How Much are You Worth?

(It’s more than you think!)

A Seminar for Senior Engineering and Geoscience Students

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- Compensation Survey: http://www.apeg.bc.ca

- MEASURE - Online Employment Responsibility Evaluation

- REFER to the Benchmark Employment Descriptions

- READ the Compensation Report

APEGBC reported 2012 starting (200-249 point) median salary is $57,250 (-1.3% from 2010).
Don’t Sell Yourself Short

The decision to hire you is the **big** one.

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Reasonable salary negotiations generally won’t affect that

In some sectors future pay raises can depend on your starting salary.

Particularly true for public sector; private sector is typically merit based.
Focus: What makes you valuable to employers, &
What you want to do in your career
Don’t Sell Yourself Short

Compare yourself fairly with your peers
- Being “too cheap” reduces your value
- Network! What are others offered in comparable jobs?

Consider the total package
- Prior work terms
- Geography & hours
- Bonuses / profit sharing / overtime
- RRSP & benefit premiums
- Vacation & flexible work
Whoever names the number first loses
For new grads with little experience, industry sector starting salaries are roughly the same for everyone.

Answer with questions:
- What is the salary range for this position/others like it in the company? *(you should try to find this out ahead of time)*
- How do your compensation levels compare to industry average?
- Are subsequent increases merit-based or scale-based?
- If merit based, then what kind of increases can be expected for outstanding, average and mediocre performers?
- What are the measures of outstanding performance?

Whoever names the number first loses
• [https://www.payscale.com](https://www.payscale.com) (Specific to cities in Canada – salaries seem reasonable)

• Job Advertisements often list pay scales – this helps to give you guidance – Globe and Mail, APEG site.
Engineers are **not** covered by the Employment Standards Act

Ensure everything is spelled out in your contract:
- Compensation
- Hours
- Holidays & Vacation
- Leaves (parental, illness)
- Benefits
- Termination
• Review any contract you are asked to sign.
  – If there are things you can’t agree with, black them out and initial the blackouts before you sign.
  – Make sure you keep a copy of your contract.

• Make sure the process for review and advancement is clearly understood. Your first review should be within 6 months.
• Don’t “jump” … But don’t drag it out...

• Think about other “compensation” that is meaningful to you.
  – Will you enjoy your job?
  – Will it balance with your life interests? (trade off with salary)
  – Is there a clear path for advancement? (future benefit)

• Engineering is cyclical, it has slow times and hot areas... stay networked and current through courses, professional volunteer activities, conferences, etc.
Act Professionally

• Once you have accepted an offer you cannot turn around and accept another (better offer) from another company. **Keep your commitments.**

• Do not directly discuss other offers during negotiations – this usually provokes a highly negative response.
• Good news – for the most part entry level salaries are about the same. This is progress!

• Bad news – as careers progress divergence still occurs & women get paid less for the same level of responsibility (this isn’t really news – many studies to support this fact...)
Knowledge is Power

• Know the starting salaries of your peers.
• Know the recommended starting salary.
• Re-evaluate your salary/experience every year. Evaluate both yourself and your employer.
• Network, network, network... & stay connected throughout your career.
• Understand your value and communicate it.
Self Evaluation

- Do I understand my company’s goals and effectively contribute to my unit’s success?
- Have I volunteered for tough assignments / out of town work / met tight deadlines / delivered high quality work efficiently?
- If I want to be promoted, have I trained my successor?
- Are Project Managers and Clients clamoring to have me on their Team?
- Am I volunteering to attend client meetings and make presentations?
- Have I come up with any creative ideas to reduce cost or effort, improve design, or improve income?
- Do my peers come to me for advice and assistance?
- Am I getting involved in professional or association affairs, and making a name for myself in the outside world?

If yes to the above, then I can negotiate an above-average salary.
Employer Evaluation

- Does the company’s demonstrated values align with my values?
- Am I learning, growing, contributing and enjoying my job?
- Do I have the flexibility and support to pursue both my career and life goals?
- Do I have opportunities for professional development, advancement and leadership?
- What kind of feedback am I getting from my boss - do they recognize and value my contributions?
- Does this company provide the mentoring I need to develop?
- In a dispassionate light, does my salary reflect my self evaluation?

If yes to the above, this is a company that you can have a strong, long-term relationship with.
Recommendations

• Keep your resume up to date – it is hard to update if you “let it go” for several years.
• Prepare for your promotion
  – Do the job you want (not the one you don’t want).
  – Get the credentials, connection and experience you need - **CPD**.
• Be well mentored, and proactive in your career.
• Get involved in professional societies – networking is crucial.
• Hone networking skills. Three great suggestions:
  – Read Dale Carnegie's 'Winning Friends and Influencing People’.
  – Join Toastmasters (or similar group).
  – Get out there and practice.
Stay Connected

• Student Development
  – Clubs and Teams
  – Mentoring Programs
  – Women in Engineering Groups

• Professional Development
  – APEGBC [www.apeg.bc.ca](http://www.apeg.bc.ca)
    • DAWEG and other Divisions
    • Branches
  – Consulting Engineering Societies: CEBC
  – Discipline societies – ASME, IEEE, SAE, etc.
Questions?