854	$96,648	$119,145	$148,357
Bonuses	$7,344	$2,312	$4,183	$8,721	$13,458
Overtime	$2,552	$2,215	$2,964	$2,873	$1,937
Other (e.g. commissions, etc.)	$4,705	$1,206	$441	$5,227	$11,026
Total full-time salary – All sources of compensation	**$126,098**	**$83,587**	**$104,237**	**$135,966**	**$174,779**
Median total salary	$113,066	$79,363	$99,986	$127,000	$155,000
Maximum total salary	$1,227,000	$207,500	$288,000	$1,023,000	$1,227,000

Please report your 2025 pre-tax earnings - base pay, overtime, bonus, other remuneration (e.g., commissions, etc.).
(Base: Those reporting full-time salary: dollar amounts have been rounded.)

Full-Time Gross Salary Breakdown: By Gender, Sector

	Gender (Average $)		Organization Sector (Average $)		
	Men (n=707)	Women (n=212)	Private sector (n=681)	Public sector (n=282)	Educational/non-profit sectors (n=34*)
Base salary	$113,458	$99,646	$106,547	$121,271	$130,007
Bonuses	$7,999	$4,832	$10,526	$472	$294
Overtime	$2,637	$1,878	$1,879	$4,487	$74
Other (e.g., commissions, etc.)	$5,841	$1,825	$6,384	$1,131	$567
Total full-time salary – All sources of compensation	$129,935	$108,180	**$125,336**	**$127,361**	**$130,942**
Median total salary	$114,309	$102,628	$105,000	$127,130	$115,200
Maximum total salary	$1,227,000	$315,500	$1,227,000	$290,000	$240,000

Please report your 2025 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.). (Base: Those reporting full-time salary; dollar amounts have been rounded.)

*Caution: Small base

Full-Time Gross Salary Breakdown: By Graduation Year

	Graduation Year (Bachelor's Degree) (Average $)				
	Prior to 1999 (n=174)	**1999 to 2008 (n=203)**	**2009 to 2013 (n=169)**	**2014 to 2018 (n=183)**	**2019 to 2026 (n=268)**
Base salary	$145,586	$127,263	$113,324	$105,930	$80,072
Bonuses	$12,921	$8,702	$8,390	$6,744	$2,435
Overtime	$2,500	$2,945	$1,983	$2,495	$2,689
Other (e.g., commissions, etc.)	$11,504	$3,649	$8,444	$974	$1,261
Total full-time salary – All sources of compensation	**$172,511**	**$142,559**	**$132,141**	**$116,143**	**$86,457**
Median total salary	$153,500	$135,000	$120,000	$110,000	$84,230
Maximum total salary	$1,227,000	$544,000	$1,023,000	$288,000	$185,000

Please report your 2025 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.).
(Base: Those reporting full-time salary; dollar amounts have been rounded.)

Full-Time Gross Salary Breakdown: By Total Years Practicing

	Total Years Practicing			
	1-4 years (Average $) (n=174)	5-9 years (Average $) (n=206)	10-19 years (Average $) (n=335)	20+ years (Average $) (n=276)
Base salary	$74,453	$95,135	$115,308	$143,598
Bonuses	$1,726	$4,189	$7,885	$12,751
Overtime	$2,499	$2,671	$2,510	$2,557
Other (e.g., commissions, etc.)	$444	$1,471	$4,933	$9,638
Total full-time salary – All sources of compensation	**$79,121**	**$103,466**	**$130,636**	**$168,545**
Median total salary	$77,000	$98,500	$122,582	$150,000
Maximum total salary	$125,000	$288,000	$1,023,000	$1,227,000

Please report your 2025 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.).
(Base: Those reporting full-time salary; dollar amounts have been rounded.)

A Focus on Part-Time Remuneration

PROBE Research

Part-Time Gross Salary Breakdown: By Experience Level

	Total (Average $) (n=10*)	Entry (Average $) (n=7*)	Junior (Average $) (n=1*)	Intermediate (Average $) (n=2*)	Advanced (Average $) (n=0)
Base salary	$64,622	$69,317	$75,000	$43,000	-
Bonuses	$1,774	$1,677	$5,000	$500	-
Overtime	$1,900	$0	$0	$9,500	-
Other (e.g., commissions, etc.)	$1,114	$1,591	$0	$0	-
Total part-time salary – All sources of compensation	**$69,409**	**$72,585**	**$80,000**	**$53,000**	**-**
Median total salary	$71,500	$71,000	$80,000	$53,000	-
Maximum total salary	$122,600	$122,600	$80,000	$72,000	-

Please report your 2025 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.). (Base: Those reporting part-time salary; dollar amounts have been rounded.)

*Caution: Very small base

Part-Time Gross Salary Breakdown: By Gender and Sector

	Gender (Average $)		Organization Sector (Average $)		
	Men (n=7*)	Women (n=3*)	Private sector (n=9*)	Public sector (n=1*)	Educational/non-profit sectors (n=0)
Base salary	$69,060	$54,267	$63,913	$71,000	-
Bonuses	$2,391	$333	$1,971	$0	-
Overtime	$2,571	$333	$2,111	$0	-
Other (e.g., commissions, etc.)	$1,591	$0	$1,237	$0	-
Total part-time salary – All sources of compensation	**$75,613**	**$54,933**	**$69,232**	**$71,000**	**-**
Median total salary	$80,000	$59,800	$72,000	$71,000	-
Maximum total salary	$122,600	$71,000	$122,600	$71,000	-

Please report your 2025 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.). (Base: Those reporting part-time salary; dollar amounts have been rounded.)

*Caution: Very small base

Part-Time Gross Salary Breakdown: By Graduation Year

	Graduation Year				
	Prior to 1999 (n=0)	**1999 to 2008 (n=1*)**	**2009 to 2013 (n=2*)**	**2014 to 2018 (n=2*)**	**2019 to 2026 (n=5*)**
Base salary	-	$32,000	$80,000	$85,500	$56,644
Bonuses	-	$1,000	$5,300	$2,500	$228
Overtime	-	$1,000	$9,000	$0	$0
Other (e.g., commissions, etc.)	-	$0	$3,000	$0	$1,027
Total part-time salary – All sources of compensation	**-**	**$34,000**	**$97,300**	**$88,000**	**$57,898**
Median total salary	-	$34,000	$97,300	$88,000	$59,800
Maximum total salary	-	$34,000	$122,600	$96,000	$80,138

Please report your 2025 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.). (Base: Those reporting part-time salary; dollar amounts have been rounded.)

*Caution: Very small base

Part-Time Gross Salary Breakdown: By Total Years Practicing

	1-4 years (Average $) (n=5*)	5-9 years (Average $) (n=3*)	10-19 years (Average $) (n=2*)	20+ years (Average $) (n=0)
Base salary	$56,644	$67,667	$80,000	-
Bonuses	$228	$2,000	$5,300	-
Overtime	$0	$333	$9,000	-
Other (e.g., commissions, etc.)	$1,027	$0	$3,000	-
Total part-time salary – All sources of compensation	**$57,898**	**$70,000**	**$97,300**	**-**
Median total salary	$59,800	$80,000	$97,300	-
Maximum total salary	$80,138	$96,000	$122,600	-

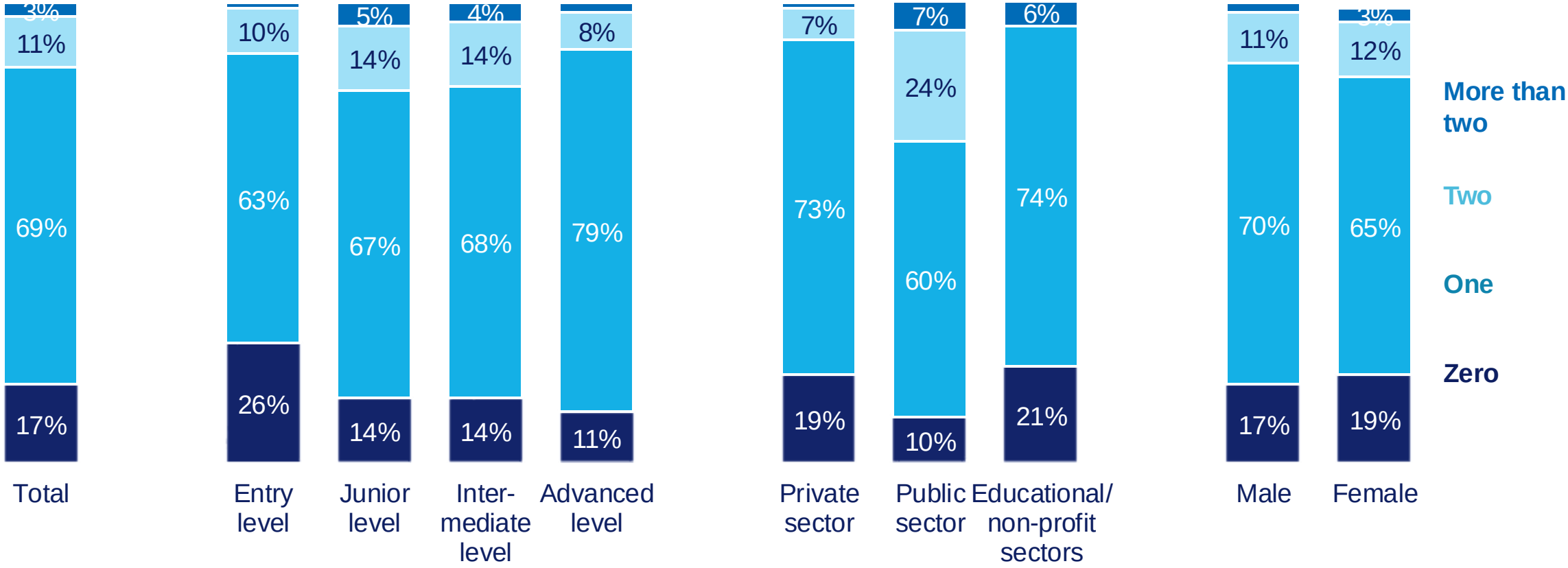
Please report your 2025 pre-tax earnings (Base pay, Overtime, Bonus, Other remuneration (e.g., commissions, etc.) (Base: Those reporting part-time salary; dollar amounts have been rounded.)

*Caution: Very small base

Salary Adjustments Including Overtime

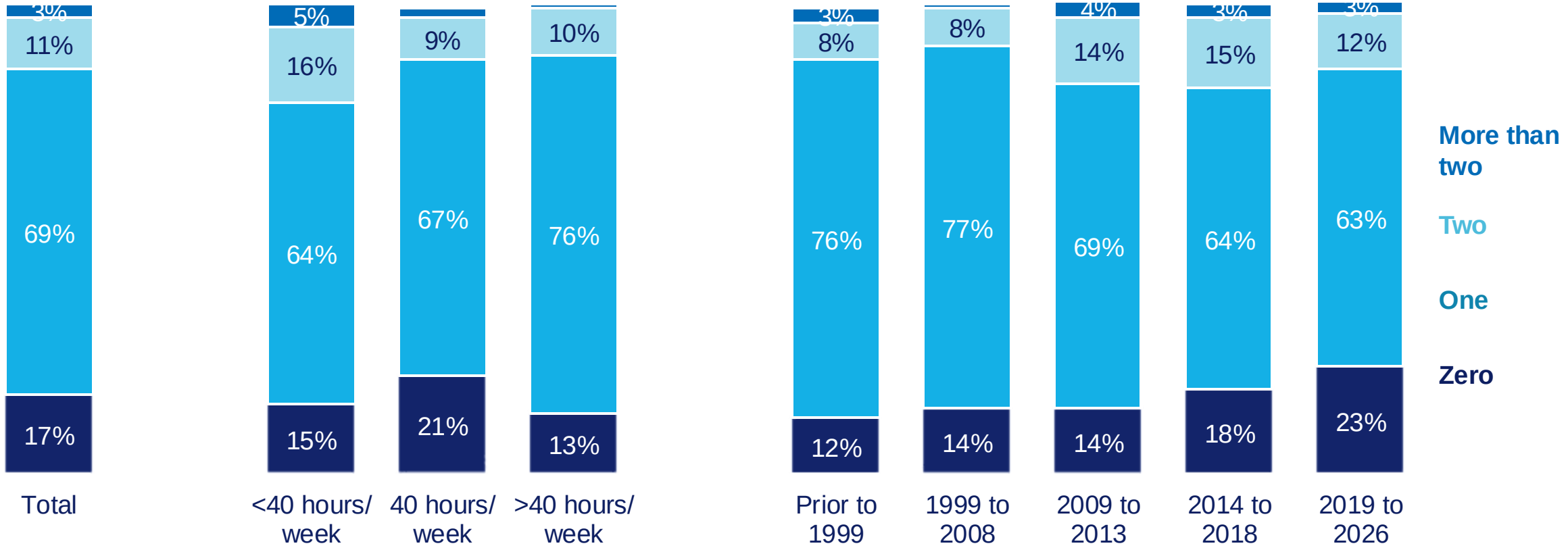
PROBE Research

Base Salary Adjustments: By Experience, Sector and Gender



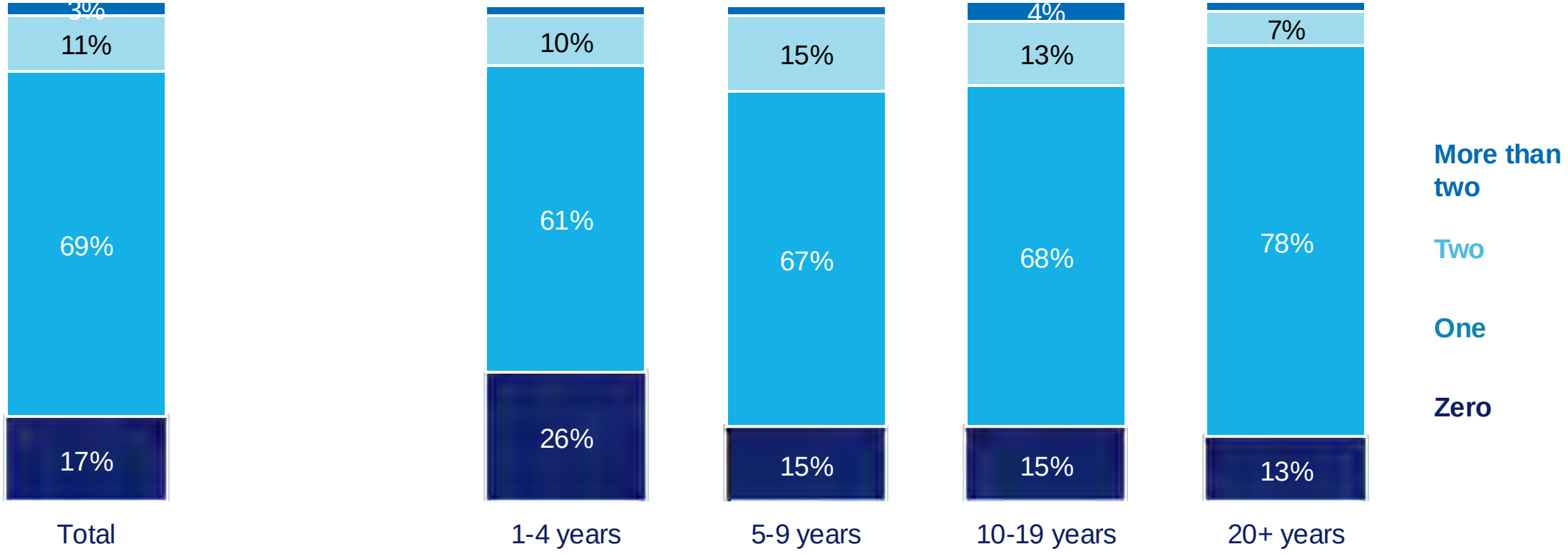
How many base salary adjustments did you receive during 2025? This salary adjustment could be due to a promotion and/or a regular pay rate change. (Base: Those responding, n=1,004)

Base Salary Adjustments: By Hours Worked and Grad Year



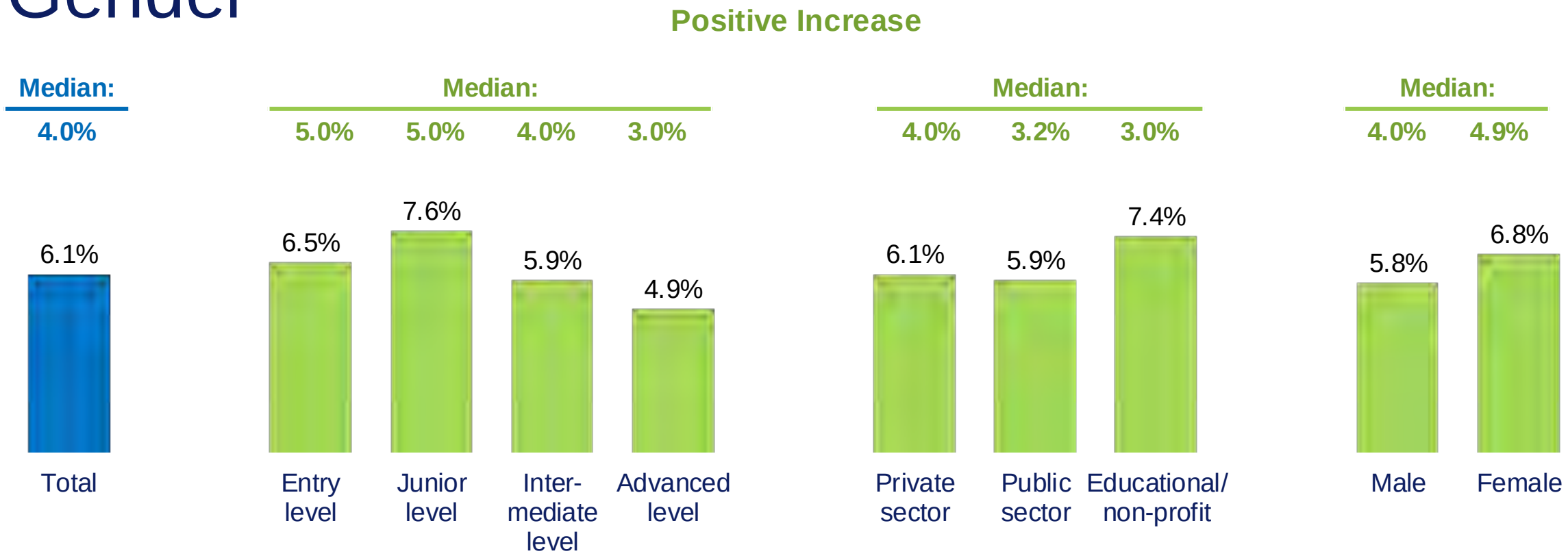
How many base salary adjustments did you receive during 2025? This salary adjustment could be due to a promotion and/or a regular pay rate change. (Base: Those responding, n=1,004)

Base Salary Adjustments: By Total Years Practicing



How many base salary adjustments did you receive during 2025? This salary adjustment could be due to a promotion and/or a regular pay rate change. (Base: Those responding, n=1,004)

Salary Increases: By Experience, Sector and Gender



A total of 3 respondents indicated they received a decrease in their base salary in 2025. Reasons included changed employers, pay returned to base salary and they had received backpay in the previous year.

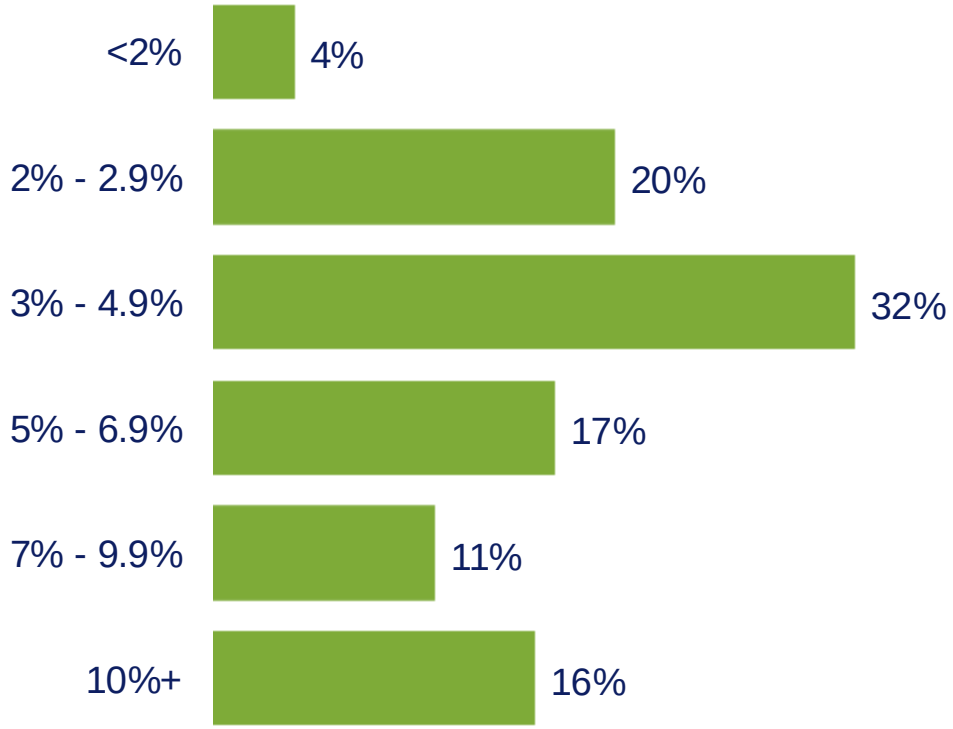
What is your net percentage change in 2025 base pay from 2024 (i.e., 3.5%)? Is that a positive or negative change? (Base: Those reporting a salary adjustment in 2025, n=834)

Salary Increases: By Total Years Practicing

What is your net percentage change in 2025 base pay from 2024 (i.e., 3.5%)? Is that a positive or negative change? (Base: Those reporting a salary adjustment in 2025, n=858)

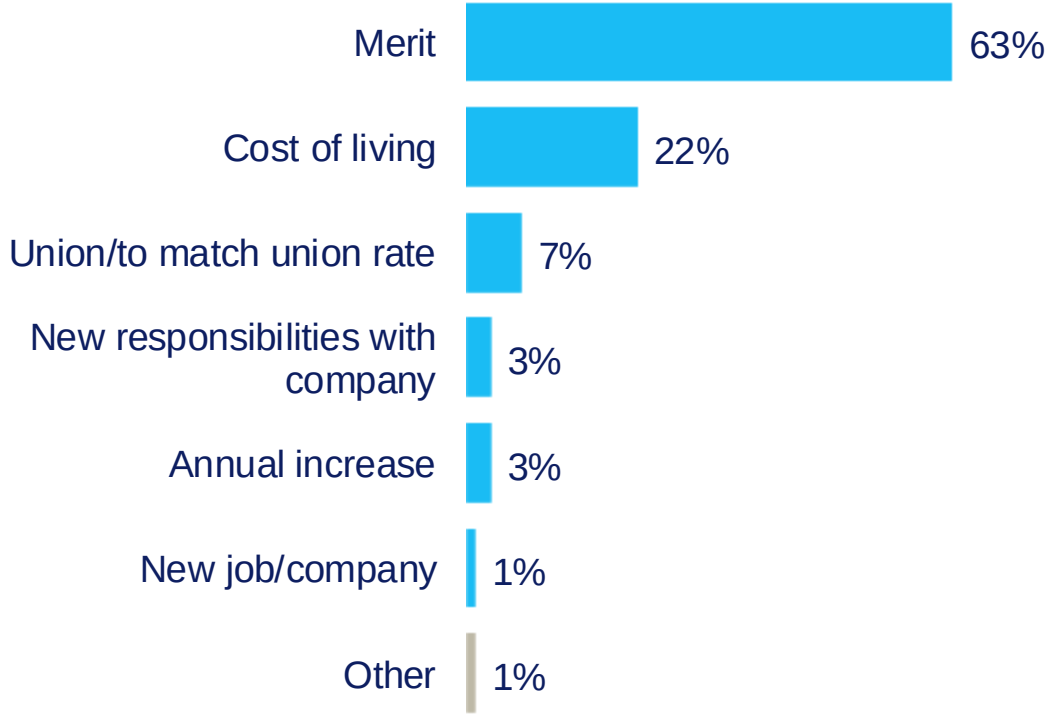
Increase in Pay

Average % pay increase



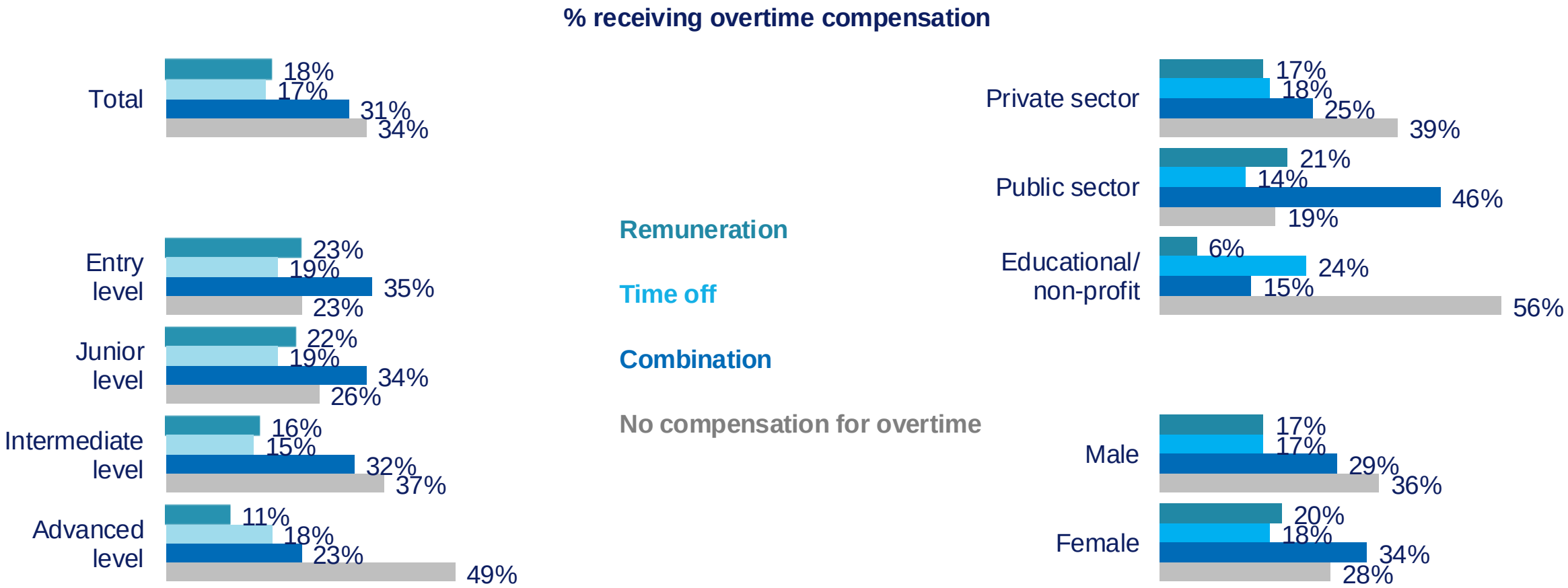
What was your overall net percentage difference in base pay from 2024 to 2025? (Base: Those reporting an increase in pay, n=834)

Reasons for pay increase



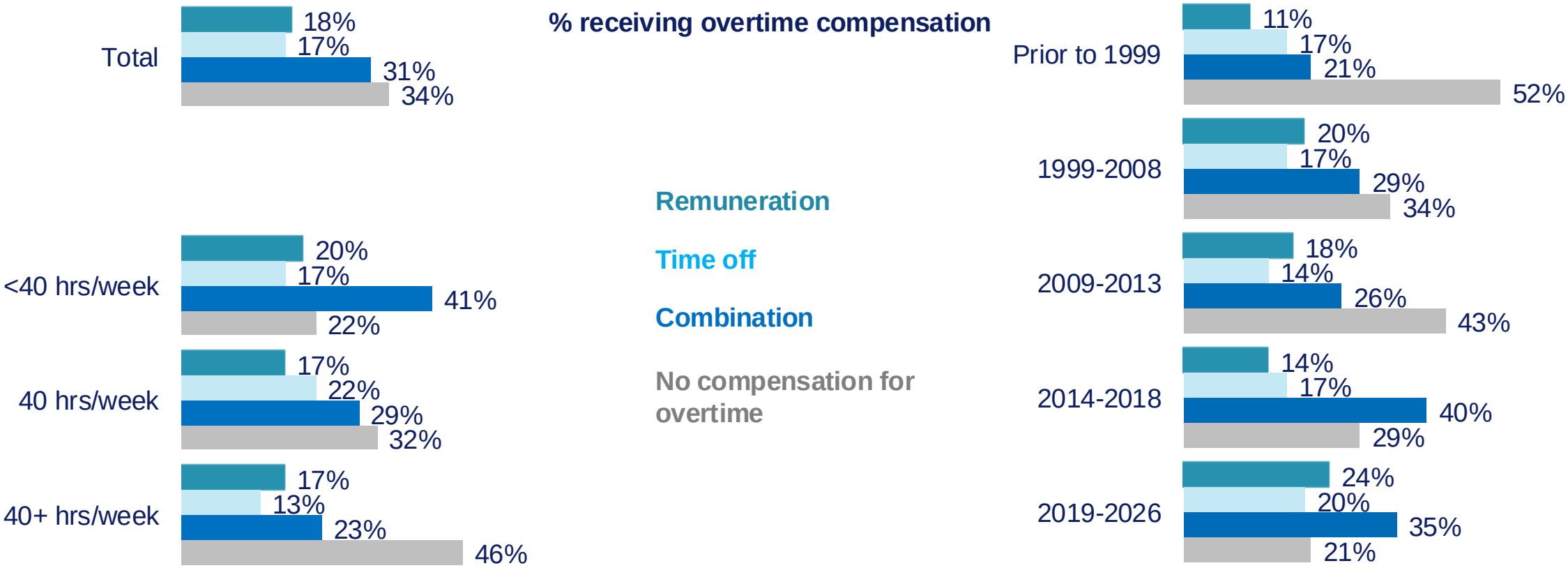
Was your increase in pay based on….(select all that apply): (Base: Those reporting an increase in pay, n=834) Multiple mentions accepted

Type of Overtime Compensation: By Experience, Sector and Gender



Do you receive overtime compensation? (Base: Those responding, n=1,003)

Type of Overtime Compensation: By Hours Worked and Grad Year

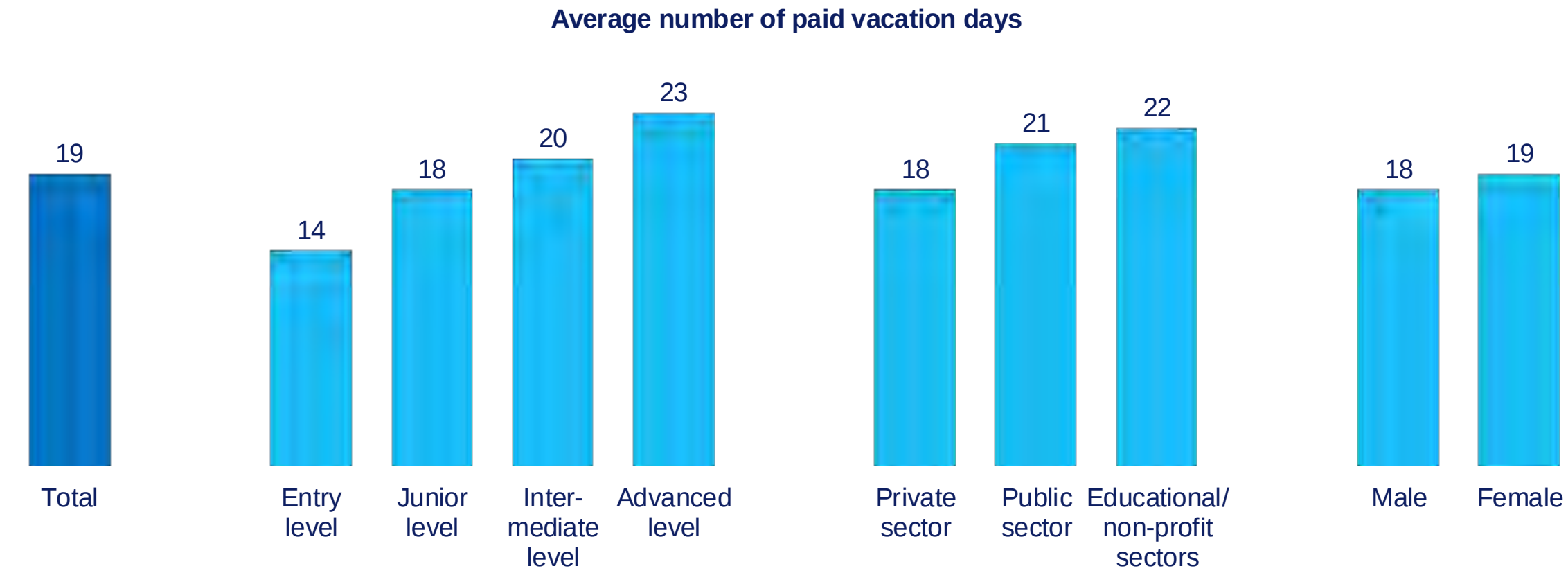


Do you receive overtime compensation? (Base: Those responding, n=1,003)

An Examination of Paid Benefits

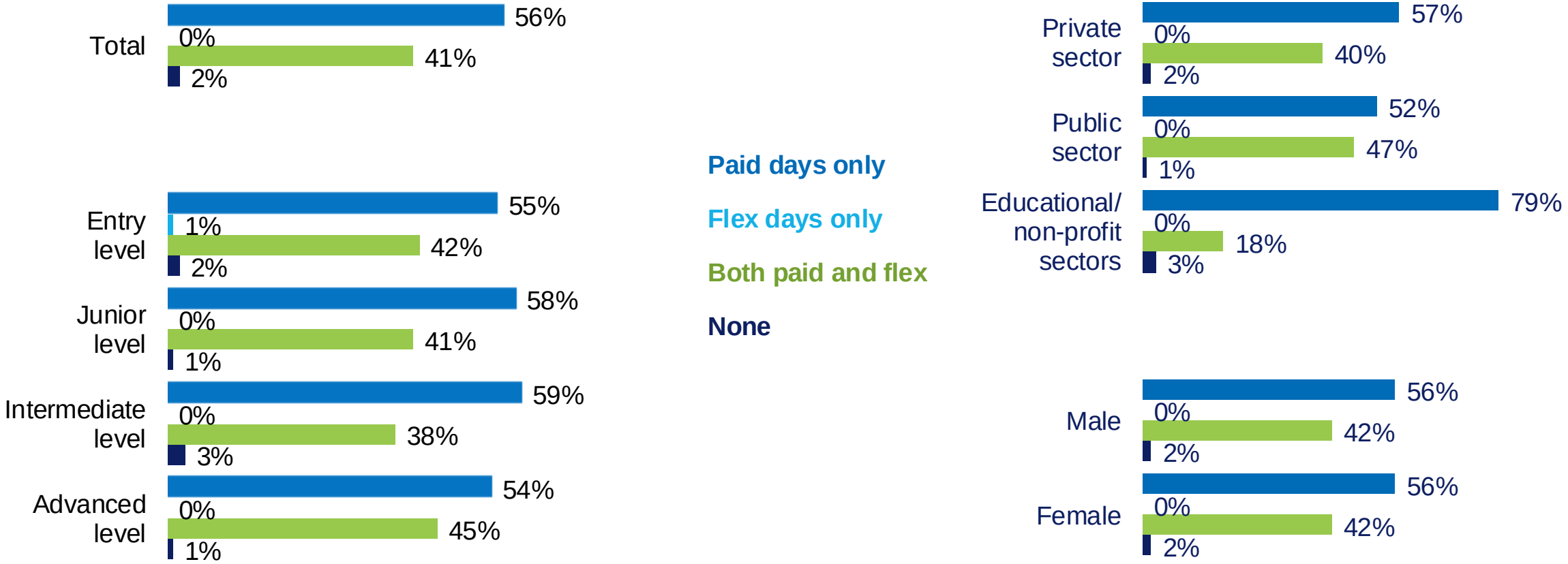
PROBE Research

Paid Vacation Days: By Experience, Sector and Gender



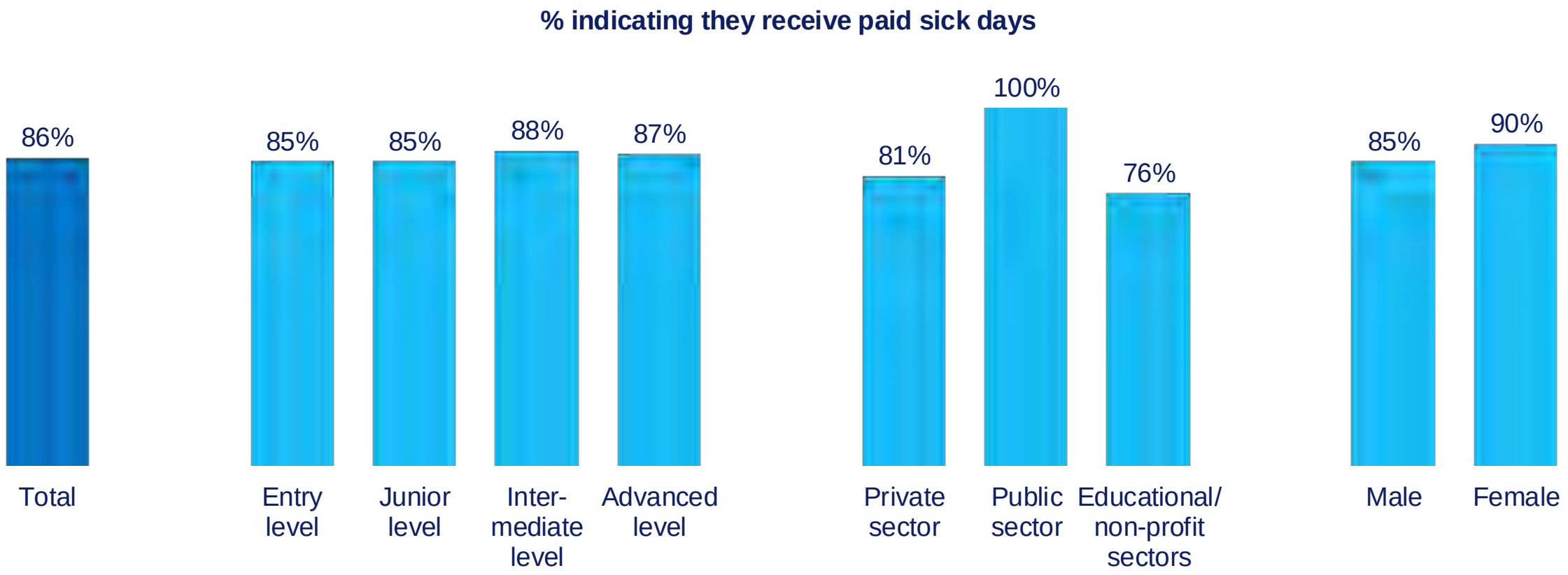
Please enter the number of vacation days paid in 2025. (Base: Those responding, n=999)

Type of Vacation Time off: By Experience, Sector and Gender



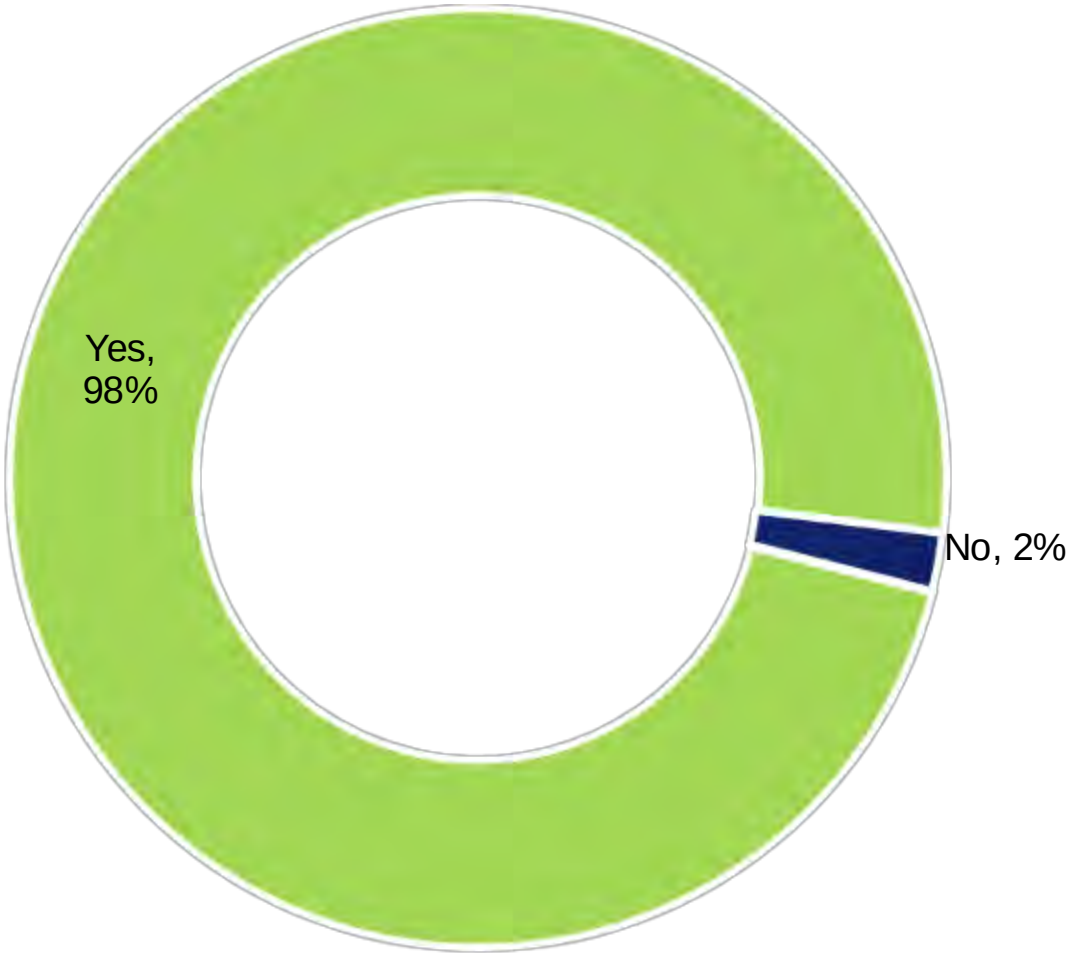
Please indicate the type of vacation time taken during the 2025 calendar year as…
(Base: Those responding, n=999)

Paid Sick Time: By Experience, Organizational Sector and Gender



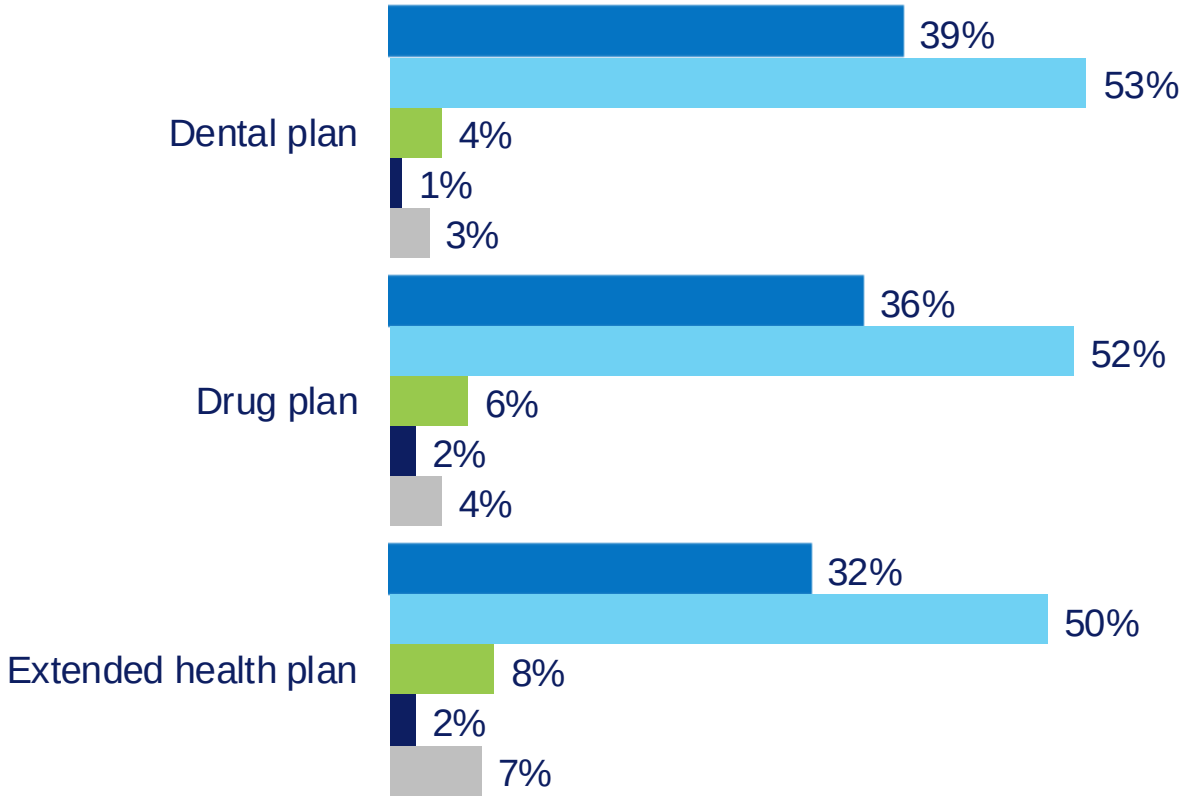
Does your employer provide paid sick time? (Base: Those responding, n=999)

Eligibility for Employee Benefits



Were you eligible for employee benefits in 2025? (Base: Those responding, n=999)

Paid Health Benefits



Employer paid

Shared

Self

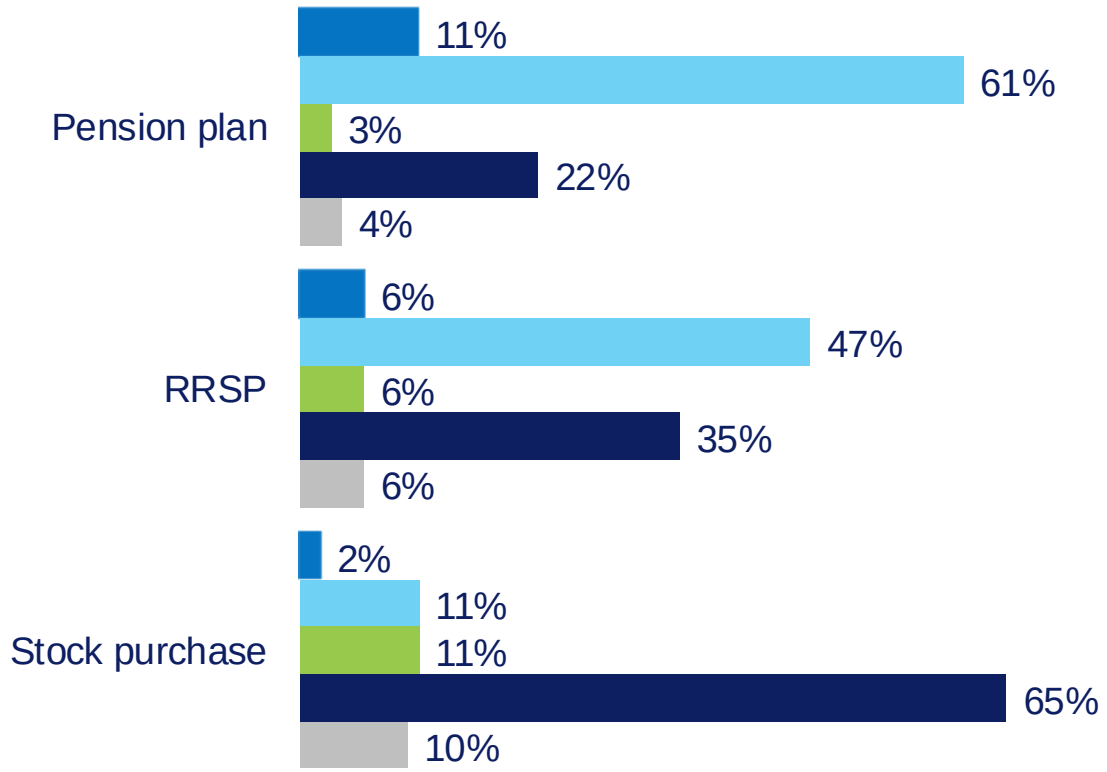
Not provided

Unsure

Overall, those working in the **public sector** were more likely than others to have these benefits paid exclusively by their **employer,** whereas those in the **private sector and educational/non-profit sectors** were more likely to **share** the cost of these health benefits with their employer.

Even though you may not have been eligible for employee benefits in 2025, 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 reporting their employer has a benefits plan, n=965)

Paid Retirement Benefits



Employer paid

Shared

Self

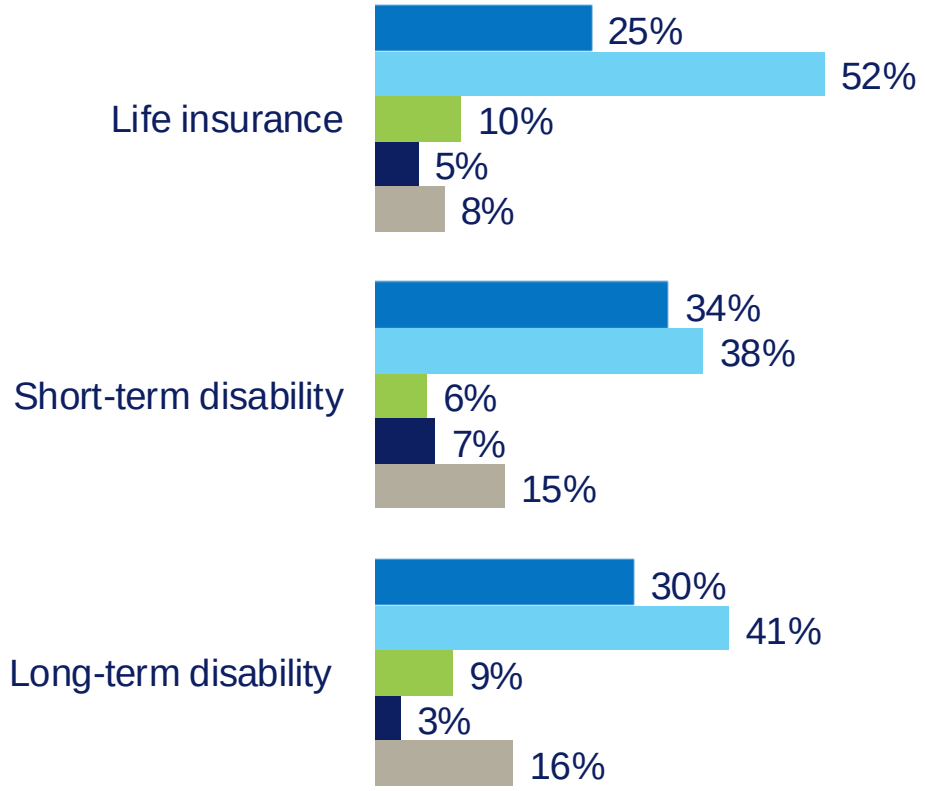
Not provided

Unsure

Overall, those working in the public and educational/non-profit sectors were most likely to **share** the costs of their **pension plan.** However, one-third of those in the private sector had no pension plan through their employer.

Even though you may not have been eligible for employee benefits in 2025, 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 reporting their employer has a benefits plan, n=965)

Life Insurance and Disability Benefits

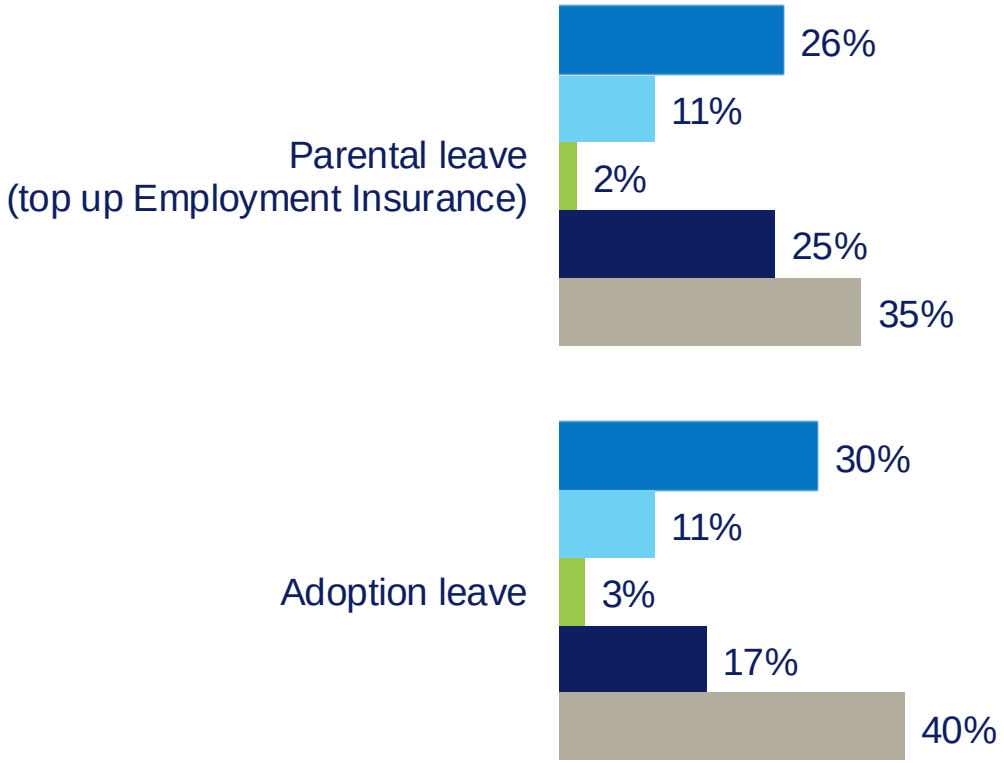


Advanced level engineers were more likely than their junior counterparts to have their employer pay for **short and long-term disability insurance.**

Engineers working in the public sector were twice as likely to have their employer pay for **long-term disability insurance**, compared to those working in the private or educational/non-profit sectors.

Even though you may not have been eligible for employee benefits in 2025, 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 reporting their employer has a benefits plan, n=965)

Family Leave Benefits



Employer paid

Shared

Self

Not provided

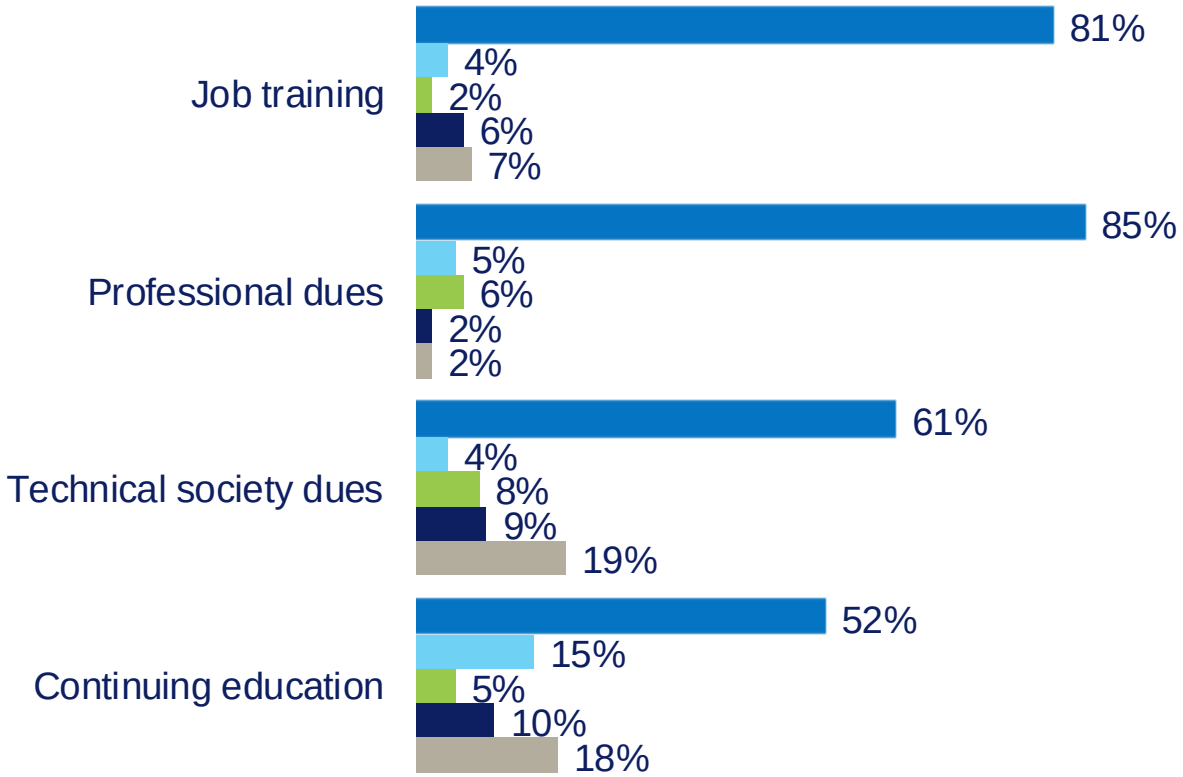
Unsure

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

Interestingly, a significant minority is unaware if **adoption leave** is offered by their employer.

Even though you may not have been eligible for employee benefits in 2025, 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 reporting their employer has a benefits plan, n=965)

Professional Development



Employer paid

Shared

Self

Not provided

Unsure

Advanced level engineers were more likely than other levels to have their employer pay for **continuing education** (62%) and **technical dues** (67%).

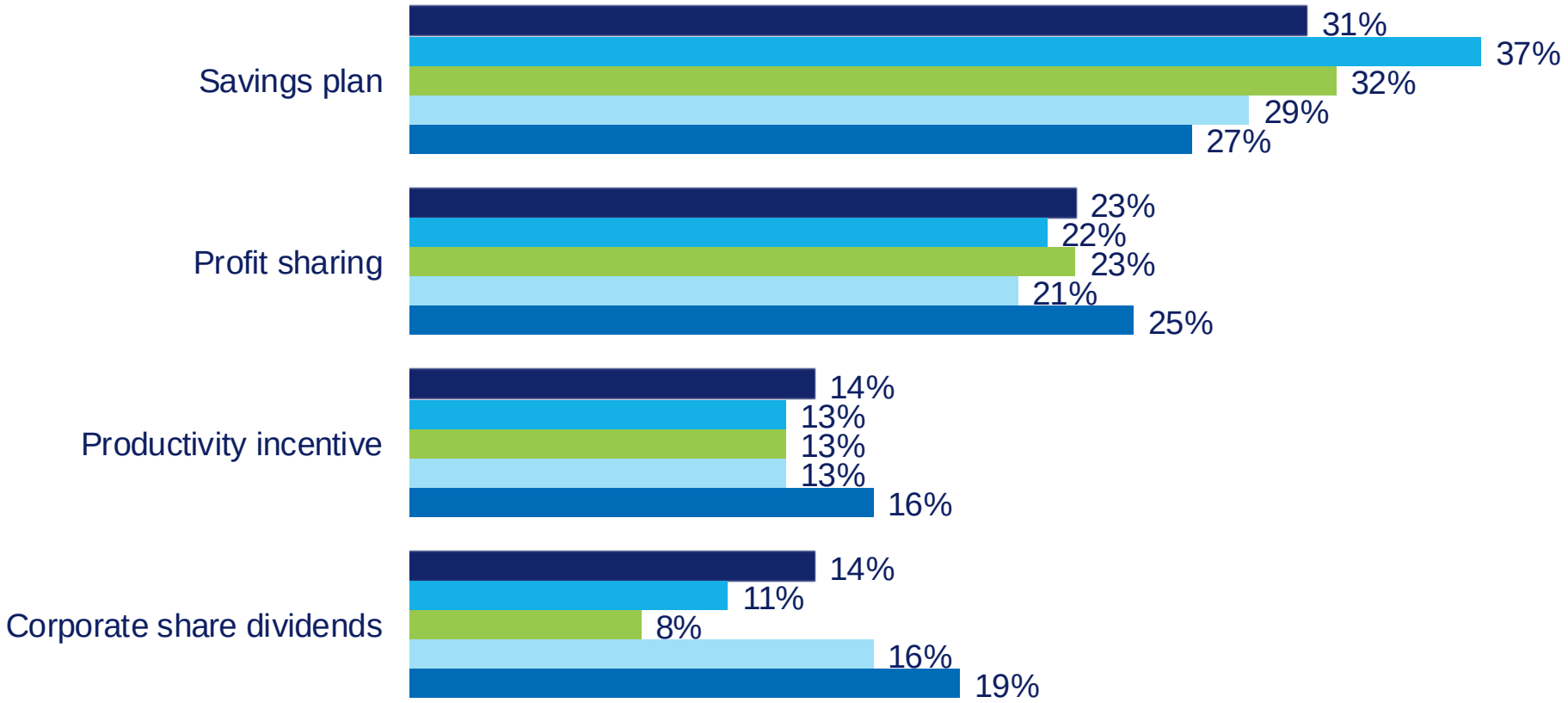
Even though you may not have been eligible for employee benefits in 2025, does your employer provide the following benefits? If so, please indicate who pays the premium for the benefit. Example: your plan may cover 80% of the cost of the service, but your employer arranges and pays 100% of the premiums, then that would be 'Employer Pays'. (Base: Those reporting their employer has a benefits plan, n=965)

An Examination of Benefits Provided by Employers

PROBE Research

Financial Benefits

% indicating they are provided with additional financial benefits



Total

Entry level

Junior level

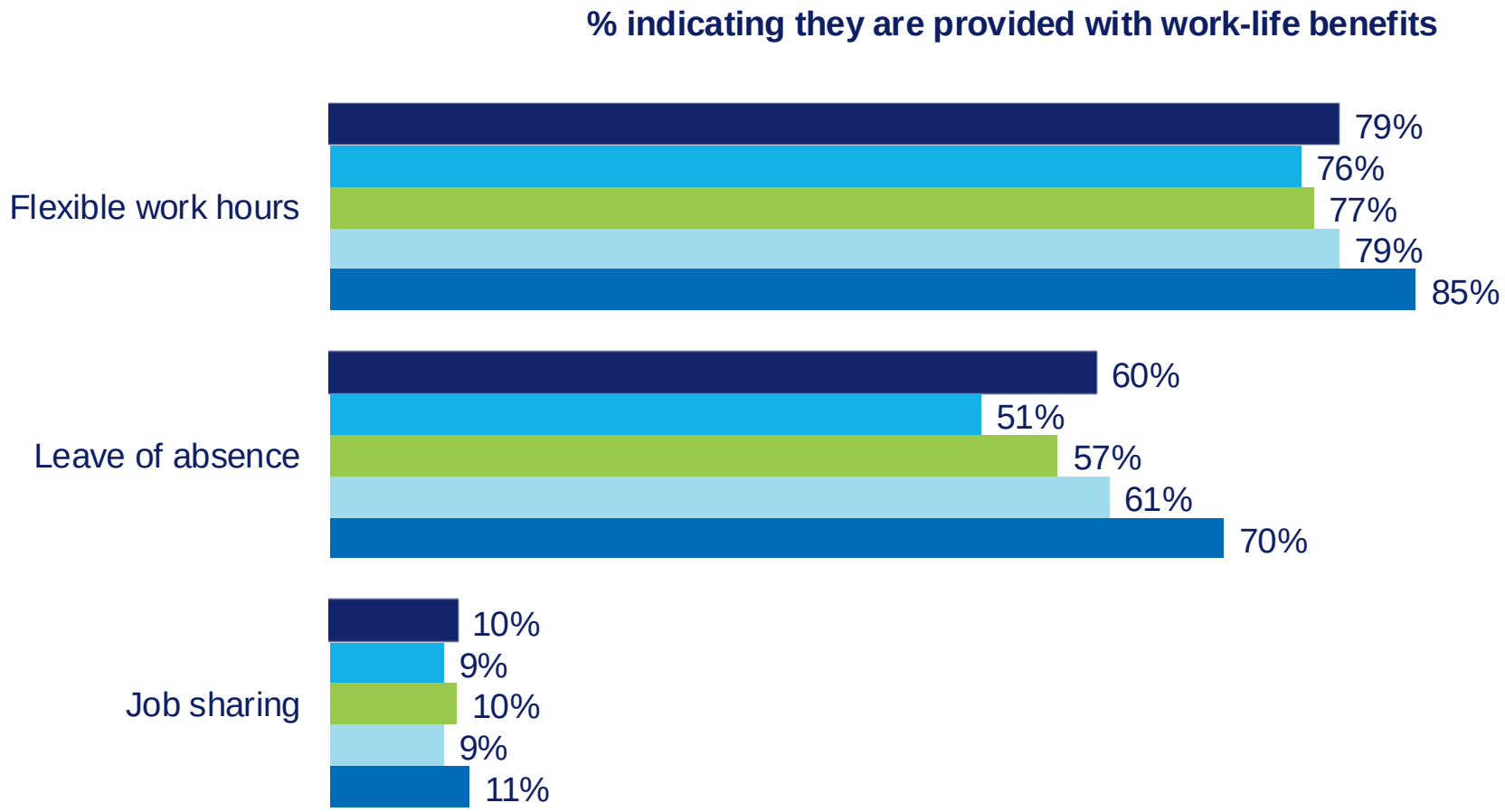
Intermediate level

Advanced level

Overall, those who work in the private sector are far more likely than those working in the public or educational/non-profit sectors to have these financial benefits provided by their employers.

Does your employer provide the following benefits to you now, or after a probationary period?
(Base: Those reporting their employer has a benefits plan, n=960)

Work-Life Benefits



Total

Entry level

Junior level

Intermediate level

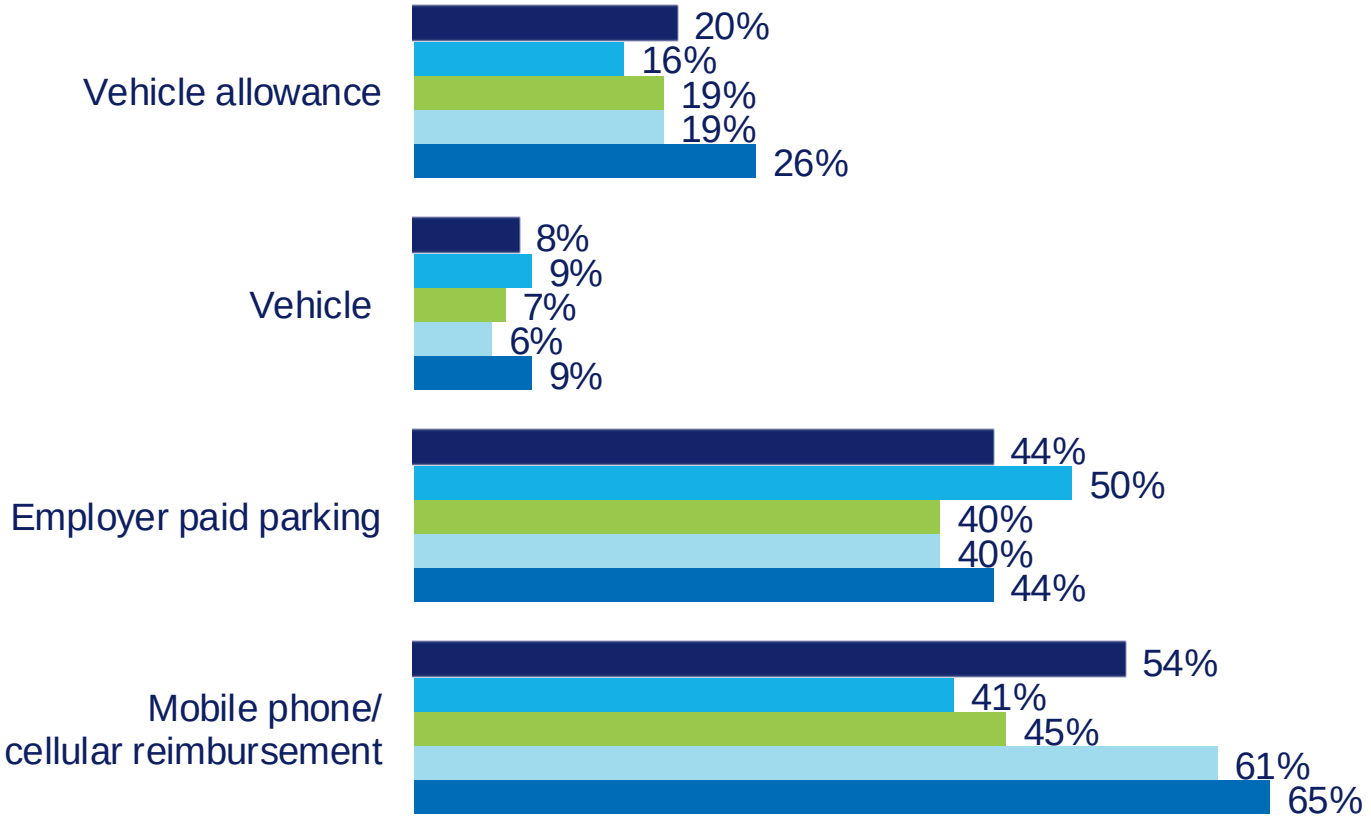
Advanced level

Those working in the public sector were most likely to be able to take **a leave of absence.**

Does your employer provide the following benefits to you now, or after a probationary period?
(Base: Those reporting their employer has a benefits plan, n=960)

Vehicle/Cellular Reimbursement

% indicating they are provided with vehicle/cellular benefits



Total

Entry level

Junior level

Intermediate level

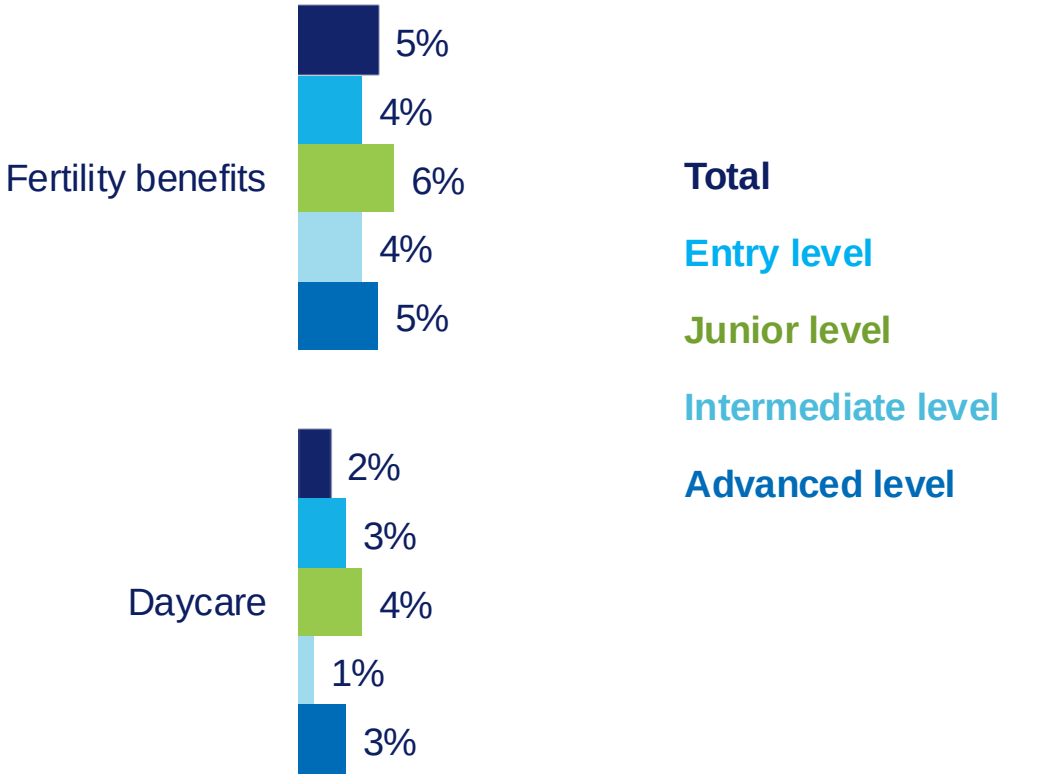
Advanced level

Those working in the public sector were more likely than their counterparts to have a **vehicle allowance** (27%) and a **mobile phone** paid for by their employer (62%).

Does your employer provide the following benefits to you now, or after a probationary period?
(Base: Those reporting their employer has a benefits plan, n=960)

Fertility and Child Care Support

% indicating they are provided with fertility and child care support benefits



Total

Entry level

Junior level

Intermediate level

Advanced level

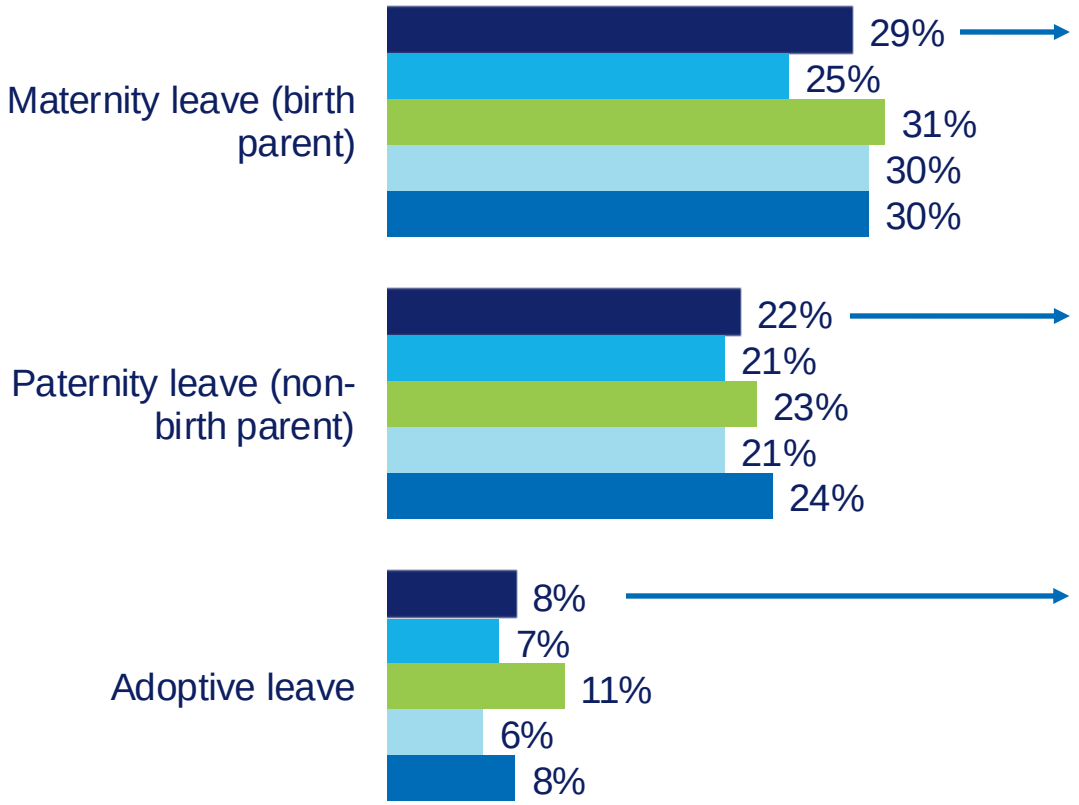
Overall, a majority of engineers/geoscientists surveyed were unaware of either of these benefits, regardless of their level of experience or gender.

One in 10 who work in the educational/ non-profit sectors have daycare provided by their employer.

Does your employer provide the following benefits to you now, or after a probationary period?
(Base: Those reporting their employer has a benefits plan, n=959)

Parental Leave Benefits

% indicating they are provided with parental leave benefits



Overall average number of weeks for maternity leave: 33

Overall average number of weeks for paternity leave: 24

Overall average number of weeks for adoptive leave: 31

Total

Entry level

Junior level

Intermediate level

Advanced level

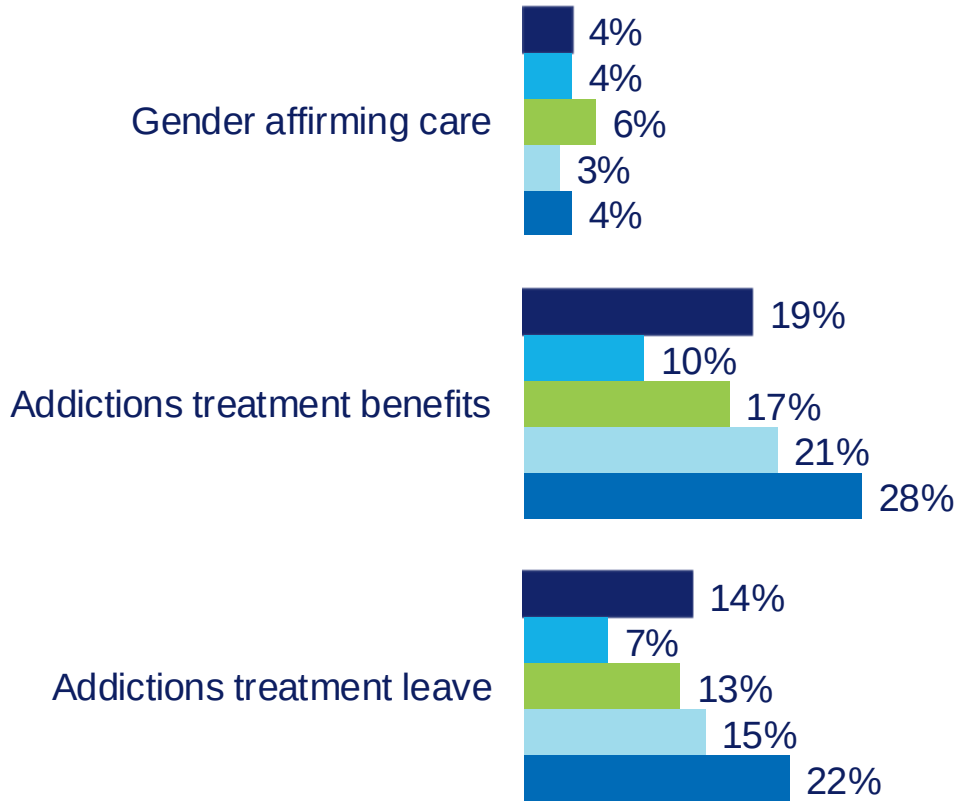
Only one-quarter of those working in the private sector are provided **maternity leave**.

Overall, a majority of respondents are unaware of these **parental leave benefits**.

Does your employer provide the following benefits to you now, or after a probationary period?
(Base: Those reporting their employer has a benefits plan, n=960)

Inclusive Health and Recovery Benefits

% indicating they are provided with inclusive health and recovery benefits



Total

Entry level

Junior level

Intermediate level

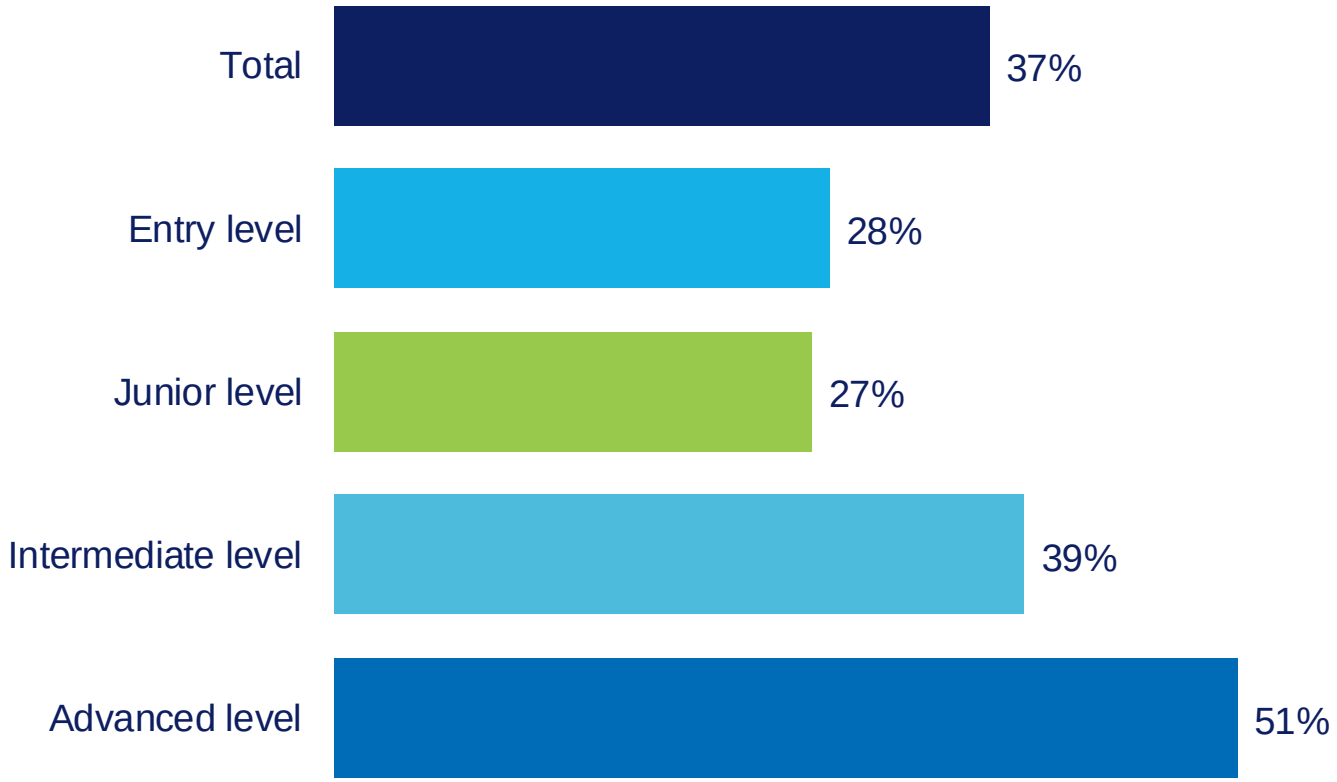
Advanced level

Once again, majorities of respondents were unaware of these benefits, although those working in the public sector were far more aware of **addictions treatment and leave** benefits compared to all others.

Does your employer provide the following benefits to you now, or after a probationary period?
(Base: Those reporting their employer has a benefits plan, n=960)

Employment Benefits – Liability Insurance

Those indicating they are provided with liability insurance



Nearly four in 10 of those working in the public and private sectors are provided **liability insurance** compared to those working in educational/non-profit sectors.

Advanced level engineers are nearly twice as likely to have this insurance provided by their employer compared to entry level engineers.

Does your employer provide the following benefits to you now, or after a probationary period?
(Base: Those reporting their employer has a benefits plan, n=960)

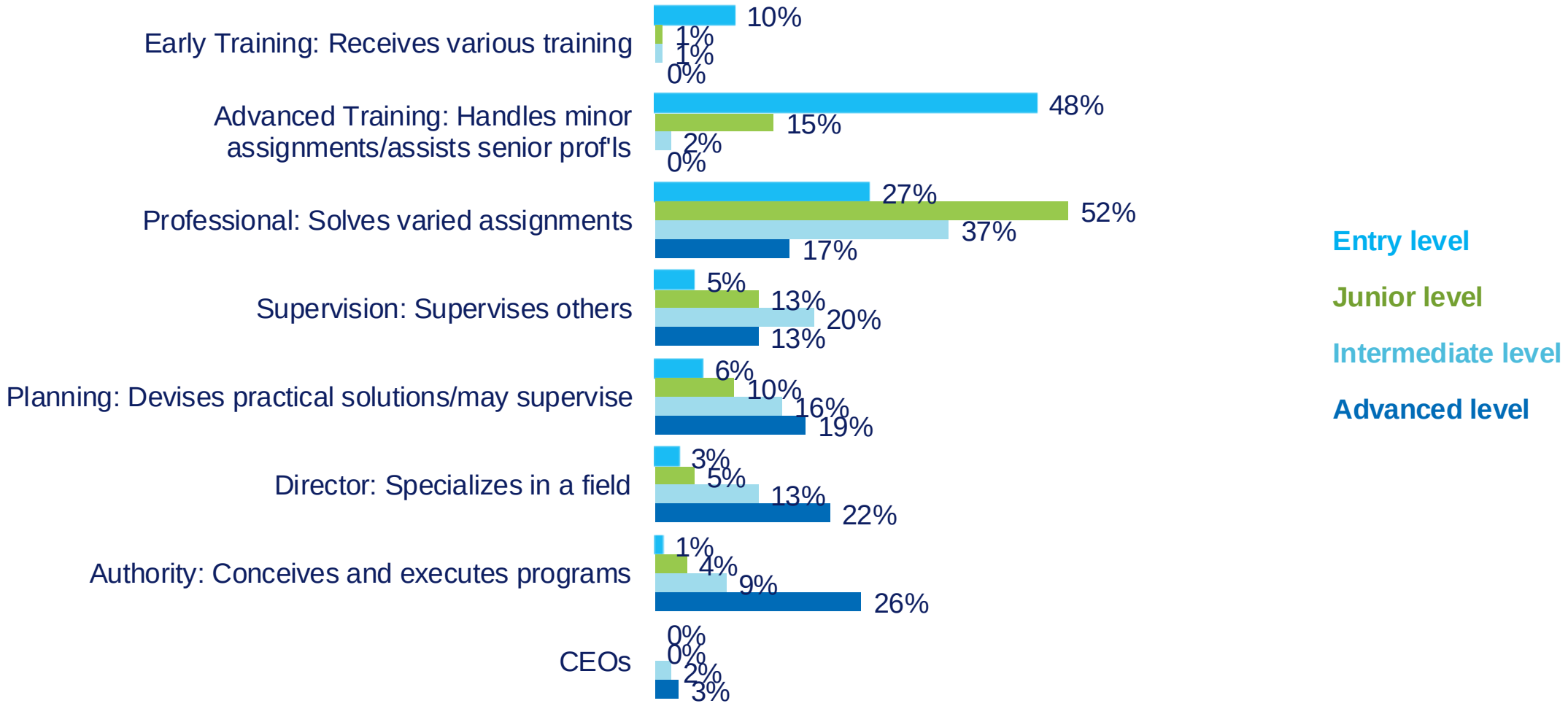
Roles and Responsibilities

PROBE Research

Overall Range of Duties

Which category below best describes your overall range of duties? Please select one only: (Base: Those responding, n=988)

Overall Range of Duties: By Level of Experience

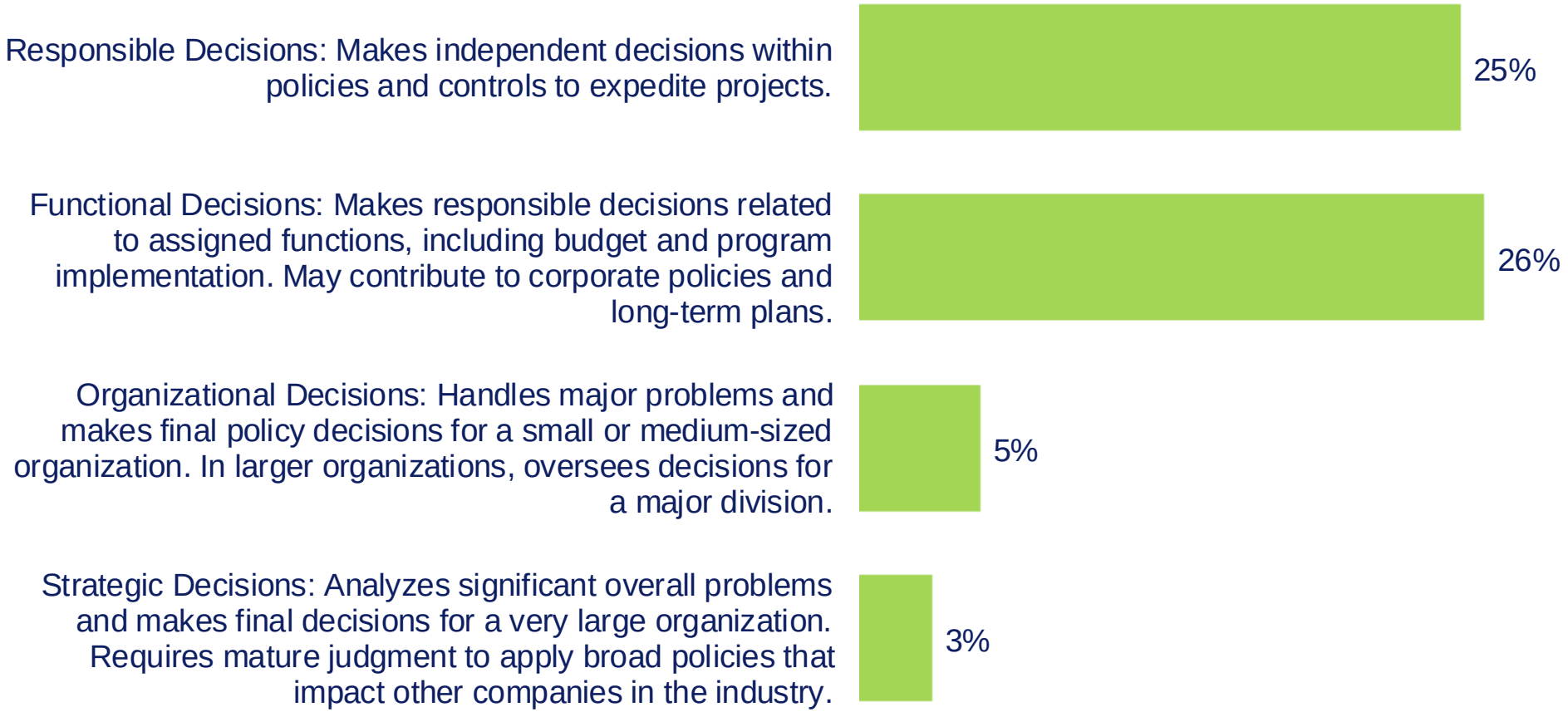


(Base: Those responding, n=988)

Level of Responsibility

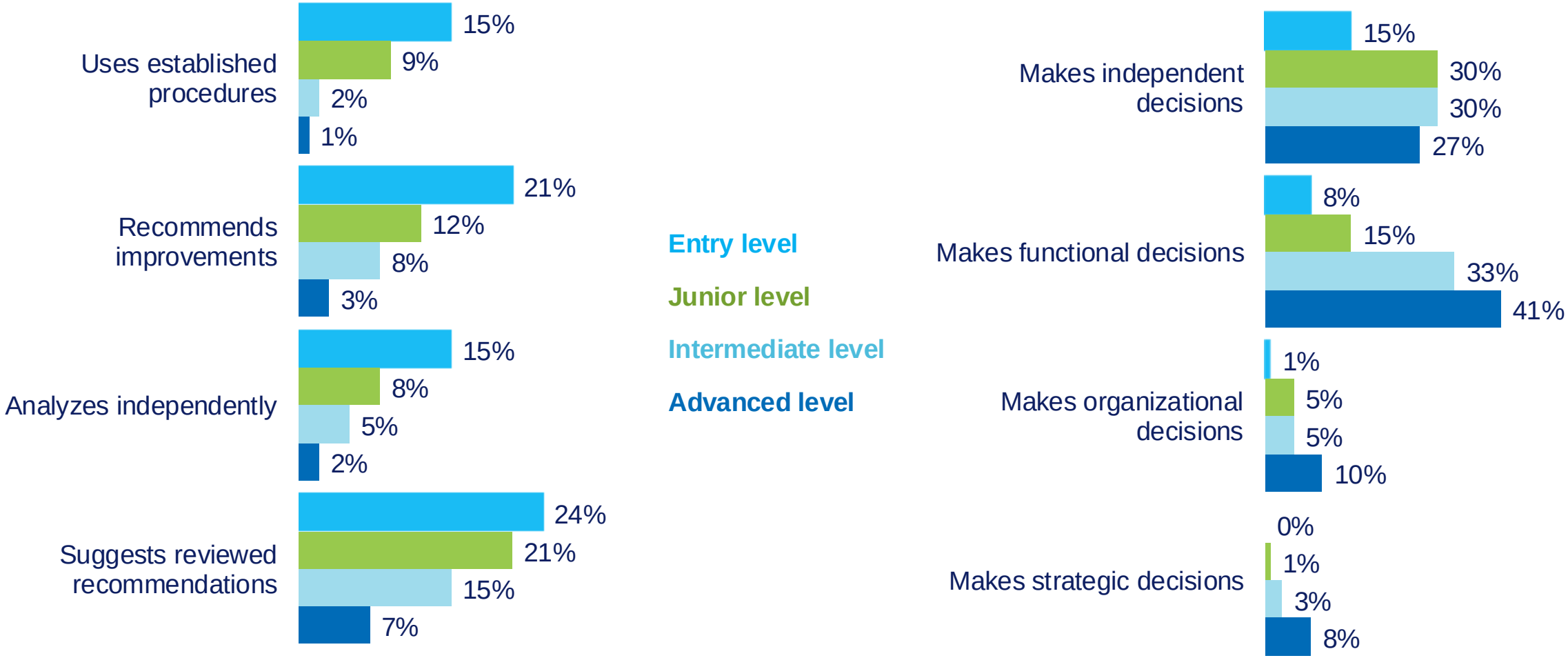
Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work. Please select one only: (Base: Those responding, n=987)

Level of Responsibility (cont'd)



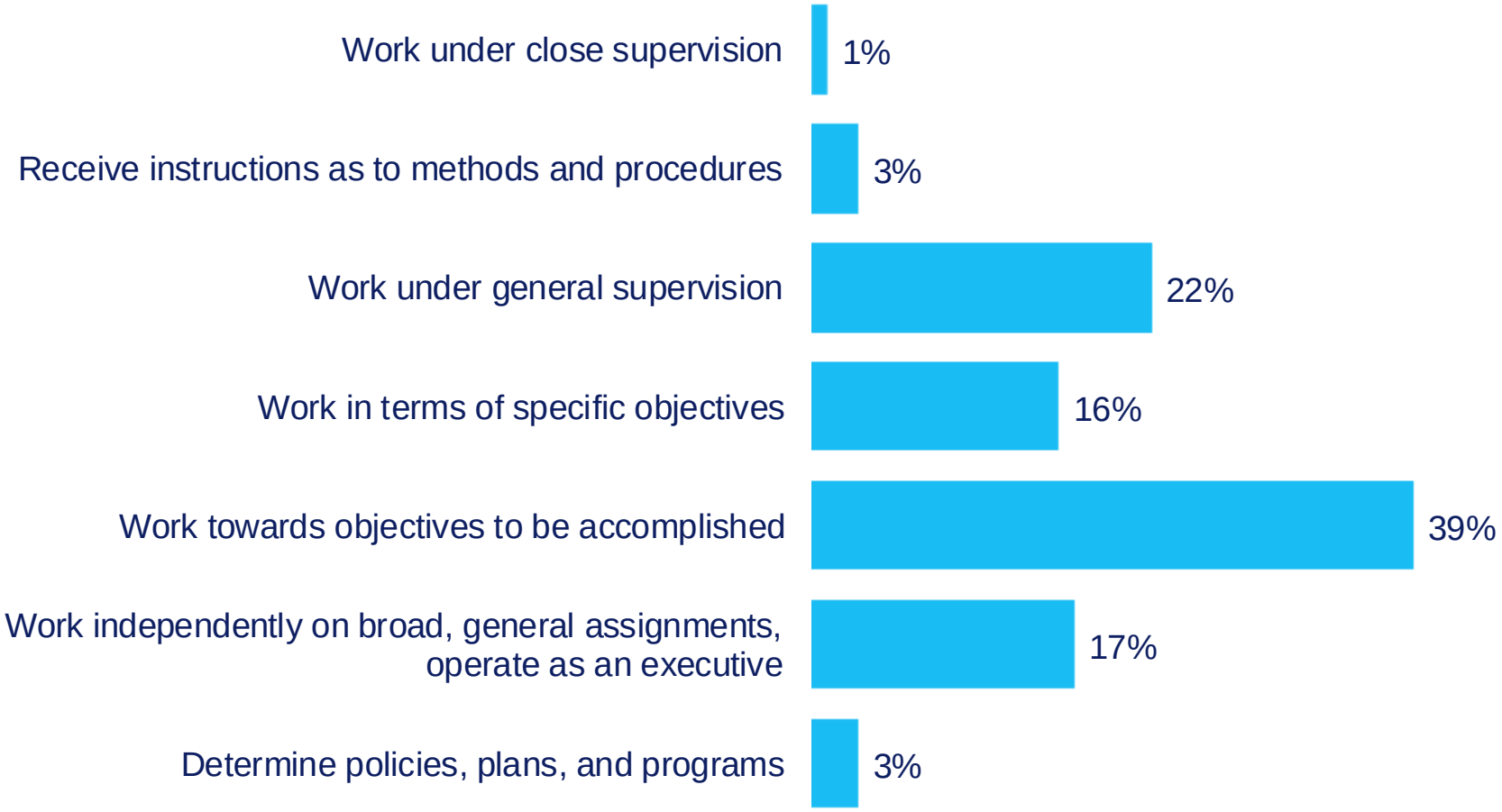
Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work. Please select one only: (Base: Those responding, n=987)

Responsibility: By Experience Level



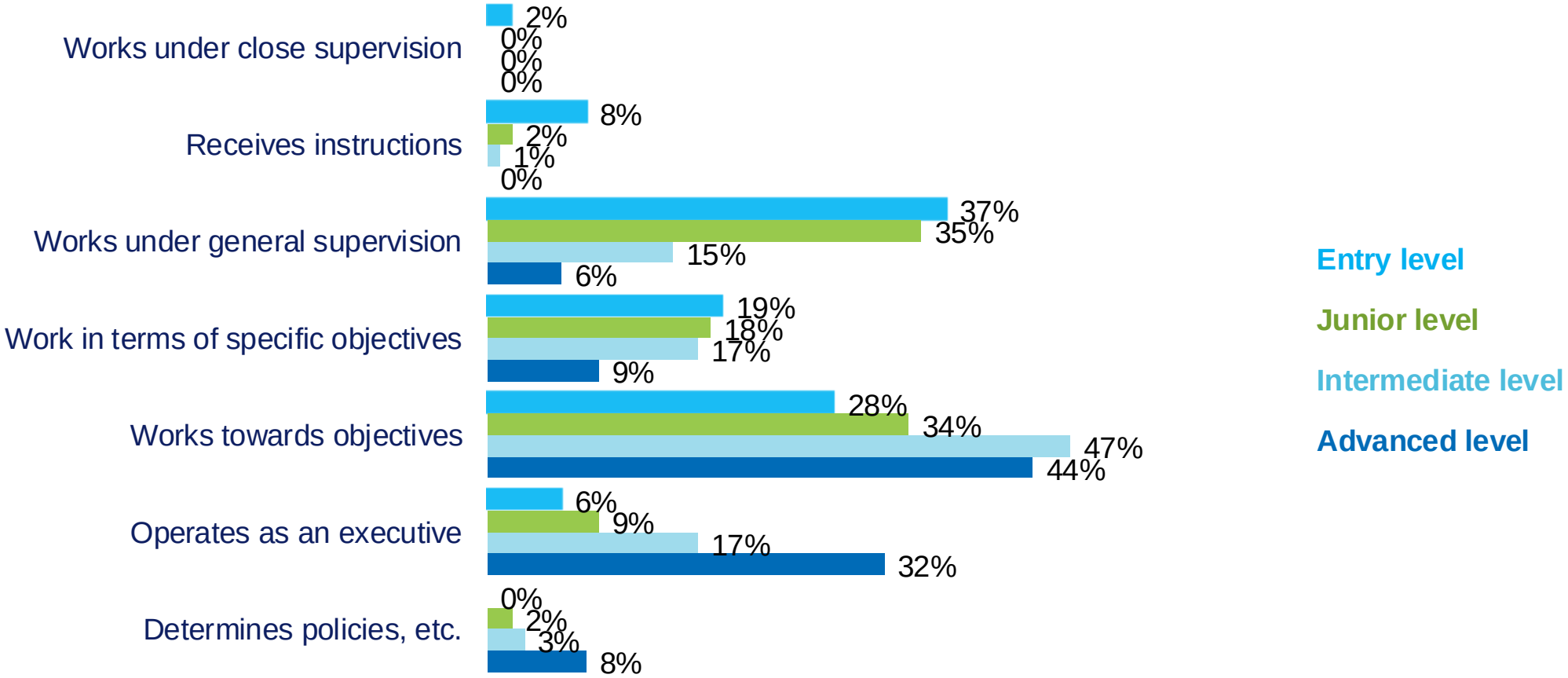
Please indicate the highest level of responsibility for your position regarding recommendations, decisions and commitments in your everyday work. Please select one only: (Base: Those responding, n=987)

Supervision Received



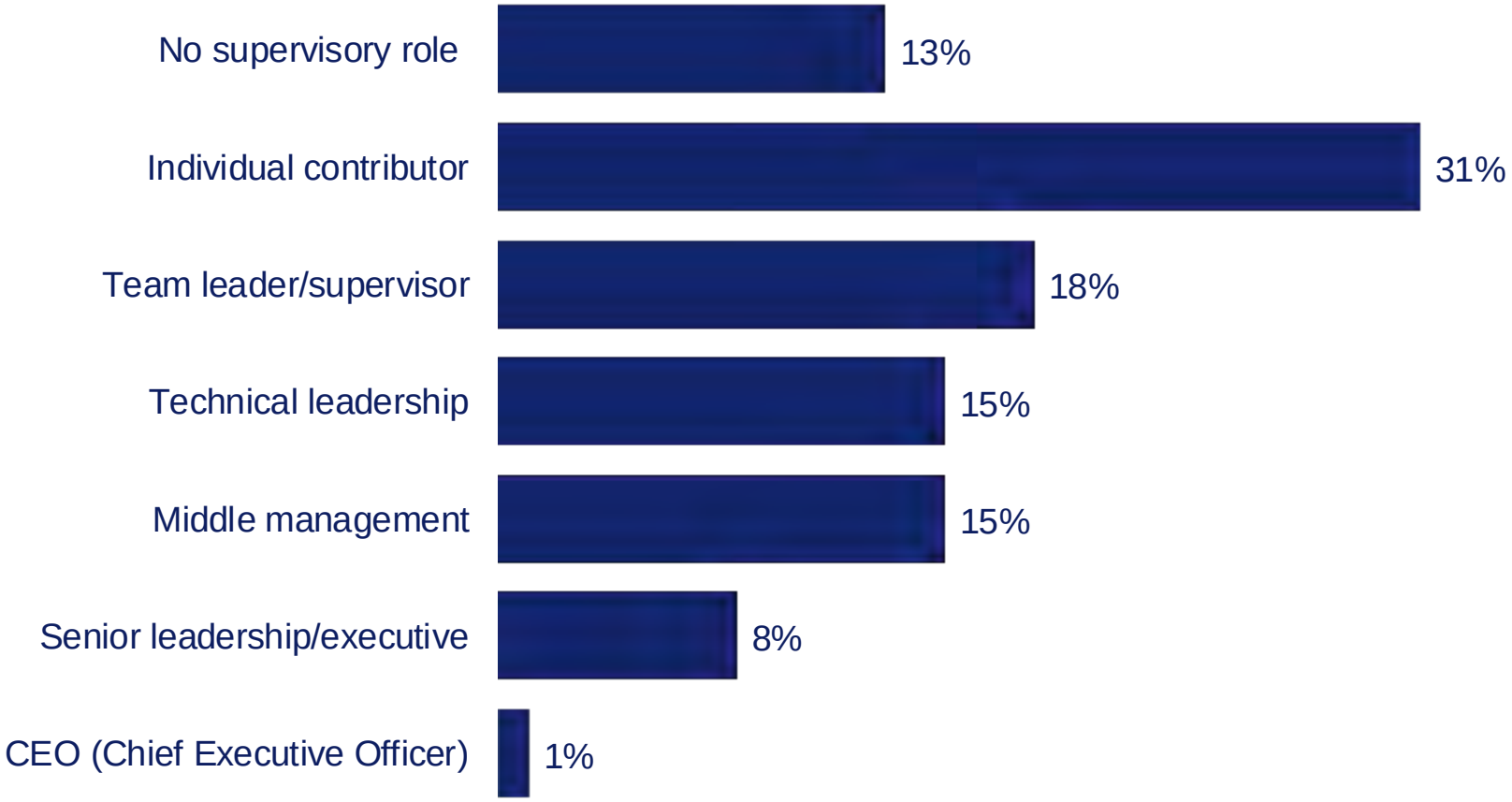
Please indicate which of the following best reflects the level of supervision you typically receive.
Please select one only: (Base: Those responding, n=986)

Supervision Received: By Level of Experience



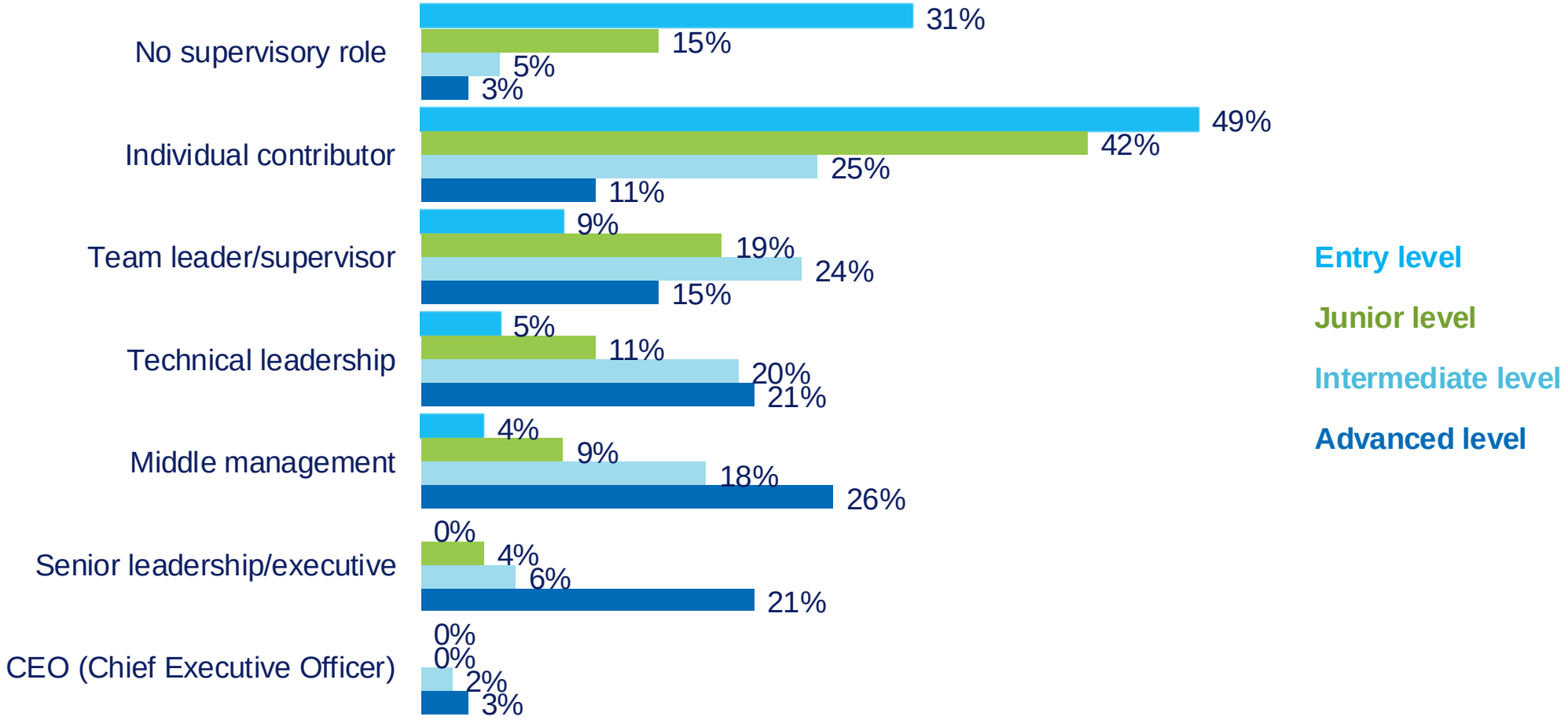
Please indicate which of the following best reflects the level of supervision you typically receive.
Please select one only: (Base: Those responding, n=986)

Supervisory/Leadership Level



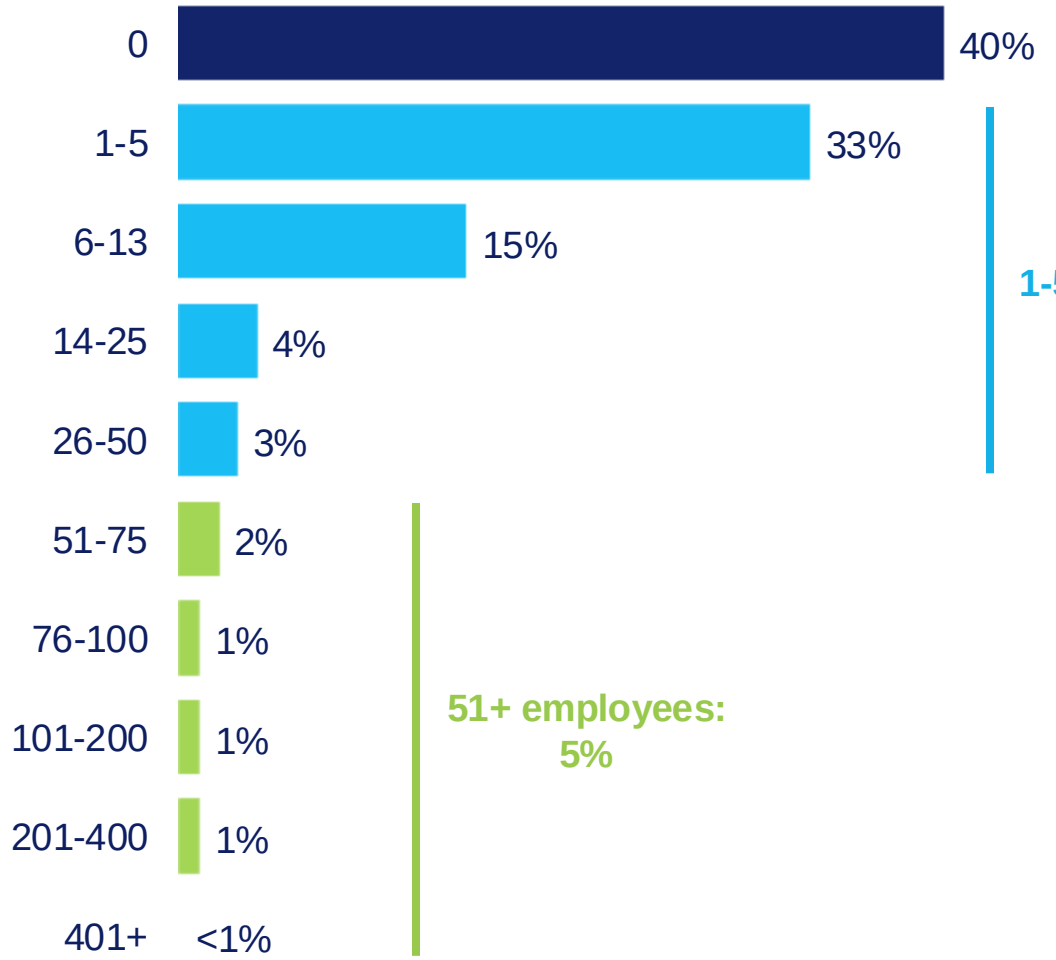
Which, if any, of the following best describes your leadership authority and/or supervisory level?
Please select one only: (Base: Those responding, n=986)

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: Those responding, n=986)

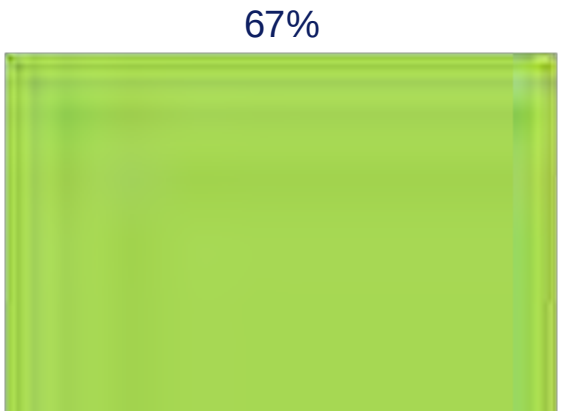
Number of Employees Supervised



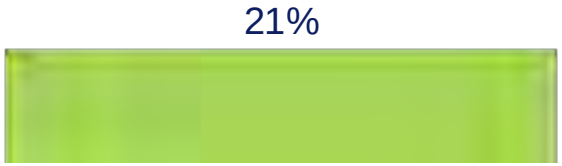
# of Employees	Entry level	Junior level	Intermediate level	Advanced level
None	71%	46%	31%	17%
Up to 50	27%	52%	63%	74%
51+	2%	3%	6%	8%

Which category best describes the number of employees, if any, you supervise? (Base: Those responding, n=986)

Use of Professional Seal



Never used or not applicable



Occasionally used

Highest among:

- Advanced level engineers (32%).

Regularly/frequently used

Highest among:

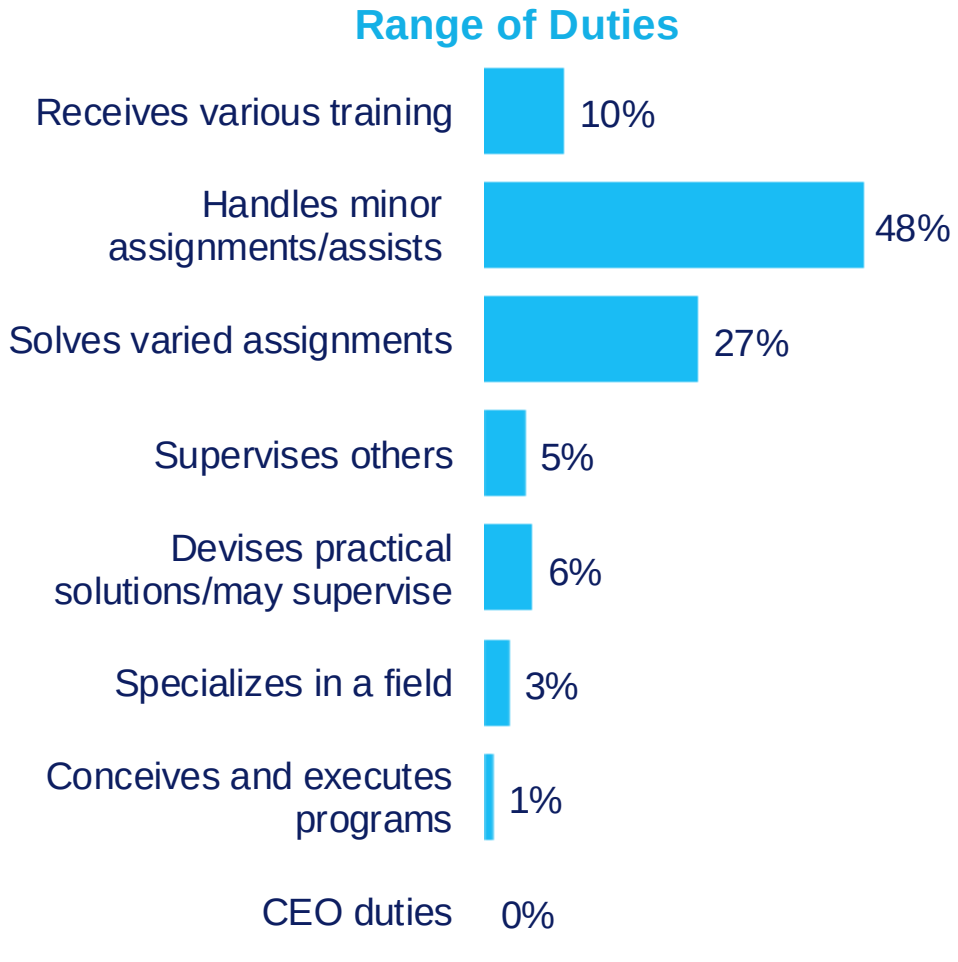
- Intermediate level engineers (20%).
- Men (14% vs. 7% among women).
- Those working in the private sector (15%).

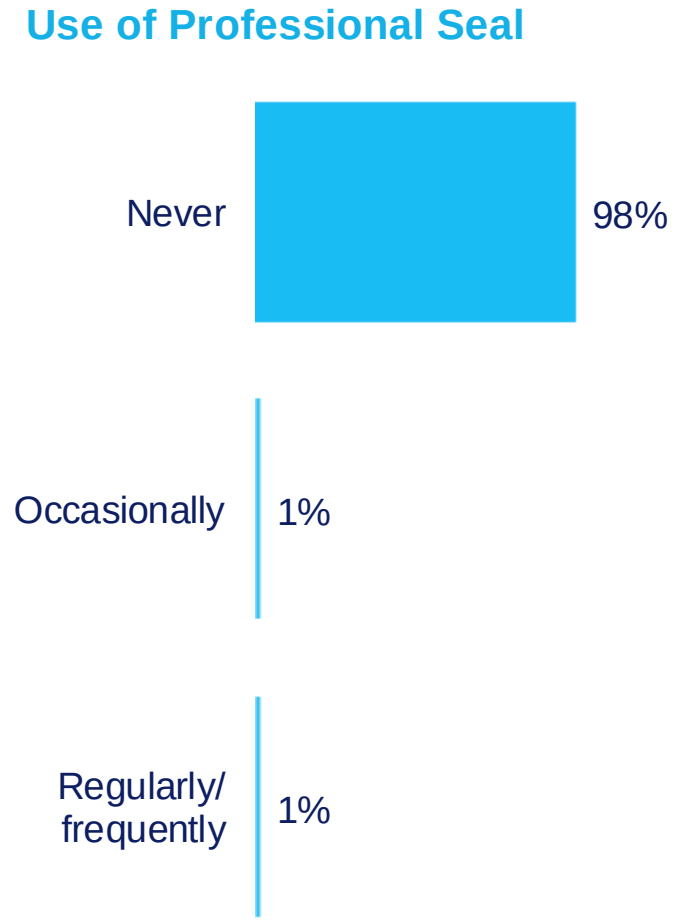
How frequently, if at all, do you use a professional seal? (Base: Those responding, n=986)

Summary of Roles and Responsibilities by Level of Experience

PROBE Research

Summary of Entry Level Engineers: Roles and Responsibilities

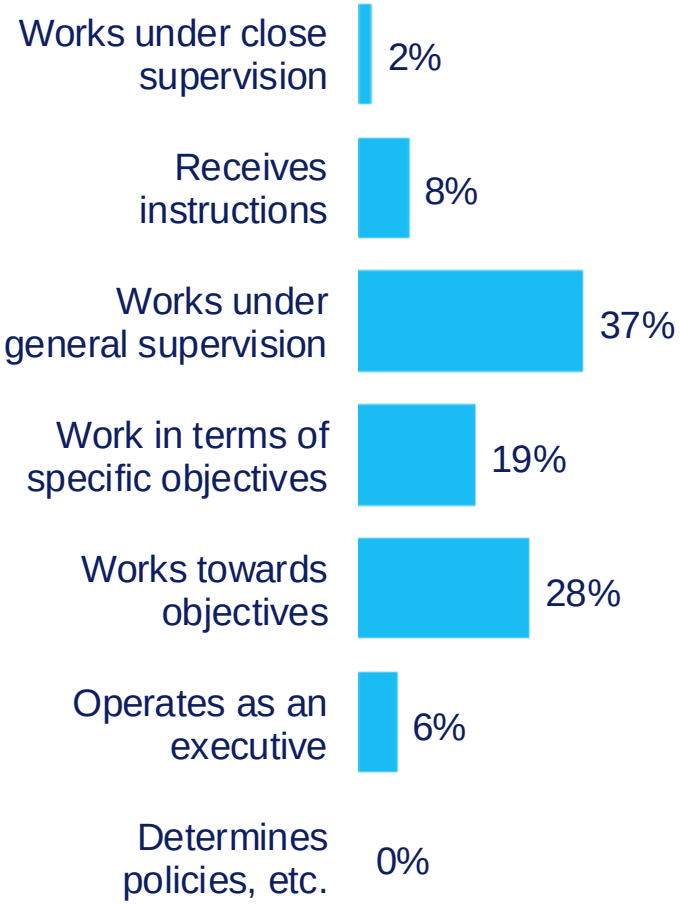




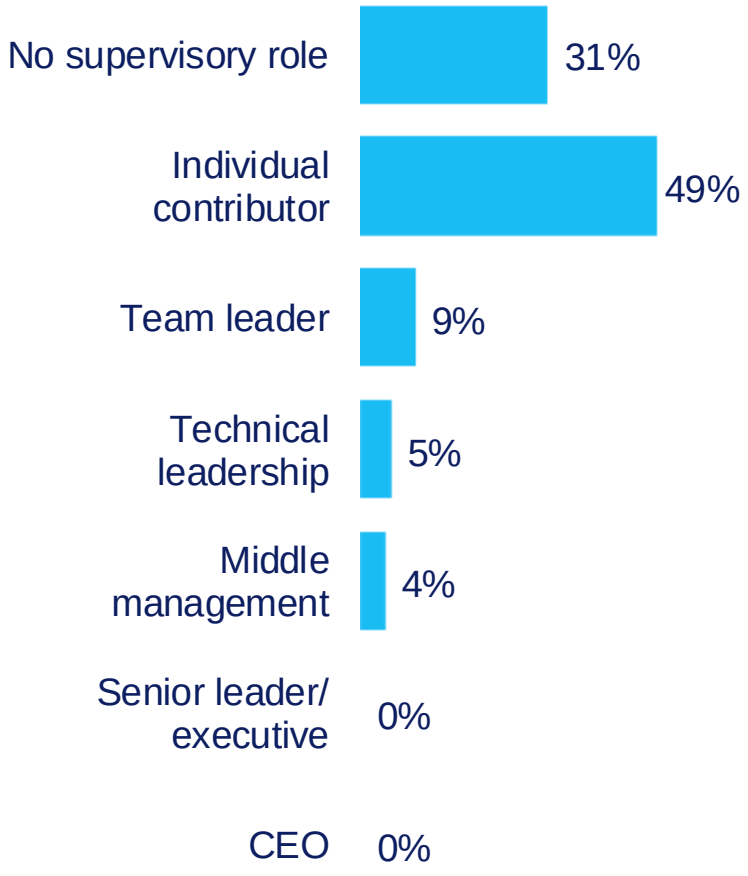
Base: Entry Level Engineers/Geoscientists (n=253)

Summary of Entry Level Engineers: Roles and Responsibilities

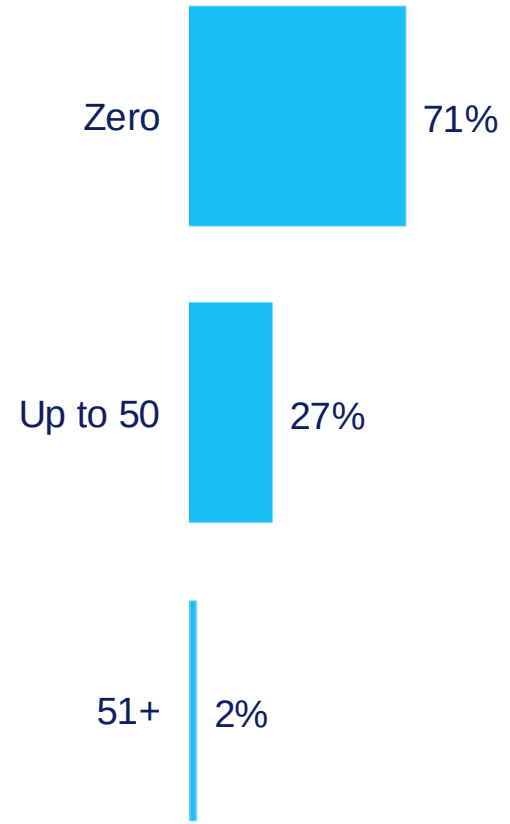
Level of Supervision Received



Supervisory/Leadership Level



of Employees Supervised



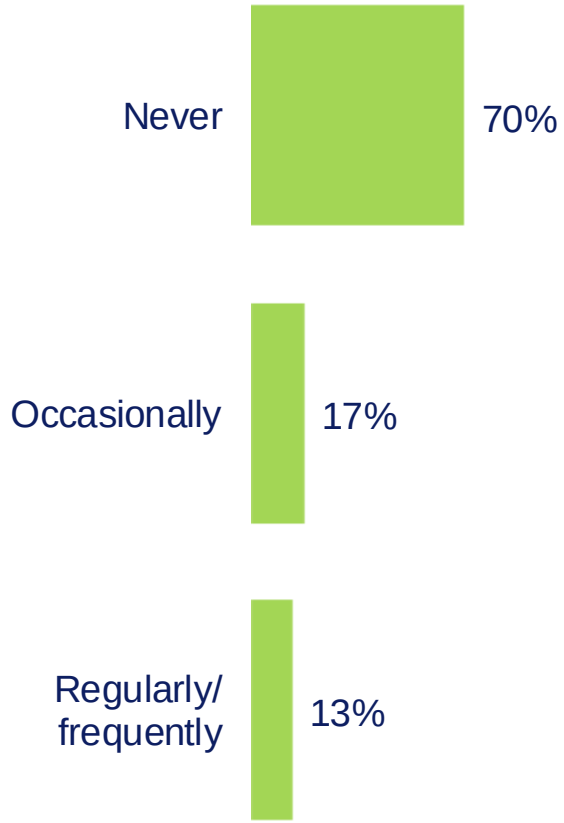
Base: Entry Level Engineers/Geoscientists (n=253)

Summary of Junior Level Engineers: Roles and Responsibilities

Range of Duties

Responsibilities

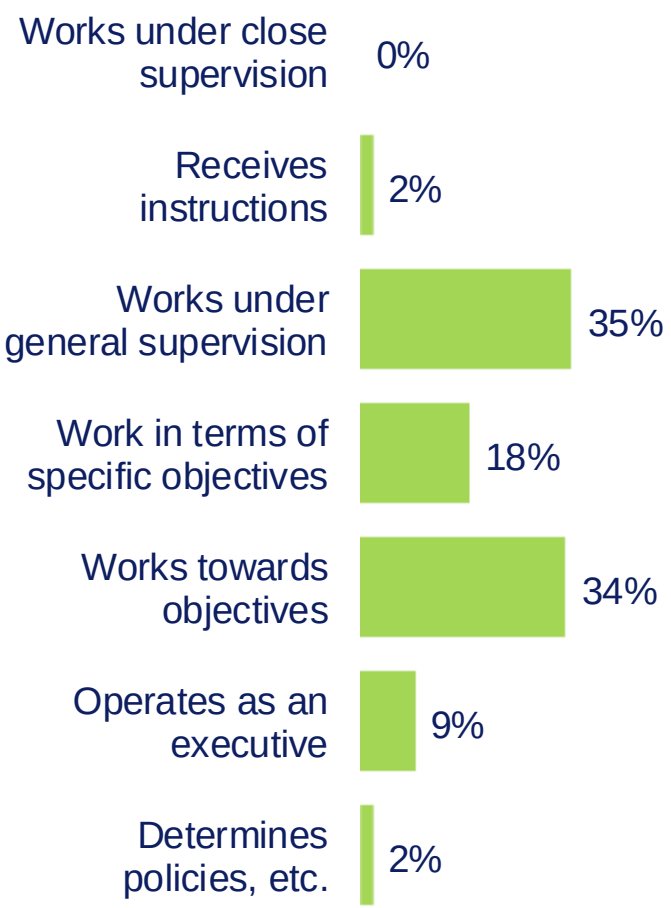
Use of Professional Seal



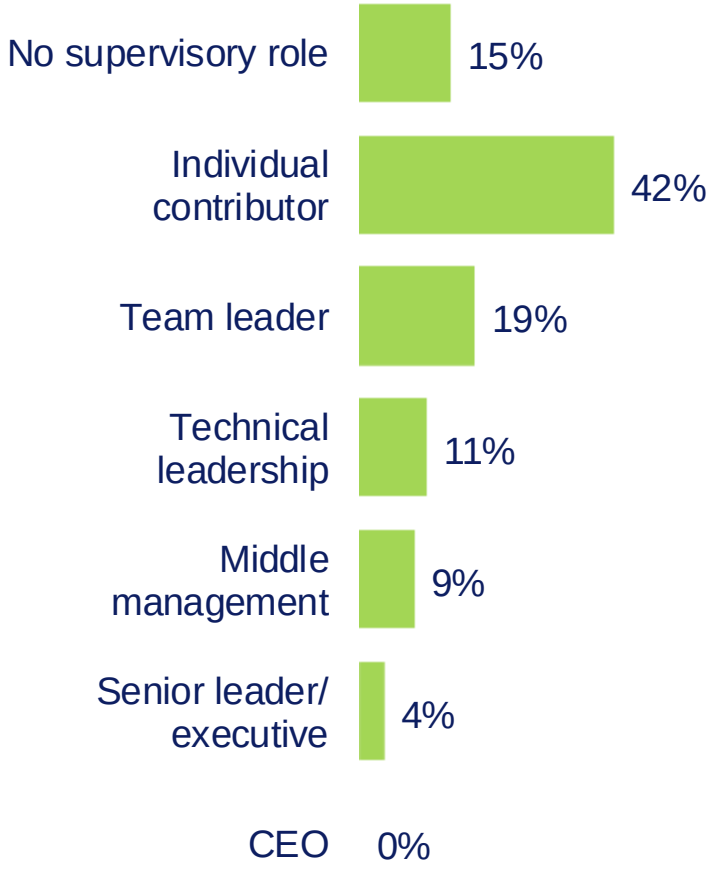
Base: Junior Level Engineers/Geoscientists (n=169)

Summary of Junior Level Engineers: Roles and Responsibilities

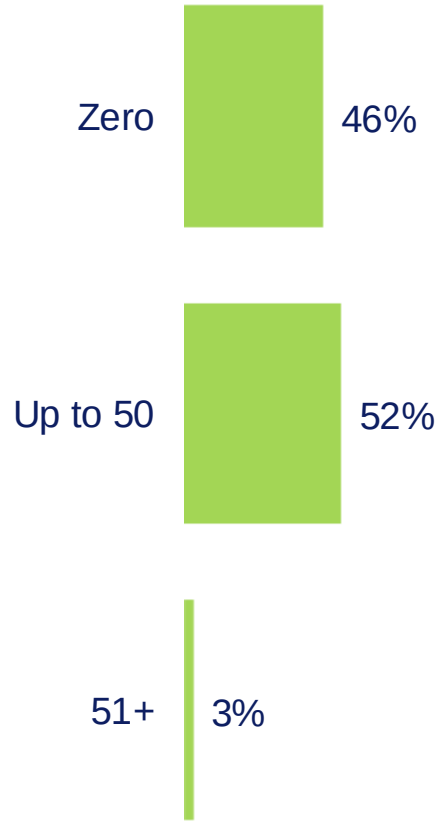
Level of Supervision Received



Supervisory/Leadership Level



of Employees Supervised



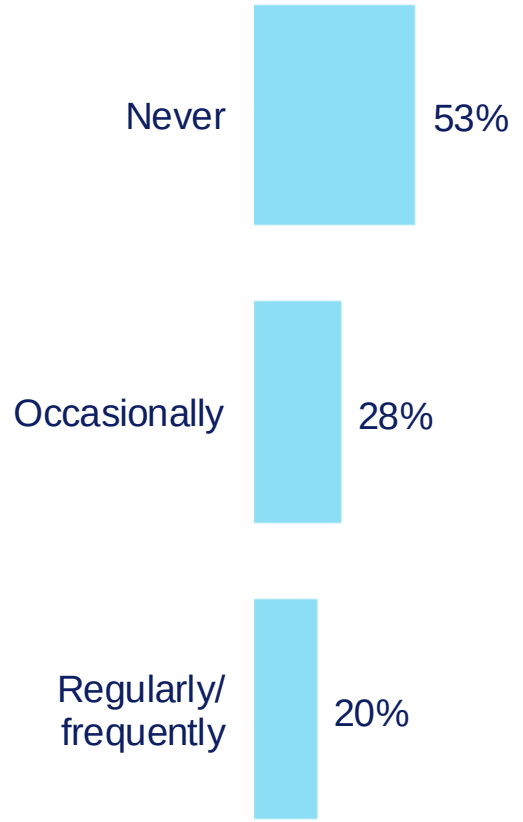
Base: Junior Level Engineers/Geoscientists (n=169)

Summary of Intermediate Level Engineers: Roles and Responsibilities

Range of Duties

Responsibilities

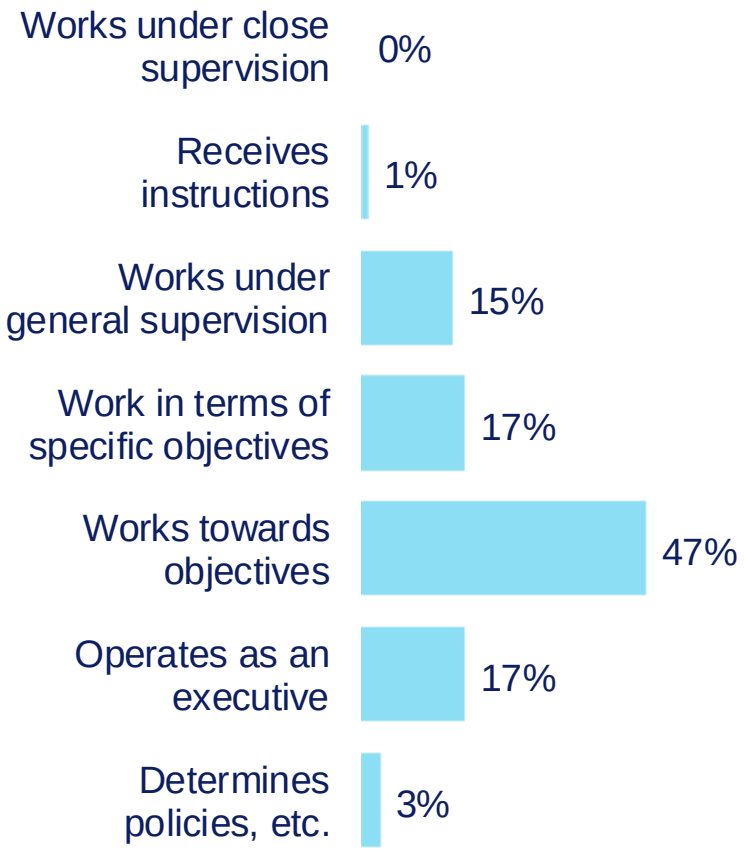
Use of Professional Seal



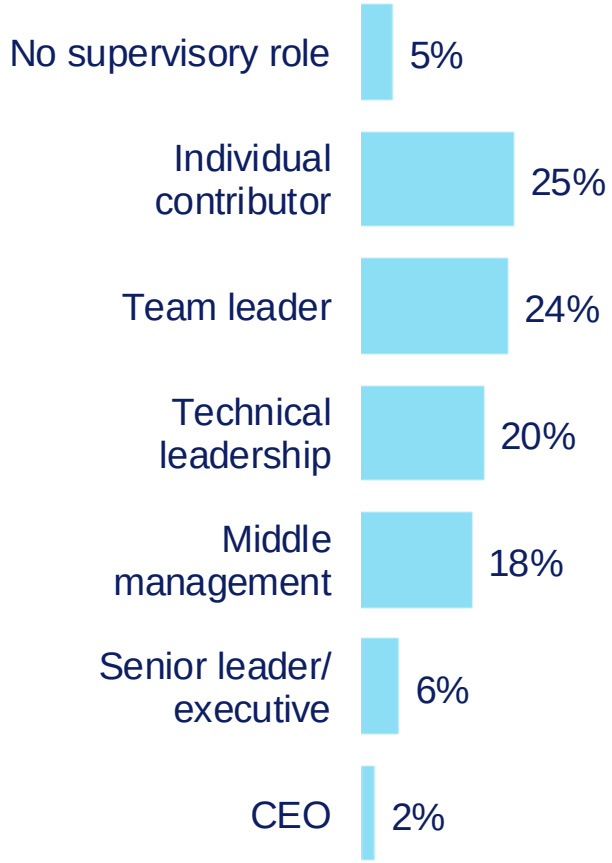
Base: Intermediate Level Engineers/Geoscientists (n=316)

Summary of Intermediate Level Engineers: Roles and Responsibilities

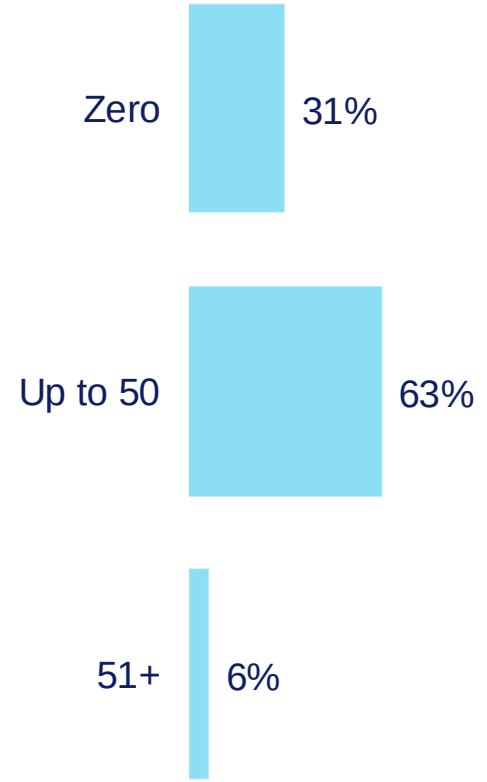
Level of Supervision Received



Supervisory/Leadership Level



of Employees Supervised



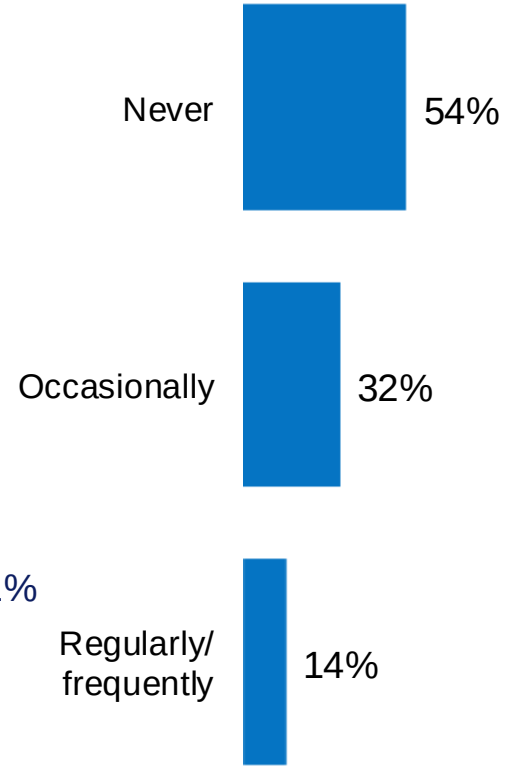
Base: Intermediate Level Engineers/Geoscientists (n=316)

Summary of Advanced Level Engineers: Roles and Responsibilities

Range of Duties

Responsibilities

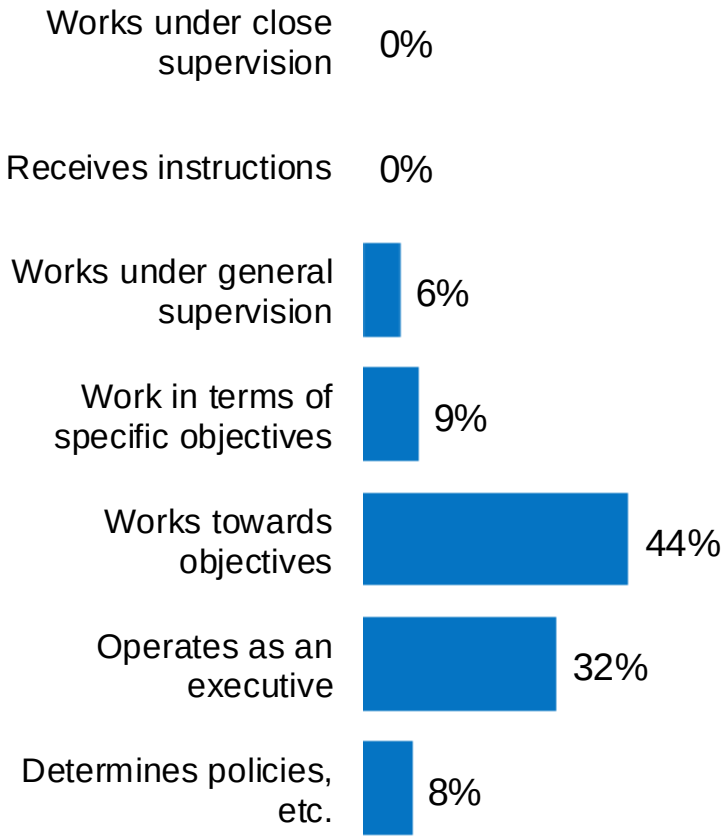
Use of Professional Seal



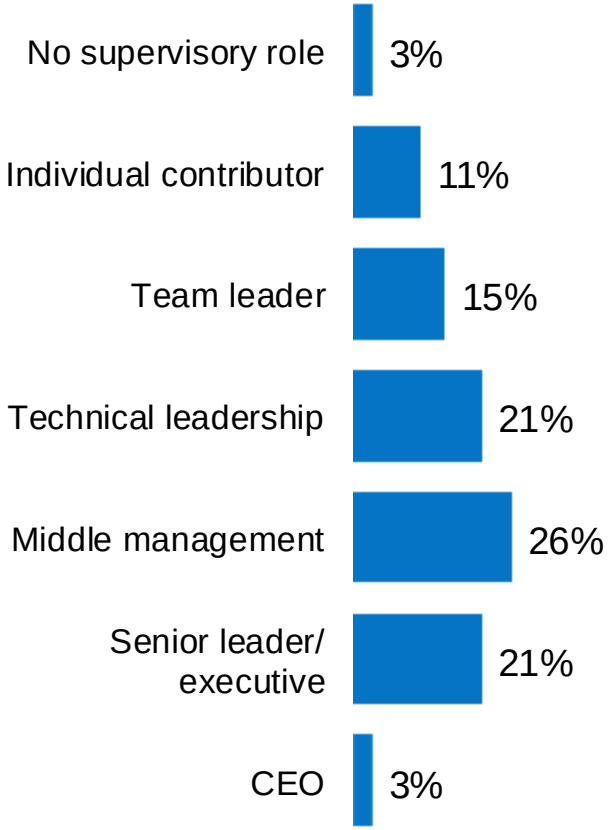
Base: Advanced Level Engineers/Geoscientists (n=237)

Summary of Advanced Level Engineers: Roles and Responsibilities

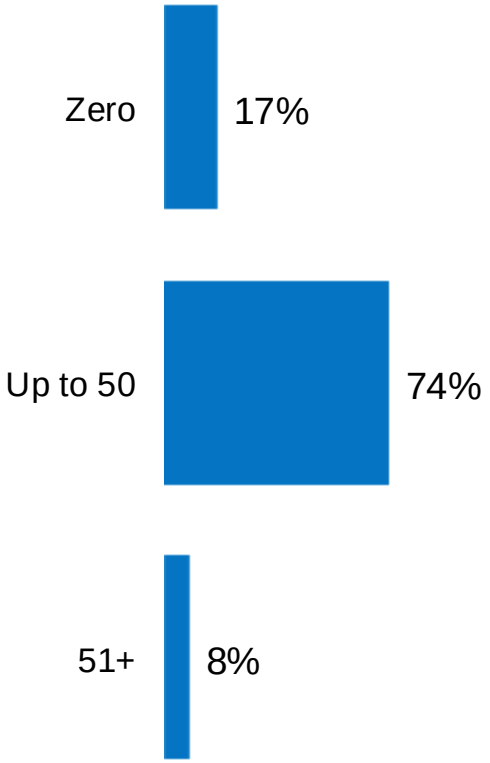
Level of Supervision Received



Supervisory/Leadership Level



of Employees Supervised



Base: Advanced Level Engineers/Geoscientists (n=237)

Appendices:

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

Roles and Responsibilities by Level of Experience

PROBE Research

Average Base Salaries by Industry Sector: Total

Industry Sector Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	1021	100%	$111,497	$0	$105,000	$300,000
	Aerospace	48	5%	$108,471	$62,100	$100,000	$286,164
	Agricultural/Equipment	40	4%	$89,396	$60,000	$85,000	$170,000
	Agriculture/Food	16	2%	$121,995	$78,114	$120,000	$204,000
	Biomedical	8	1%	$92,386	$75,000	$85,000	$124,000
	Chemical	3	0%	$118,681	$67,043	$141,000	$148,000
	Communications	5	0%	$123,141	$30,000	$117,707	$220,000
	Computer/Software	11	1%	$140,331	$80,000	$138,500	$180,000
	Construction	87	9%	$106,737	$0	$104,000	$275,000
	Consulting	227	22%	$110,066	$10,100	$105,000	$263,575
	Education	19	2%	$142,444	$80,000	$120,200	$240,000
	Electronics	5	0%	$124,332	$65,000	$128,549	$202,000
	Environmental	29	3%	$108,285	$58,000	$100,342	$230,000
	Health Care	11	1%	$129,060	$99,000	$125,500	$190,000
	Heavy Electrical	4	0%	$125,800	$87,400	$140,000	$150,000
	Manufacturing	139	14%	$102,854	$55,000	$93,100	$250,000
	Mechanical Equipment	16	2%	$100,522	$0	$100,000	$180,000
	Metals - Fabricating	2	0%	$90,000	$72,000	$90,000	$108,000
	Metals - Primary	3	0%	$118,120	$76,008	$91,000	$187,352
	Mineral Exploration	3	0%	$130,957	$116,000	$123,872	$153,000
	Mining	17	2%	$107,568	$23,258	$100,000	$250,000
	Municipal	4	0%	$171,606	$107,502	$149,462	$280,000
	Petroleum	5	0%	$154,140	$130,000	$160,000	$178,000
	Pharmaceutical	9	1%	$93,381	$73,553	$88,000	$144,300
	Regulatory body	1	0%	$89,000	$89,000	$89,000	$89,000
	Research & Development	11	1%	$83,147	$15,000	$70,000	$141,000
	Telecommunications	7	1%	$116,595	$12,000	$103,665	$300,000
	Transportation	64	6%	$110,032	$10,800	$112,500	$189,534
	Transportation Equipment	8	1%	$93,025	$64,400	$96,600	$118,750
	Utilities (Gas, Hydro, Water)	172	17%	$124,689	$49,139	$125,500	$275,000
	Infrastructure	1	0%	$108,293	$108,293	$108,293	$108,293
	Other	46	5%	$110,463	$37,000	$104,000	$200,000

Average Base Salary by Industry Sector: Engineers

Industry Sector Statistics (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	659	100%	$126,521	$0	$120,000	$300,000
	Aerospace	27	4%	$130,064	$72,000	$123,000	$286,164
	Agricultural/Equipment	18	3%	$103,703	$79,500	$97,450	$170,000
	Agriculture/Food	13	2%	$127,150	$87,200	$120,000	$204,000
	Biomedical	4	1%	$98,000	$80,000	$94,000	$124,000
	Chemical	2	0%	$144,500	$141,000	$144,500	$148,000
	Communications	3	0%	$163,569	$117,707	$153,000	$220,000
	Computer/Software	7	1%	$154,386	$119,000	$168,500	$180,000
	Construction	55	8%	$124,173	$66,500	$124,000	$275,000
	Consulting	145	22%	$127,145	$65,700	$120,000	$263,575
	Education	16	2%	$147,849	$80,000	$137,500	$240,000
	Electronics	4	1%	$139,165	$91,000	$131,831	$202,000
	Environmental	15	2%	$125,443	$78,465	$126,000	$230,000
	Health Care	10	2%	$129,177	$99,000	$123,000	$190,000
	Heavy Electrical	3	0%	$125,800	$87,400	$140,000	$150,000
	Manufacturing	72	11%	$121,481	$74,585	$110,000	$250,000
	Mechanical Equipment	11	2%	$106,234	$0	$104,000	$180,000
	Metals - Primary	1	0%	$187,352	$187,352	$187,352	$187,352
	Mining	7	1%	$133,714	$93,500	$121,000	$250,000
	Municipal	2	0%	$216,250	$152,500	$216,250	$280,000
	Petroleum	4	1%	$160,175	$130,200	$166,250	$178,000
	Pharmaceutical	6	1%	$96,801	$73,553	$84,264	$144,300
	Research & Development	6	1%	$82,600	$15,000	$78,799	$141,000
	Telecommunications	4	1%	$179,900	$117,700	$122,000	$300,000
	Transportation	50	8%	$117,818	$10,800	$115,691	$189,534
	Transportation Equipment	6	1%	$99,320	$85,500	$97,986	$118,750
	Utilities (Gas, Hydro, Water)	141	21%	$132,203	$79,620	$132,315	$275,000
	Infrastructure	1	0%	$108,293	$108,293	$108,293	$108,293
	Other	26	4%	$125,427	$76,000	$120,500	$200,000

Average Base Salaries by Industry Sector: Geoscientists

Industry Sector Statistics (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	15	100%	$115,188	$23,258	$117,000	$165,000
	Consulting	1	7%	$94,500	$94,500	$94,500	$94,500
	Environmental	4	27%	$115,985	$96,064	$101,890	$150,000
	Mineral Exploration	3	20%	$130,957	$116,000	$123,872	$153,000
	Mining	5	33%	$96,462	$23,258	$110,000	$129,050
	Petroleum	1	7%	$130,000	$130,000	$130,000	$130,000
	Other	1	7%	$165,000	$165,000	$165,000	$165,000

Average Base Salaries by Industry Sector: EITs/ GITs

Industry Sector Statistics (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	319	100%	$80,466	$0	$77,000	$155,250
	Aerospace	21	7%	$80,400	$62,100	$74,750	$109,000
	Agricultural/Equipment	21	7%	$75,671	$60,000	$73,500	$102,000
	Agriculture/Food	3	1%	$101,374	$78,114	$79,323	$146,686
	Biomedical	4	1%	$84,902	$75,000	$85,000	$94,705
	Chemical	1	0%	$67,043	$67,043	$67,043	$67,043
	Communications	2	1%	$62,500	$30,000	$62,500	$95,000
	Computer/Software	3	1%	$132,333	$120,000	$129,000	$148,000
	Construction	30	9%	$73,863	$0	$71,760	$130,000
	Consulting	72	23%	$76,764	$48,841	$75,000	$149,708
	Education	2	1%	$101,408	$101,408	$101,408	$101,408
	Electronics	1	0%	$65,000	$65,000	$65,000	$65,000
	Environmental	8	3%	$79,563	$58,000	$78,200	$110,000
	Health Care	1	0%	$128,000	$128,000	$128,000	$128,000
	Heavy Electrical	1	0%	.	.	.	.
	Manufacturing	64	20%	$81,867	$55,000	$80,000	$130,000
	Mechanical Equipment	5	2%	$84,813	$73,000	$78,750	$108,753
	Metals - Fabricating	2	1%	$90,000	$72,000	$90,000	$108,000
	Metals - Primary	2	1%	$83,504	$76,008	$83,504	$91,000
	Mining	4	1%	$86,337	$79,000	$87,750	$90,846
	Municipal	1	0%	$146,423	$146,423	$146,423	$146,423
	Pharmaceutical	3	1%	$86,542	$81,627	$88,000	$90,000
	Regulatory body	1	0%	$89,000	$89,000	$89,000	$89,000
	Research & Development	5	2%	$83,804	$61,250	$70,000	$125,139
	Telecommunications	3	1%	$53,290	$12,000	$58,240	$89,629
	Transportation	14	4%	$82,227	$57,000	$76,500	$155,250
	Transportation Equipment	2	1%	$74,140	$64,400	$74,140	$83,880
	Utilities (Gas, Hydro, Water)	25	8%	$81,279	$49,139	$81,182	$104,000
	Other	18	6%	$86,456	$37,000	$88,555	$127,000

Average Base Salaries by Job Function: Total

Job Function Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Principal job function	Total	1019	100%	$111,497	$0	$105,000	$300,000
	Administrative Services	9	1%	$153,722	$60,000	$152,500	$280,000
	Computer Services	3	0%	$121,654	$79,000	$84,961	$201,000
	Design	311	31%	$100,361	$15,000	$94,000	$263,575
	Maintenance	36	4%	$119,007	$72,500	$116,951	$235,000
	Management	168	16%	$145,017	$30,000	$143,650	$300,000
	Marketing/Sales	11	1%	$84,468	$0	$80,000	$176,000
	Mineral Exploration	6	1%	$104,120	$76,000	$96,423	$153,000
	Mining	8	1%	$90,726	$23,258	$96,000	$129,050
	Planning	40	4%	$117,242	$65,700	$116,200	$200,000
	Production	30	3%	$90,060	$62,000	$90,000	$140,706
	Project Management	181	18%	$112,471	$62,000	$110,000	$275,000
	Quality Assurance	30	3%	$90,395	$10,100	$85,900	$140,000
	Research & Development	32	3%	$109,647	$68,133	$92,629	$216,590
	Software Development	21	2%	$110,371	$58,240	$100,000	$180,000
	Teaching	7	1%	$138,284	$100,000	$115,400	$207,157
	Technical Support	49	5%	$102,331	$10,800	$100,000	$165,000
	Other	77	8%	$97,026	$54,000	$84,500	$209,000

Average Base Salaries by Year of Graduation (Bachelor's Degree): Total

Year of Graduation

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	**1070**	**100%**	**$111,497**	**$0**	**$105,000**	**$300,000**
	Prior to 1994	**97**	**9%**	**$142,005**	**$10,100**	**$140,000**	**$235,000**
	1994 to 1998	**78**	**7%**	**$150,077**	**$62,275**	**$141,564**	**$275,000**
	1999 to 2003	**87**	**8%**	**$135,096**	**$60,000**	**$135,000**	**$280,000**
	2004 to 2008	**144**	**13%**	**$124,356**	**$54,000**	**$122,500**	**$300,000**
	2009 to 2013	**185**	**17%**	**$113,324**	**$0**	**$115,000**	**$263,575**
	2014 to 2018	**192**	**18%**	**$105,930**	**$58,000**	**$104,600**	**$250,000**
	2019 to 2026	**287**	**27%**	**$80,072**	**$0**	**$78,527**	**$170,313**

Average Base Salaries by Year of Graduation (Bachelor's Degree): Engineers

Year of Graduation (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	**666**	**100%**	**$126,521**	**$0**	**$120,000**	**$300,000**
	Prior to 1994	**69**	**10%**	**$148,308**	**$80,000**	**$141,900**	**$235,000**
	1994 to 1998	**67**	**10%**	**$154,807**	**$76,000**	**$143,650**	**$275,000**
	1999 to 2003	**72**	**11%**	**$143,673**	**$75,000**	**$140,000**	**$280,000**
	2004 to 2008	**112**	**17%**	**$130,661**	**$54,000**	**$127,000**	**$300,000**
	2009 to 2013	**138**	**21%**	**$121,222**	**$0**	**$120,000**	**$263,575**
	2014 to 2018	**134**	**20%**	**$112,238**	**$65,700**	**$107,023**	**$250,000**
	2019 to 2026	**74**	**11%**	**$93,168**	**$37,000**	**$91,000**	**$170,313**

Average Base Salaries by Year of Graduation (Bachelor's Degree): Geoscientists

Year of Graduation (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	15	100%	$115,188	$23,258	$117,000	$165,000
	Prior to 1994	3	20%	$131,980	$101,890	$129,050	$165,000
	1994 to 1998	3	20%	$144,333	$130,000	$150,000	$153,000
	1999 to 2003	1	7%	$102,000	$102,000	$102,000	$102,000
	2004 to 2008	1	7%	.	.	.	.
	2009 to 2013	4	27%	$86,831	$23,258	$103,032	$118,000
	2014 to 2018	3	20%	$111,457	$94,500	$116,000	$123,872

Average Base Salaries by Year of Graduation (Bachelor's Degree): EITs/GITs

Year of Graduation (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Year of bachelor degree	Total	322	100%	$80,466	$0	$77,000	$155,250
	Prior to 1994	7	2%	$110,060	$78,000	$100,000	$146,423
	1994 to 1998	6	2%	$100,921	$62,275	$99,000	$155,250
	1999 to 2003	9	3%	$81,975	$60,000	$83,880	$108,000
	2004 to 2008	21	7%	$90,311	$54,000	$85,000	$130,000
	2009 to 2013	30	9%	$85,126	$53,342	$77,000	$149,708
	2014 to 2018	48	15%	$87,929	$58,000	$84,000	$148,000
	2019 to 2026	201	62%	$75,272	$0	$75,000	$126,000

Average Base Salaries by Supplemental Education

Supplemental Education

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
First degree and Supplemental Education	Total	**906**	**100%**	**$108,409**	**$0**	**$103,250**	**$280,000**
	Engineering or Geoscience Degree	**669**	**74%**	**$106,932**	**$0**	**$103,438**	**$275,000**
	Diploma or other	**18**	**2%**	**$103,176**	**$62,000**	**$100,950**	**$155,250**
	M. Eng. or M. Sc.	**164**	**18%**	**$111,753**	**$10,100**	**$102,000**	**$235,000**
	2nd Bachelor (Eng. or other)	**37**	**4%**	**$115,988**	**$59,000**	**$105,000**	**$230,000**
	Multiple Supplemental Categories	**17**	**2%**	**$125,061**	**$23,258**	**$121,900**	**$280,000**
	Unknown	**1**	**0%**	**$100,000**	**$100,000**	**$100,000**	**$100,000**

Contact:

Mary Agnes Welch, Partner

204-470-8862

maryagnes@probe-research.com

PROBE Research

603 – 191 Lombard Ave.
Winnipeg, MB R3B 0X1

Probe-Research.com

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