

2022 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.

The CTTAM salary quartiles reported the median as the best choice of measure of spread and central tendency, respectively. A common way of expressing quartiles is as an interquartile range. The interquartile range describes the difference between the third quartile (Q3) and the first quartile (Q1), telling us about the range of the middle half of the scores in the distribution.

Methodology

Basis for the Member Compensation Survey 2022 is the compilation of results of an online survey completed by CTTAM members in April 2022. Each member provided information on their salary as of December 31, 2021. 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 bonuses.





Summary

A total of 2,500 registrants were eligible to participate, 670 responded for a 28% response rate. This compares to a 30% response rate from last year's salary survey.

→ 2022 Average Hourly Wage — **\$20.35**
 (2022 Red River College Polytechnic CO-OP hourly wage)

Response Rate

	CET	CTech	Associate	Non-Certified
Number of	591	78	0	1

→ **670 respondents** reported total earnings.

→ CTTAM member earnings contribute **\$206,285,714** to the Manitoba economy.

Median Salary Reported (Technician/Technologist, all disciplines)

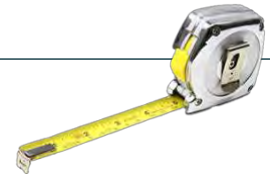
	CET	CTech	Associate	Non-Certified
Annual Salary (M)	85,000	75,000	n/a	45,000

All numbers are in dollar amount.

Salary Reported

	Q1	Median	Q3	Sample
Technologist all disciplines	75,000	85,000	105,000	591
Technician all disciplines	65,000	75,000	85,000	78

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



Miscellaneous Findings

Current Employment Status

	Q1	Median	Q3	Sample
Employee	65,000	85,000	95,000	642
Self-Employed	70,000	125,000	150,000	20
Other	40,000	52,500	65,000	8
			Total	670

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

Employment Type

	Q1	Median	Q3	Sample
Private				
Technician	65,000	65,000	85,000	56
Technologist	65,000	85,000	105,000	361
Public				
Technician	65,000	85,000	95,000	22
Technologist	75,000	85,000	105,000	228
			Total	667

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Private — **21 members** reported earning over \$150,000

Public — **Zero members** reported earning over \$150,000

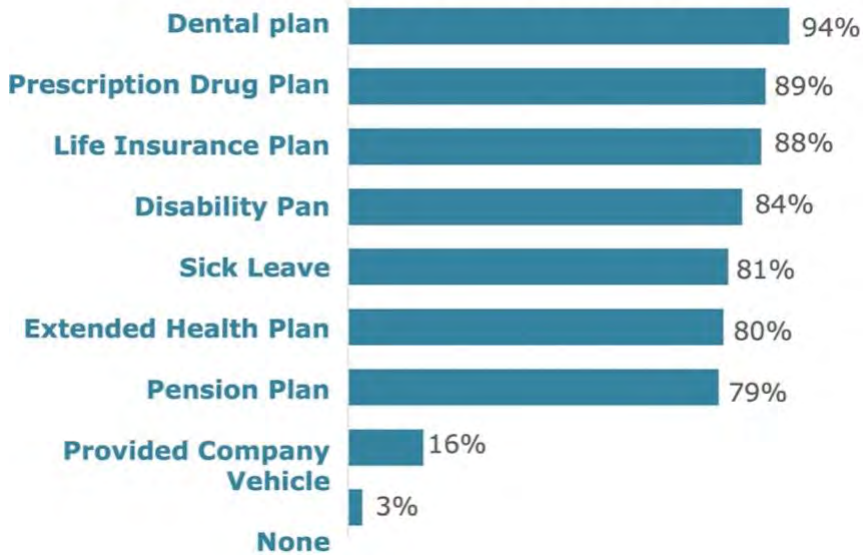
Employer Size

	Number of Employees	Percent	Sample
	1-10 Employees	6	38
	11-20 Employees	4	30
	21-50 Employees	9	59
	51-100 Employees	12	80
	101-200 Employees	5	31
	200+ Employees	64	430
		Total	668

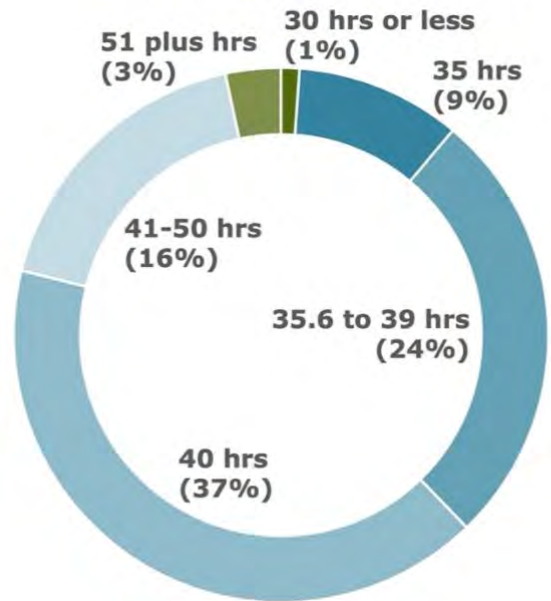
CTTAM Dues Paid By

	Percent	Sample
Employer	77	515
Self	23	155
	Total	670

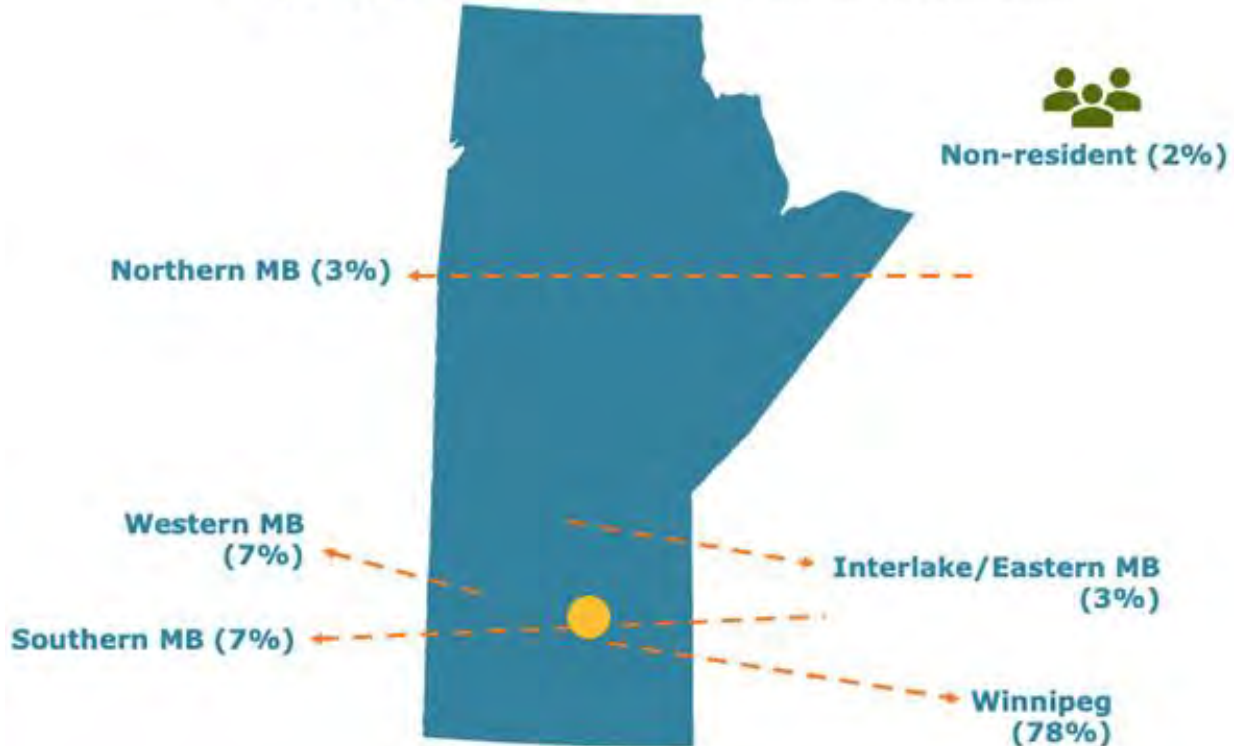
Benefit Plans (Percentage of respondents)



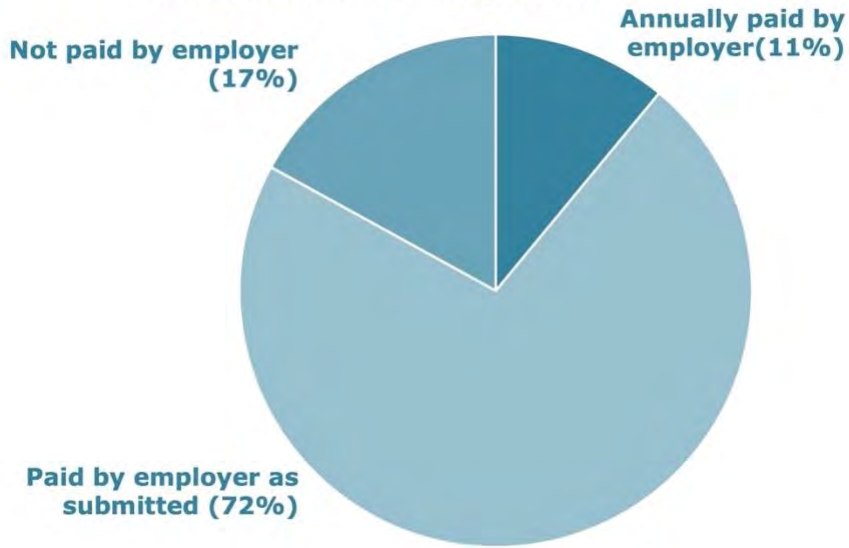
Hours worked per week



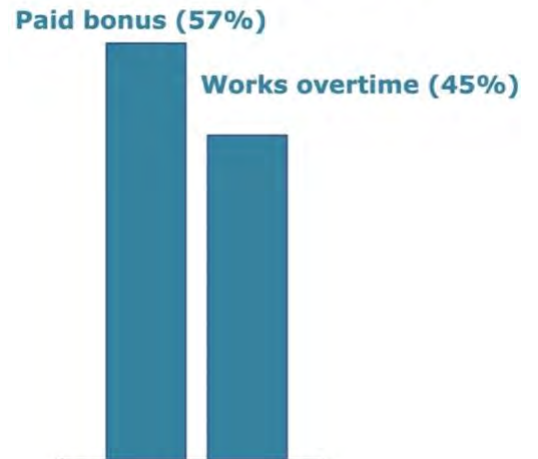
Location of Employment (Percentage of respondents)



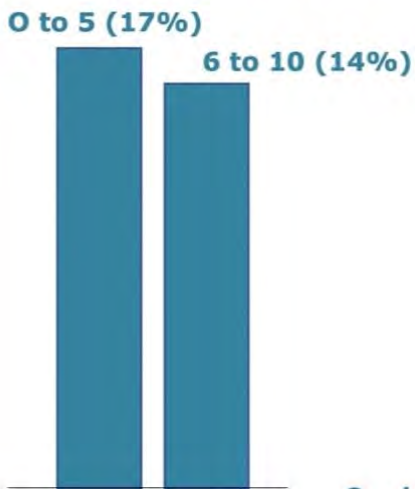
Professional Development



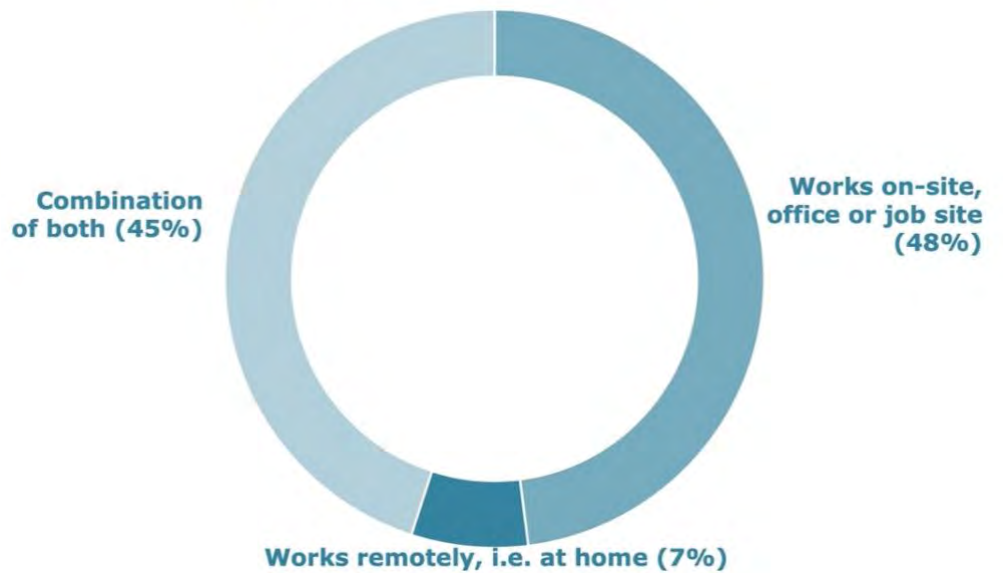
Bonus or overtime



Years to retirement



Types of work environment





Member Age

	Q1	Median	Q3	Sample
30 - under	55,000	65,000	75,000	90
31 - 35	65,000	75,000	85,000	99
36 - 40	65,000	75,000	95,000	93
41 - 45	75,000	85,000	105,000	90
46 - 50	75,000	85,000	105,000	97
51 - 55	75,000	95,000	118,750	84
56 - 60	85,000	95,000	105,000	70
61 - 65	75,000	95,000	105,000	31
66 - 70	62,500	100,000	127,500	6
Over 70		90,000		2
			Total	662

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Education Level

	Q1	Median	Q3	Sample
Technical College Diploma	75,000	85,000	105,000	563
University	65,000	75,000	95,000	107
			Total	670

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Education Location

	Q1	Median	Q3	Sample
In Manitoba	75,000	85,000	105,000	545
Within Canada	75,000	95,000	122,500	53
Outside Canada	55,000	65,000	85,000	70
			Total	668

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Certification Level

	Q1	Median	Q3	Sample
Technologist, all disciplines	75,000	85,000	105,000	591
Technician, all disciplines	65,000	75,000	85,000	78
			Total	669

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Salary Based on Classification and Discipline of Employment

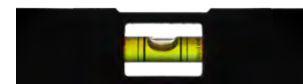
	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Architectural	65,000	75,000	85,000	24	52,500	65,000	75,000	5
Biomedical/Biosciences	72,500	75,000	85,000	10	85,000			1
Building	75,000	85,000	100,000	21	50,000	70,000	105,000	4
Chemical		120,000		1	65,000	75,000	95,000	3
Civil	65,000	85,000	97,500	130	55,000	75,000	105,000	7
Engineering Design & Drafting	57,500	85,000	95,000	56	55,000	65,000	85,000	22
Electrical	75,000	95,000	105,000	86	55,000	85,000	95,000	7
Electronic	75,000	85,000	105,000	60	65,000	75,000	77,500	6
Environmental	65,000	75,000	95,000	28	95,000			1
Geological & Geosciences		105,000		1				
Industrial/Manufacturing	65,000	85,000	95,000	11	70,000	85,000	105,000	9
Information Technology		85,000		2	40,000	75,000	105,000	3
Instrumentation	85,000	95,000	115,000	19	65,000			2
Mechanical	75,000	8,500	105,000	84	65,000	85,000	115,000	5
Natural Resources				0				0
Petroleum				0				0
Structural	75,000	95,000	105,000	39	90,000			2
Surveying/Geomatics	75,000	75,000	95,000	17	45,000			1

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Years of Technical Experience

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
1 - 5	55,000	65,000	75,000	59	41,250	55,000	65,000	8
6 - 15	65,000	75,000	87,500	210	65,000	65,000	82,500	28
16 - 20	75,000	85,000	95,000	90	65,000	75,000	85,000	13
21 - 25	85,000	95,000	115,000	83	85,000	95,000	110,000	9
26 - 30	85,000	105,000	115,000	56	70,000	80,000	100,000	6
Over 30	85,000	105,000	115,000	92	65,000	80,000	97,500	14

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Salary Based on Classification and Age

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
30 - under	55,000	65,000	75,000	79	45,000	55,000	65,000	11
31 - 35	65,000	75,000	85,000	90	55,000	65,000	70,000	9
36 - 40	75,000	85,000	95,000	83	65,000	75,000	101,250	10
41 - 45	85,000	85,000	105,000	84	65,000	75,000	85,000	13
46 - 50	75,000	95,000	105,000	82	65,000	85,000	95,000	15
51 - 55	75,000	105,000	120,000	81	55,000	75,000	135,000	3
56 - 60	85,000	95,000	105,000	59	75,000	85,000	105,000	11
61 - 65	75,000	95,000	112,500	28	55,000	85,000	95,000	3
66 - 70	72,500	125,000	132,500	4		70,000		2

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Salary Based on Classification and Employment Level

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Junior	45,000	55,000	65,000	23	40,000	45,000	65,000	3
Intermediate	65,000	75,000	85,000	200	55,000	65,000	75,000	31
Specialist/Team Leader	75,000	95,000	105,000	274	65,000	85,000	95,000	31
Senior Manager	95,000	120,000	145,000	94	75,000	95,000	110,000	13

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Salary Based on Classification and Industry of Employment

	Technologist				Technician			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Advanced Technologies	75,000	105,000	116,250	4		40,000		1
Aerospace	70,000	95,000	105,000	25	70,000	85,000	115,000	4
Agriculture & Food	65,000	75,000	105,000	17		85,000		1
Construction	75,000	85,000	105,000	104	52,500	70,000	87,500	10
Consulting	65,000	75,000	95,000	63	32,500	80,000	97,500	10
Education	40,000	40,000	65,000	3		120,000		2
Electronics	55,000	65,000	75,000	15	47,500	60,000	65,000	4
Environmental	65,000	75,000	85,000	13		95,000		1
Federal Government	65,000	95,000	105,000	10		65,000		1
Manufacturing	65,000	85,000	102,500	80	65,000	65,000	77,500	18
Medical	75,000	75,000	77,500	18				0
Mining	77,500	110,000	146,250	4				0
Municipal Government	70,000	85,000	95,000	53	55,000	70,000	80,000	6
Other	70,000	85,000	100,000	29	46,250	70,000	131,250	4
Petroleum	110,000	137,500	150,000	4				0
Provincial Government	65,000	75,000	85,000	22				0
Public Utility	87,500	95,000	105,000	96	85,000	85,000	87,500	10
Telecommunications	77,500	85,000	102,500	12	55,000	75,000	75,000	5
Transportation	65,000	75,000	90,000	18		75,000		1

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