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Westcoast Women in  
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# How Much are You Worth?

(It's more than you think!)

A Seminar for Senior Engineering and Geoscience Students

E. Croft, P. Eng. ©1996-2014



a place of mind

THE UNIVERSITY OF BRITISH COLUMBIA

- Compensation Survey: <http://www.apeg.bc.ca>
- MEASURE - Online Employment Responsibility Evaluation
- REFER to the [Benchmark Employment Descriptions](#)
- READ the Compensation Report

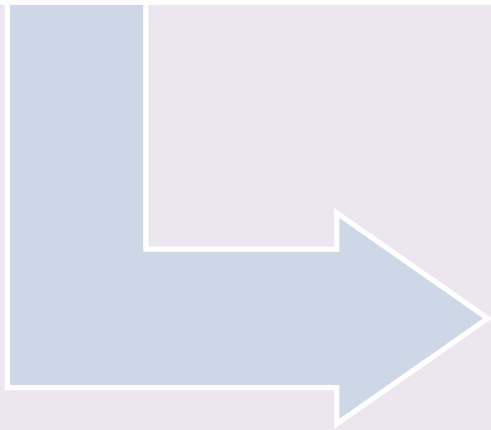
APEGBC reported 2012 starting (200-249 point)  
***median*** salary is \$57,250 (-1.3% from 2010).



WVVEST

## Don't Sell Yourself Short

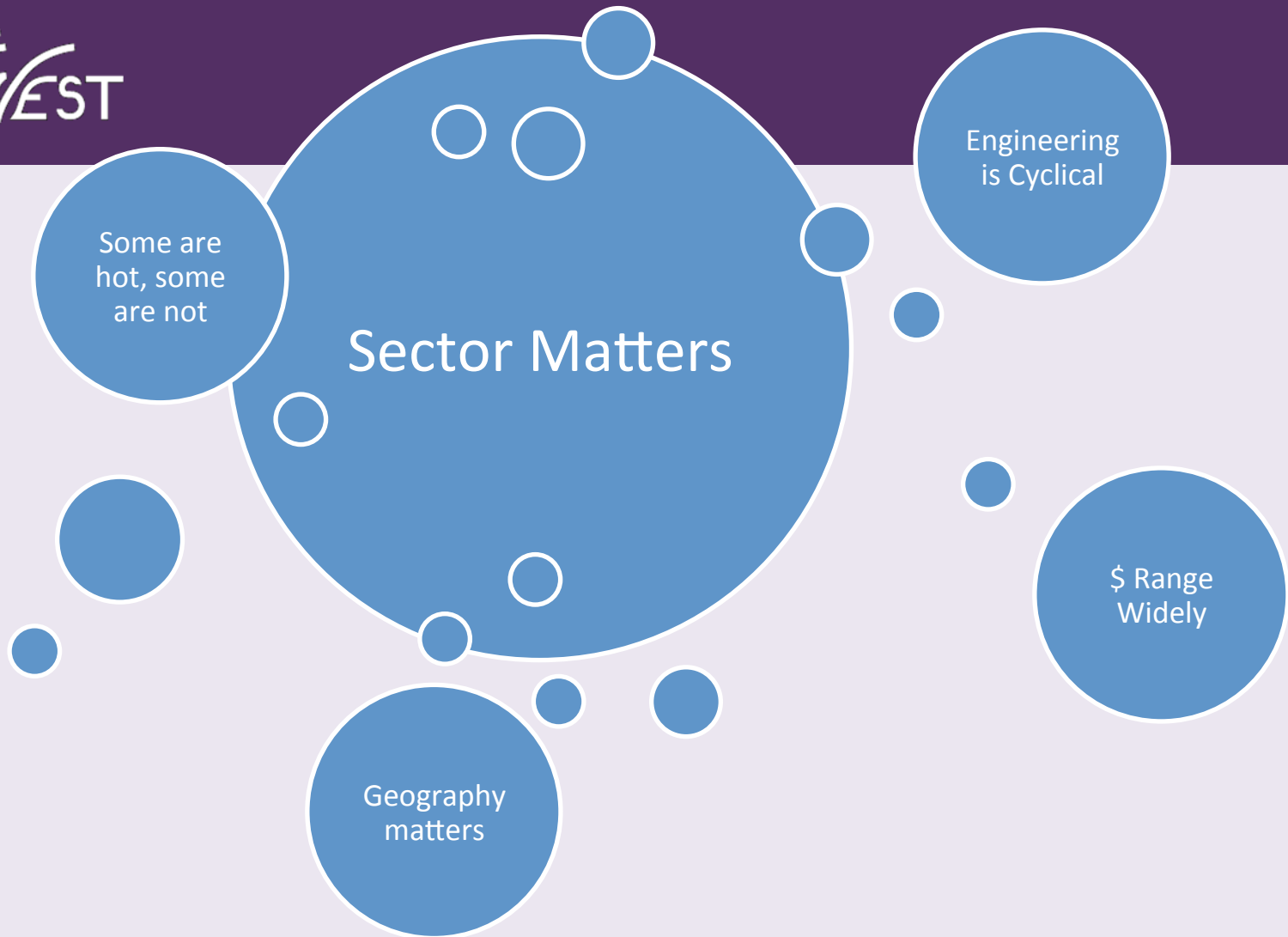
The decision to hire you  
is the **big** one.



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



# WVVEST 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**

 WVVEST The Numbers Game

- 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



## Other Salary Tools

- <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



## Don't Sell Yourself Short

- 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.

- Once you have accepted an offer you cannot turn around and accept another (better offer) from another company.

## **Keep your commitments.**

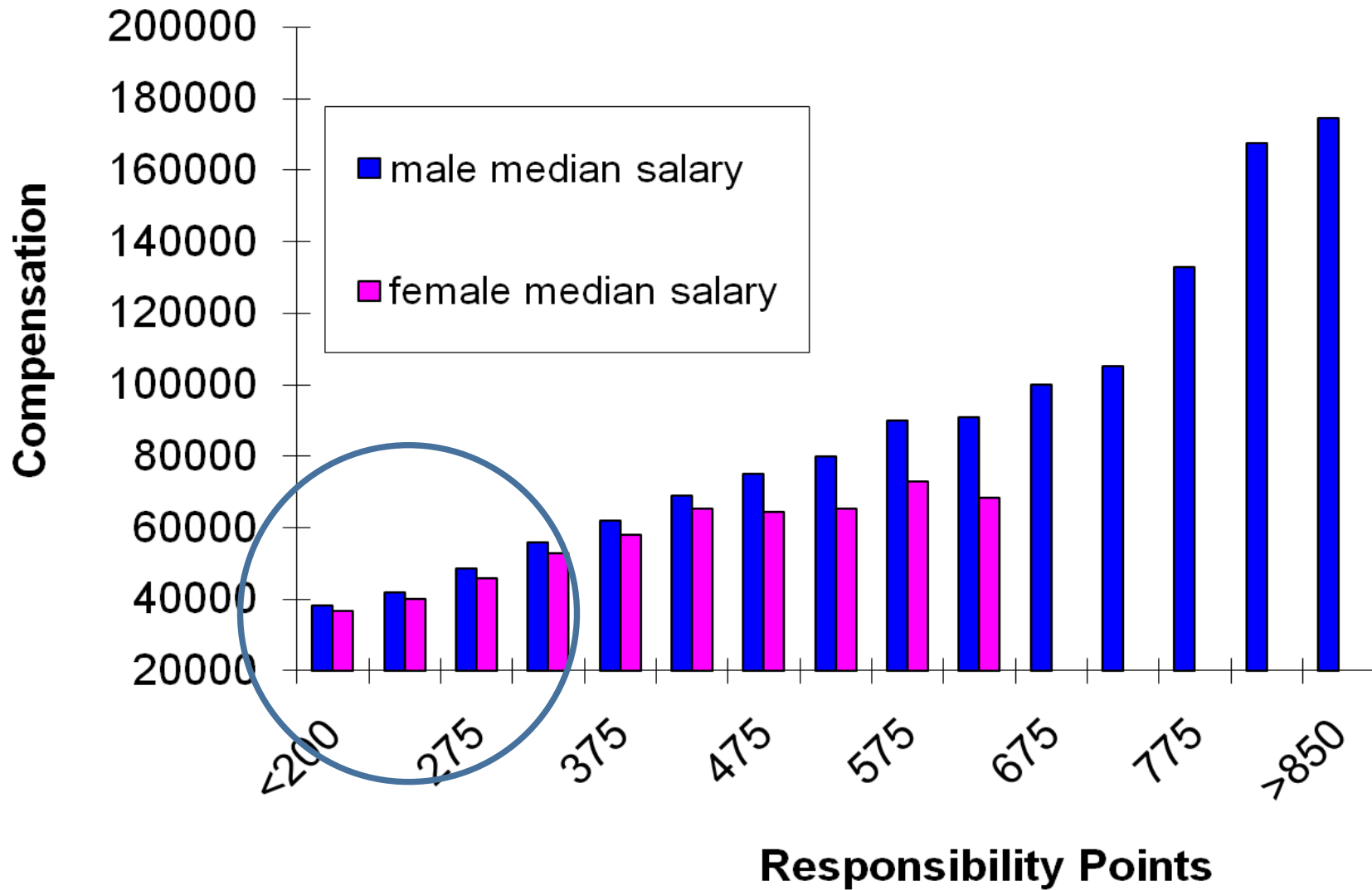
- Do not directly discuss other offers during negotiations – this usually provokes a highly negative response.



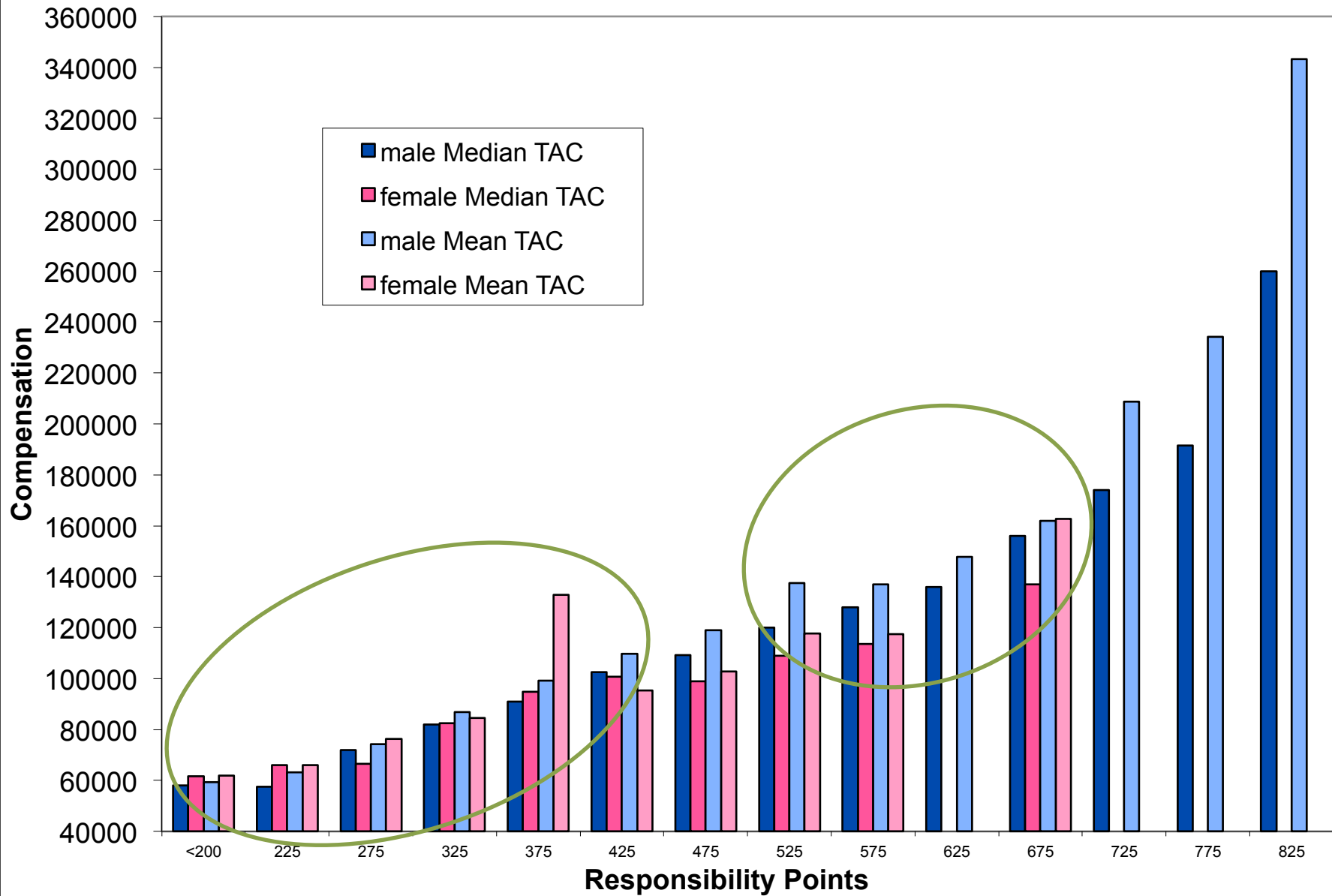
## Gender Based Pay Inequities

- 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...)

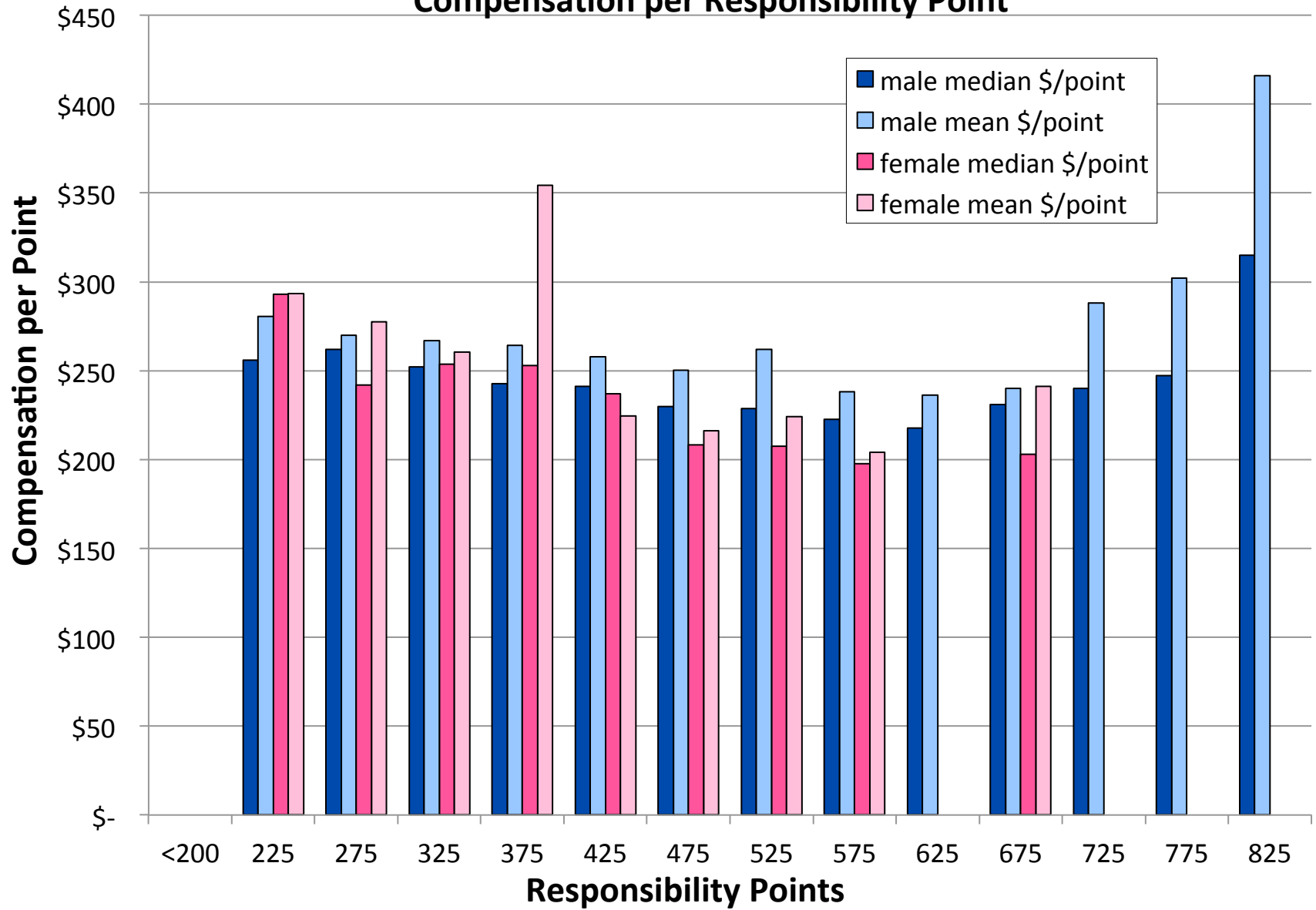
# 1998 Compensation Survey Data Compensation by Responsibility Point



## 2012 Compensation Survey Data Compensation by Responsibility Point



## 2012 Compensation Survey Data Compensation per Responsibility Point





- 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.

 WVVEST 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.

- 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.

- 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?