

SECTION ONE: THE LABOUR MARKET

SALARY EXPECTATIONS

ACTIVITY: Individual exercise

TIME: 30 min.

LEARNING OUTCOME:

Participants will know the salary they can expect to earn if hired in a position that reflects their experience and qualifications.

DESCRIPTION:

- ❑ Explain that salaries for engineers in Canada vary according to the level of responsibility the position entails. It is important to know before going into a job search process what your “worth” or “value” is in the labour market, given your experience and qualifications.
- ❑ Instruct participants to use the salary scale information on **pages 25-28** to complete the exercise on **page 24**.
- ❑ Debrief: was everyone able to determine what they are worth? Did the salaries surprise people? Warn participants that because of a variety of factors – lack of Canadian experience in particular – they may find the only positions offered to them are lower than what they might expect.

WHAT ARE YOU WORTH?

Use the salary guide on the following pages to determine what salary you should expect. This does not mean that you will necessarily find a position offering you the responsibilities and corresponding salary you deserve. The exercise is simply meant to help you determine your worth in the marketplace.

My level of responsibility: _____

The median salary for my level of responsibility: _____

The lowest starting salary I would accept (my "bottom line"): _____

Classification Guide And Salary Ranges

OF ENGINEERING RESPONSIBILITY LEVELS*

The summaries below are based on information from the 2003 PEO Salary Survey

Level A

Duties: Receives training in the various phases of office, plant, field or laboratory engineering work as classroom instruction or on-the-job assignments. Tasks assigned include: preparation of simple plans, designs, calculations, costs and bills of material in accordance with established codes, standards, drawings or other specifications. May carry out routine technical surveys or inspections and prepare reports.

Recommendations, Decisions and Commitments: Few technical decisions called for and these will be of routine nature with ample precedent or clearly defined procedures as guidance.

Supervision Received: Works under close supervision. Work is reviewed for accuracy and adequacy and conformance with prescribed procedures.

Leadership Authority and/or Supervision Exercised: May assign check work of one to five technicians or helpers.

Guide to Entrance Qualifications: Bachelor's degree in Engineering, or Applied Science, or its equivalent with little or no practical experience.

Salary Range: \$41,000-\$57,500 **Median:** \$50,000

Level B

Duties: Normally regarded as a continuing portion of an engineer's training and development. Receives assignments of limited scope and complexity, usually minor phases of broader assignments. Uses a variety of standard engineering methods and techniques in solving problems. Assists more senior engineers in carrying out technical tasks requiring accuracy in calculations, completeness of data and adherence to prescribed testing, analysis, design or computation methods.

Recommendations, Decisions and Commitments: Recommendations limited to solution of the problem rather than end results. Decisions made are normally within established guidelines.

Supervision Received: Duties are assigned with detailed oral and occasionally written instructions, as to methods and procedures to be followed. Results are usually reviewed in detail and technical guidance is usually available.

Leadership Authority and/or Supervision Exercised: May give technical guidance to one or two junior engineers, or technicians, assigned to work on a common project.

Guide to Entrance Qualifications: Bachelor's degree in Engineering, or Applied Science, or its equivalent, normally with two to three years working experience from the graduation level.

Salary Range: \$48,000-\$72,000 **Median:** \$58,000

Level C

Duties: This is typically regarded as a fully qualified professional engineering level. Carries out responsible and varied engineering assignments requiring general familiarity with a broad field of engineering and knowledge of reciprocal effects of the work upon other fields. Problems usually solved by use of combination of standard procedures, modification of standard procedures, or method developed in previous assignments. Participates in planning to achieve prescribed objectives.

Recommendations, Decisions and Commitments: Makes independent studies, analyses, interpretations and conclusions. Difficult, complex or unusual matters or decisions are usually referred to more senior authority.

Supervision Received: Work is not generally supervised in detail and amount of supervision varied depending upon the assignment. Usually technical guidance is available to review work in programs and advise on unusual features of assignments.

Leadership Authority and/or Supervision Exercised: May give technical guidance to engineers of less standing, or technicians assigned to work on a common project. Supervision over other engineers not usually a regular or continuing responsibility.

Guide to Entrance Qualifications: Bachelor's degree in Engineering, or Applied Science, or its equivalent, normally with minimum three to five years related working experience from the graduation level.

Salary Range: \$57,000-\$85,000 **Median:** \$68,500

Level D

Duties: This is the first level of direct and sustained supervision of other professional engineers OR the first level of full specialization. Requires application of mature engineering knowledge in planning and conducting projects having scope for independent accomplishment and co-ordination of the difficult and responsible assignments. Assigned problems make it necessary to modify established guides, devise new approaches, apply existing criteria in new manners, and draw conclusions from comparative situations.

Recommendations, Decisions and Commitments: Recommendations reviewed for soundness of judgment but usually accepted as technically accurate and feasible.

Supervision Received: Work is assigned in terms of objectives, relative priorities and critical areas that impinge on work of other units. Work is carried out within broad guidelines, but informed guidance is available.

Leadership Authority and/or Supervision Exercised: Assigns and outlines work; advises on technical problems; reviews work for technical accuracy, and adequacy. Supervision may call for recommendations concerning selection, training, rating and discipline of staff.

Guide to Entrance Qualifications: Bachelor's degree in Engineering or Applied Science, or its equivalent, normally with a minimum of five to eight years of experience in the field of specialization from the graduation level.

Salary Range: \$67,000-\$106,000 **Median:** \$83,000

Level E

Duties: Usually requires knowledge of more than one field of engineering OR performance by and engineering specialist in a particular field of engineering. Participates in short/long range planning; makes independent decisions on work methods and procedures within an overall program. Originality and ingenuity are required for devising practical and economical solutions to problems. May supervise large groups containing professional/non-professional staff OR may exercise authority over a small group of highly qualified professional personnel engaged in complex technical applications.

Recommendations, Decisions and Commitments: Makes responsible decisions not usually subject to technical review on all matters assigned except those involving large sums of money or long-range objectives. Takes courses of action necessary to expedite the successful accomplishments of assigned projects.

Supervision Received: Work is assigned only in terms of broad objectives to be accomplished; is reviewed for policy, soundness of approach, general effectiveness.

Leadership Authority and/or Supervision Exercised: Outlines more difficult problems and methods of approach. Coordinates work programs and directs use of equipment and material. Generally makes recommendations as to the selection, training, discipline and remuneration of staff.

Guide to Entrance Qualifications: Bachelor's degree in Engineering, or Applied Science, or its equivalent, normally with a minimum of nine to twelve years of engineering, and/or administrative experience from the graduation level.

Salary Range: \$79,000-\$125,000 **Median:** \$110,000

Level F

Duties: Usually responsible for an engineering administrative function, directing several professional and other groups engaged in inter-related engineering responsibilities; OR as an engineering consultant, achieving recognition as an authority in an engineering field of major importance to the organization. Independently conceives programs and problems to be investigated. Participates in discussions, determining basic operating policies, devising ways of reaching program objectives in the most economical manner and of meeting any unusual conditions affecting work progress.

Recommendations, Decisions and Commitments: Makes responsible decisions on all matters, including the establishment of policies and expenditure of large sums of money and/or implementation of major programs, subject only to overall company policy and financial controls.

Supervision Received: Receives administrative direction based on organization policies and objectives. Work is reviewed to ensure conformity with policy and coordination with other functions.

Leadership Authority and/or Supervision Exercised: Reviews/evaluates technical work; selects, schedules, coordinates to attain program objectives; as an administrator makes decisions concerning selection, training, rating, discipline, remuneration of staff.

Guide to Entrance Qualifications: Bachelor's degree in Engineering, or Applied Science, or its equivalent, with broad engineering experience, including responsible administrative duties.

Salary Range: \$92,500-\$147,000 **Median:** \$94,900

Beyond Level F

Duties: Within the framework of general policy, conceives independent programs and problems to be investigated. Plans or approves projects requiring the expenditure of considerable amount of human resources and financial investment. Determines basic operating policies and solves primary problems or programs to accomplish objectives in the most economical manner to meet any unusual condition.

Recommendations, Decisions and Commitments: Responsible for long range planning, co-ordination, making specific and far-reaching management decisions. Keeps management associates informed of all matters of significant importance.

Supervision Received: Operates with broad management authority, receiving virtually no technical guidance and control; limited only to general objectives and policies of the organization.

Leadership Authority and/or Supervision Exercised: Gives administrative direction to subordinate managers and contact with the work force is normally through such levels rather than direct.

Guide to Entrance Qualifications: Bachelor's degree in Engineering, or Applied Science, or its equivalent with many years of authoritative engineering and administrative experience. The incumbent is expected to possess a high degree of originality, skill and proficiency in the various broad phases.

Salary Range: Not Available

Median: Not Available