

2021 CTTAM Annual Salary Report

Growth. Recognition. Community.



The Certified Technicians and Technologists Association of Manitoba (CTTAM) produces an Annual Salary Report which is made available to the members of CTTAM, employers and students to provide an opportunity to compare job responsibility, experience and other factors with the salary ranges reported by the association.

The survey provides a snapshot of actual income levels provided by our members and if a specific discipline of practice is not included in the report it is due to a lack of data provided.

Information provided in this report is provided by the membership and is not a survey of employers. Members who provided data are ethically obliged to answer questions accurately. All CTTAM member's identifiers are removed to maintain privacy.

Methodology

Basis for the Member Compensation Survey 2021 is the compilation of results of an online survey completed by CTTAM members in April 2021. Each member provided information on their salary as of December 31, 2020. The survey was made available to all CTTAM registrants.

Definitions/calculations used in this report are as follows:

- **Average (A)** — the sum of the observations divided by the number of observations.
- **Median (M)** — the number which divides the upper half of observations from the lower half, for example, cuts the data set in half.
- **First Quartile (Q1)** — the cut off point for the lower 25% of the sorted data.
- **Third Quartile (Q3)** — the cut off point for the upper 25% of the sorted data.

All reported salaries in this survey are expressed on an annual basis except excluding bonuses.

Summary

A total of 2,500 registrants were eligible to participate, 763 responded for a 30% response rate. This compares to a 26% response rate from last year’s survey.

2021 Average Hourly Wage — \$19.30

Response Rate

	CET	CTech	Associate	Non-Certified
Number of	670	92	0	1

	Base	Overtime	Bonus	Total
	\$63,145,000	\$3,328,767	\$3,095,896	\$69,569,663

763 respondents reported total earnings.

CTTAM Member Earnings contribute \$227,947,782 to the Manitoba economy.

Median Salary Reported (Technician/Technologist, all disciplines)

	CET	CTech	Associate	Non-Certified
Annual Salary (M)	85,000	75,000	n/a	45,000

All numbers are in dollar amount

Miscellaneous Findings

Current Employment Status

	Q1	Median	Q3	Sample
Employee	\$65,000	\$85,000	\$95,000	725
Unemployed	\$65,000	\$95,000	\$138,750	25
			Total	750

Note: Self-employed – 7 reported earning over \$150,000

Employment Type

	Q1	Median	Q3	Sample
Private	\$75,000	\$85,000	\$95,000	305
Public	\$65,000	\$75,000	\$95,000	451
			Total	756

Note:

Private – 13 reported earnings over \$150,000

Public – 1 reported earnings over \$150,000

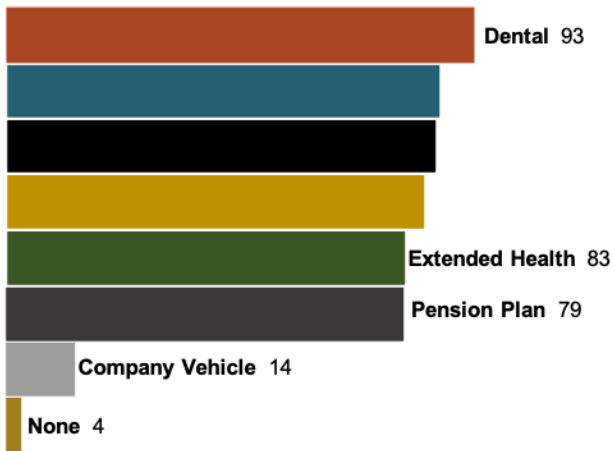
Employer Size

	Number of Employees	Percent	Sample
	1-10 Employees	6	44
	11-20 Employees	4	34
	21-50 Employees	8	63
	51-100 Employees	9	69
	101-200 Employees	6	44
	200+ Employees	67	505
		Total	759

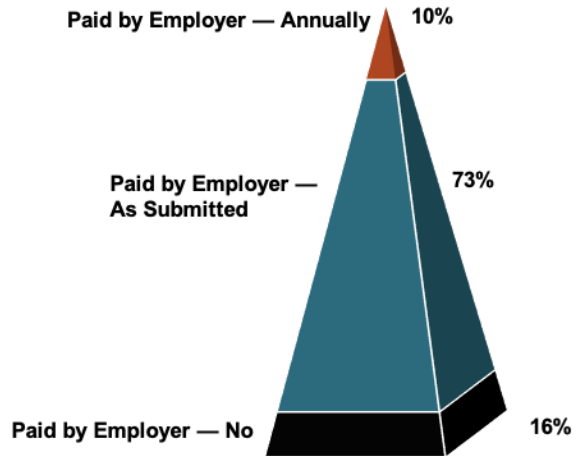
CTTAM Dues Paid By

	Percent	Sample
Employer	75	568
Self	25	188
	Total	756

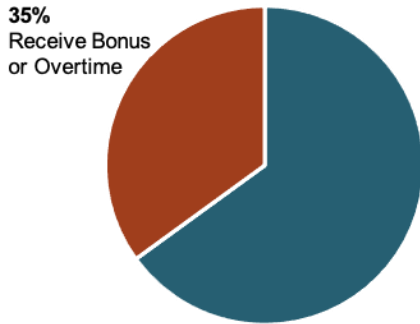
Benefit Plans (Percentage of respondents)



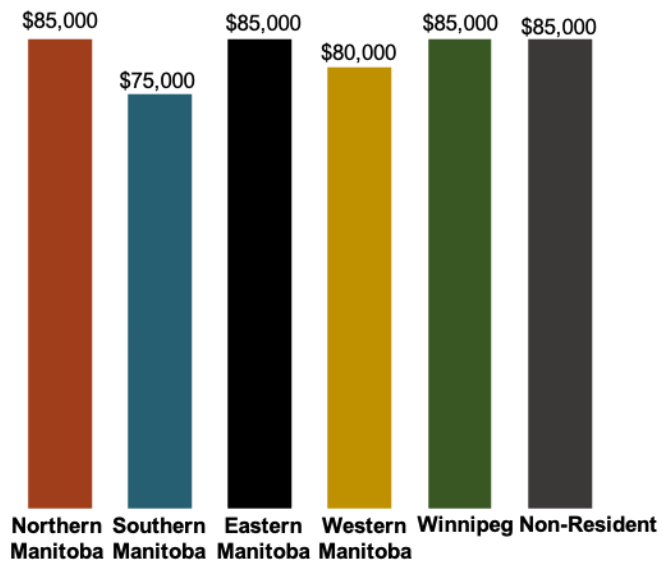
Professional Development



Bonus or Overtime



Salary Based on Location (Median)



Years to Retirement

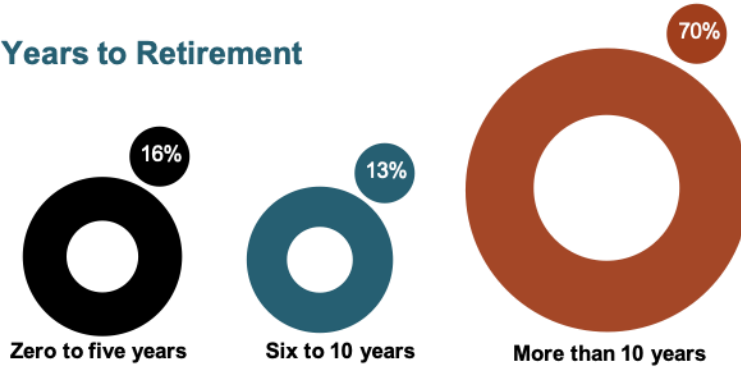


Table 1 — Member Age

	Q1	Median	Q3	Sample
30 - under	55,000	65,000	75,000	108
31 - 35	65,000	75,000	85,000	123
36 - 40	65,000	75,000	95,000	101
41 - 45	65,000	85,000	95,000	121
46 - 50	75,000	85,000	105,000	80
51 - 55	85,000	95,000	105,000	88
56 - 60	75,000	95,000	115,000	82
61 - 65	72,500	85,000	105,000	38
66 - 70	65,000	75,000	90,000	7
Over 70		105,000		2
			Total	750

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 2 — Education Level

Answer	Q1	Median	Q3	Sample
Technical College Diploma	65,000	85,000	95,000	632
University	55,000	65,000	95,000	129
			Total	761

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 3 — Education Location

Answer	Q1	Median	Q3	Sample
In Manitoba	65,000	85,000	95,000	616
Within Canada	75,000	95,000	115,000	59
Outside Canada	55,000	65,000	75,000	84
			Total	759

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 4 — Certification Level

Answer	Q1	Median	Q3	Sample
Certified Technician	65,000	75,000	85,000	92
Certified Technologist	65,000	85,000	95,000	670
Non-Certified		45,000		1
			Total	763

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 5 — Industry of Employment

Answer	Q1	Median	Q3	Sample
Advanced Technologies	65,000	95,000	105,000	5
Aerospace	65,000	85,000	105,000	27
Agriculture & Food	65,000	75,000	85,000	16
Construction	65,000	75,000	95,000	146
Consulting	55,000	70,000	85,000	91
Education	65,000	85,000	95,000	18
Electronics	65,000	70,000	85,000	16
Environmental	65,000	70,000	92,500	20
Federal Government	85,000	95,000	110,000	20
Manufacturing	65,000	75,000	95,000	88
Medical	65,000	75,000	75,000	24
Mining	75,000	95,000	120,000	3
Municipal Government	65,000	80,000	95,000	68
Other	55,000	75,000	95,000	31
Petroleum		90,000		2
Provincial Government	65,000	75,000	95,000	22
Public Utility	85,000	95,000	105,000	110
Telecommunications	75,000	80,000	95,000	18
Transportation	65,000	75,000	95,000	33
			Total	758

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 6 — Years of Technical Experience

Answer	Q1	Median	Q3	Sample
1 - 5	55,000	55,000	65,000	89
6 - 15	65,000	75,000	85,000	280
16 - 20	75,000	85,000	105,000	113
21 - 25	75,000	85,000	105,000	95
26 - 30	85,000	95,000	105,000	68
over 30	75,000	95,000	115,000	114
			Total	759

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 7 — Discipline of Technology

Answer	Q1	Median	Q3	Sample
Architectural	55,000	65,000	85,000	39
Biomedical/Biosciences	65,000	75,000	75,000	14
Building	65,000	85,000	95,000	29
Chemical	67,500	75,000	82,500	4
Civil	65,000	75,000	95,000	173
Engineering Design & Drafting	65,000	75,000	87,500	78
Electrical	85,000	95,000	105,000	76
Electronic	75,000	85,000	105,000	72
Environmental	65,000	75,000	95,000	39
Geological & Geosciences		112,500		2
Industrial/Manufacturing	65,000	75,000	95,000	23
Information Technology	60,000	75,000	105,000	13
Instrumentation	75,000	75,000	95,000	30
Mechanical	65,000	85,000	105,000	97
Natural Resources		85,000		1
Petroleum		85,000		1
Structural	65,000	75,000	95,000	47
Surveying/Geomatics	65,000	75,000	87,500	18
			Total	756

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 8 — Employment Level

Answer	Q1	Median	Q3	Sample
Junior	45,000	55,000	65,000	32
Intermediate	65,000	65,000	75,000	269
Specialist/Team Leader	75,000	85,000	105,000	336
Senior Manager	85,000	105,000	125,000	120
			Total	757

All numbers are in dollars, except Sample, which is shown in numbers.

Table 9 — Salary Based on Classification and Years of Experience

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
1 - 5	55,000	55,000	65,000	83	43,750	55,000	67,500	6
6 - 15	65,000	75,000	85,000	254	65,000	65,000	77,500	26
16 - 20	75,000	85,000	105,000	92	57,500	75,000	92,500	20
21 - 25	75,000	85,000	105,000	85	72,500	85,000	101,250	10
26 - 30	85,000	95,000	105,000	60	85,000	85,000	95,000	7
over 30	75,000	95,000	115,000	91	65,000	95,000	115,000	23
Total				665				92

All numbers are in dollars, except Sample, which is shown in numbers.

Table 10 — Salary Based on Classification and Employment Level

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Junior	45,000	55,000	65,000	28	43,750	55,000	62,500	4
Intermediate	65,000	65,000	75,000	238	55,000	65,000	75,000	30
Specialist/ Team Leader	75,000	85,000	105,000	296	75,000	85,000	105,000	40
Senior Manager	85,000	105,000	125,000	104	85,000	95,000	107,500	18
Total				666				92

All numbers are in dollars, except Sample, which is shown in numbers.

Table 11 — Salary Based on Classification & Age

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
30 - under	55,000	65,000	75,000	100	47,500	60,000	65,000	8
31 - 35	65,000	75,000	85,000	115	55,000	65,000	85,000	7
36 - 40	65,000	75,000	95,000	87	65,000	75,000	95,000	15
41 - 45	75,000	85,000	95,000	104	55,000	65,000	85,000	18
46 - 50	75,000	85,000	105,000	74	75,000	85,000	115,000	9
51 - 55	85,000	95,000	105,000	82	75,000	95,000	120,000	9
56 - 60	75,000	95,000	115,000	73	72,500	90,000	105,000	10
61 - 65	75,000	85,000	105,000	27	65,000	85,000	105,000	11
66 - 70	67,500	75,000	90,000	4	40,000	65,000	95,000	3
Total				666				90

All numbers are in dollars, except Sample, which is shown in numbers.

Table 12 — Salary Based on Classification and Discipline of Employment

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Architectural	55,000	65,000	85,000	34	55,000	65,000	70,000	5
Biomedical/Biosciences	65,000	75,000	75,000	13		75,000		1
Building	65,000	85,000	90,000	25	46,250	75,000	100,000	4
Chemical		80,000		2		70,000		2
Civil	65,000	75,000	95,000	167	72,500	85,000	92,500	6
Engineering Design and Drafting	65,000	75,000	95,000	59	65,000	75,000	85,000	19
Electrical	85,000	95,000	105,000	66	77,500	95,000	135,000	10
Electronic	75,000	85,000	105,000	66	65,000	65,000	95,000	5
Environmental	65,000	75,000	90,000	33	55,000	70,000	95,000	6
Geological and Geosciences		112,500		2				
Industrial/Manufacturing	65,000	75,000	95,000	18	70,000	95,000	122,500	5
Information Technology	62,500	80,000	107,500	10	55,000	75,000	105,000	3
Instrumentation	75,000	75,000	95,000	25	45,000	75,000	80,000	5
Mechanical	72,500	85,000	105,000	82	55,000	80,000	105,000	14
Natural Resources		85,000		1				
Petroleum		85,000		1				
Structural	65,000	75,000	95,000	42	80,000	85,000	135,000	5
Surveying/Geomatics	65,000	75,000	90,000	17		75,000		1
Total				663				91

All numbers are in dollars, except Sample, which is shown in numbers.

Table 13 — Salary Based on Classification and Industry of Employment

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Advanced Technologies	65,000	95,000	105,000	5				
Aerospace	65,000	75,000	105,000	25		102,500		2
Agriculture & Food	65,000	75,000	90,000	13	65,000	85,000	85,000	3
Construction	65,000	75,000	95,000	133	65,000	75,000	120,000	13
Consulting	55,000	65,000	85,000	79	57,500	80,000	92,500	12
Education	65,000	75,000	85,000	14	97,500	105,000	112,500	5
Electronics	65,000	75,000	85,000	10	45,000	65,000	77,500	6
Environmental	65,000	65,000	90,000	17	75,000	75,000	95,000	3
Federal Government	70,000	90,000	110,000	16	85,000	90,000	117,500	4
Manufacturing	65,000	85,000	95,000	71	55,000	65,000	85,000	15
Medical	65,000	75,000	75,000	24				
Mining	75,000	95,000	120,000	3				
Municipal Government	65,000	85,000	95,000	64	46,250	70,000	97,500	4
Other	62,500	75,000	87,500	26	42,500	55,000	135,000	5
Petroleum		105,000		1		75,000		1
Provincial Government	65,000	75,000	95,000	20		80,000		2
Public Utility	85,000	95,000	105,000	99	75,000	85,000	105,000	11
Telecommunications	75,000	85,000	95,000	16		65,000		2
Transportation	67,500	75,000	102,500	28	60,000	65,000	80,000	5
Total				659				93

All numbers are in dollars, except Sample, which is shown in numbers.