



2012 BCSLA Professional Practice Survey Report

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Note to Reader

This survey is important in that it helps to characterize the current practice and marketplace for landscape architects within the province of British Columbia. Careful attention was paid to the replication of questions from the 2007 survey. Additional areas of inquiry were inserted into the 2012 survey to garner greater information about hiring practices, expectations for billable time, anticipated revenues, and several other areas of inquiry appropriate to current practice.

Due to significant market changes and economic slow down in Canada and parts of British Columbia, the data provided from the 2012 Professional Practice Survey - five years after the original survey was conducted – may lack the strength of more frequently tested “trend data”. It is the hope of the research committee that the Professional Practice Survey can be administered using the same question structure, on a more regular, two year interval. It is understood that questions may need to be added to track the evolving marketplace and professional practice of landscape architecture; however – adherence to the core questionnaire will start to build a body of knowledge that will become a valued part of our history as practitioners.

As you read through this report, you will find a brief summary at the beginning of most sections. These “data-rich thumbnail sketches” have been compiled to pull the most compelling comparisons, or variations from the 2007 data, and will assist the reader in navigating the compilations of respondent feedback. There are no recommendations or “action-items” as part of this survey report. The data is provided and key themes are highlighted for the benefit of all members. Each individual or organization may decide how to manipulate the data, or utilize the information in their own decision-making.

On behalf of the research committee: Tara Culham, Jessica Tan, Theresa Cherniak, and myself, **thank you for your participation**. We owe a debt of gratitude to the original survey developers – Chris Sterry and Carolyn Kennedy. Continuing from their work in 2007, we hope to see a continued commitment to research and reporting on the practice of Landscape Architecture in British Columbia.



Mark van der Zalm

BCSLA Past President

Introduction

Background

Since 1989, the BCSLA has evaluated the broader state of the profession of Landscape Architecture in British Columbia on three occasions. In 1990, RK House & Associates published the first BCSLA practice survey. In 2007, the BCSLA Workplace Survey was first conducted and in 2012, the Professional Practice Survey was conducted. The results of these studies provide tremendous insight into the current state of our profession and workplace dynamics.

The 2012 Professional Practice Survey combines questions from the 2007 Workplace Survey and the 1989 House report. In addition, this survey solicits input from the broader membership in relation to strategic priorities for the BCSLA moving forward. The BCSLA is currently working on a Strategic Plan using the results from the 2012 Professional Practice Survey.

One purpose of the survey is to acquire current data to inform work being undertaken to update the Society's Fee Guide. The results of the survey will be a useful and interesting resource for all Members of the Society and will lead to a better understanding of the landscape architecture profession in British Columbia.

How was the survey carried out?

The survey was carried out using an online survey tool, SurveyMonkey (www.surveymonkey.com). A dedicated broadcast email was sent to BCSLA members on March 8, 2012 with several email reminders and an extended deadline of April 5, 2012 to complete. The online survey was set up to allow survey respondents to begin the survey and return to at any time (before the deadline) to complete or change any answers. Every question required an answer and only unique computer IP addresses would register as a single submission.

Introduction

Report Format

The 2012 BCSLA Professional Practice Survey questions were primarily based on the questions from the 2007 BCSLA Workplace Survey and several questions from the 1990 RK House & Associates report. This was to enable as much comparison to the 2007 survey results as possible in the analysis of the 2012 survey. The 2012 survey also includes additional questions pertaining to the creation of a Strategic Plan for the BCSLA. These questions were derived from the BCSLA Strategic Plan focus group meeting which took place in the Spring of 2010 and was moderated by Mark van der Zalm, 2010 BCSLA President and Eli Mina, Registered Parliamentarian. Mr. Mina was working in his capacity as special consultant to the BCSLA for this focus group meeting.

The Professional Practice Survey Report is divided into seven sections:

- Executive Summary
- Introduction
- 1.0 Background
- 2.0 Education
- 3.0 Professional Registration
- 4.0 Work Experience
- 5.0 Current Job
- 6.0 Strategic Priorities for the BCSLA
- 7.0 Filtered Results
 - 7.1 Women in the Society
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 - 7.3 Registered Landscape Architects
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 - 7.5 Landscape Architects
 - 7.6 Self-Employed/Principals/Managers - Private and Public Sector
 - 7.6.1 Sole Practitioners
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 - 7.7.1 Principals/Managers - Private Sector
 - 7.8 Public Sector - Government
 - 7.9 Public Sector - Education

Introduction

Report Format continued

For each question, the total number of people who answered the question as well as the total number of people who skipped the question is provided. Together, this equals to the total number of respondents for the survey, 154.

The *Response Count* is the total number of responses to each answer and the *Response Percent* is the number of responses to each answer expressed as a percentage of the total number of responses for each question. Some questions allowed participants to select multiple answers which can create response percentages above 100%. Response percentages from the 2007 survey are provided wherever possible. Instances in which direct data comparisons between the 2012 survey and the 2007 survey were unavailable are marked "N/A".

The number of *Answered Questions* varies for each question. This can be attributed to SurveyMonkey's "Question Logic" which filters respondents and directs specific respondents to questions that pertain specifically to their job description or membership category. In addition, respondents may chose to not fully complete the questionnaire thereby resulting in incomplete participation in all questions.

For example:

| Question 35, "Bonuses: Do you typically receive an annual bonus or profit share in addition to salary?" | If Answer is: | Survey Skips to: |
|---|---------------|---|
| | Yes | Question 36, "Bonuses: Please identify the amount of the bonus for 2011." |
| | No | Question 37, "Dividends on Shares: Do you typically receive dividends from shares in your company in addition to salary?" |

Introduction

Who completed the survey?

The survey was sent out to BCSLA Registered Landscape Architects, Landscape Architect Members, Inactive Landscape Architects, Interns, Retired Landscape Architects, and Associates (around 464 people). Responses were also allowed from non-members that are working in a landscape architecture related position. The response rate was approximately 33% (154 participants) of the BCSLA membership. Of the 154 participants, 133 completed the entire survey (86.4%). The breakdown of respondents by BCSLA membership is provided below:

| Membership Category | Number of Respondents/Total Possible Number of Respondents | 2012 Response Rate | 2007 Response Rate |
|--------------------------------|--|--------------------|--------------------|
| Registered Landscape Architect | 96/284 | 34% | 44% |
| Landscape Architect Member | 9/8 | 113%* | 140%** |
| Inactive Landscape Architect | 3/41 | 7% | 0% |
| Intern | 32/102 | 31% | 48% |
| Retired | 1/12 | 8% | ?*** |
| Associate | 5/15 | 33% | N/A |
| Non-BCSLA Member | 5/?**** | ? | N/A |
| OVERALL | 151/464 | 33% | 45% |

Notes

Three survey participants did not answer this question in the 2012 Professional Practice Survey. This accounts for the discrepancy from the total number of respondents for the survey (154), and the total number of respondents broken down. This does not affect the 2012 Response Rate.

The 2012 survey response rate of 33% compared to the 2007 survey response rate of 45%.

The overall response rate of 33% provides a fair representative sampling of the membership. The response rates for Registered Landscape Architects and Interns, who together, encompass the majority of the membership, were 34% and 31% respectively, with survey results representing these two categories fairly equally. While the overall response rate in 2007 was slightly higher, the Registered Landscape Architect and Intern categories were reflected similarly in the 2007 survey.

* At the time that the 2012 survey was analyzed, there were only eight Landscape Architect Members in the BCSLA. Notwithstanding this, nine respondents claimed this type of membership.

** At the time that the 2007 survey was analyzed, there were only five Landscape Architect Members in the BCSLA. Notwithstanding this, seven respondents claimed this type of membership.

*** The 2007 survey did not provide a response rate for the Retired category.

**** While the 2012 survey was only directly circulated to BCSLA members, it was intended that landscape professionals who were working in BC, but not necessarily affiliated with the BCSLA could participate in the survey. This was intended to capture all practitioners who may or may not be affiliated with the BCSLA who are working in a professional landscape architectural office to provide a more accurate illustration of the state of the profession in 2012.

1.0 Background

Observations

- Approximately 91% of all respondents in 2012 were between the ages of 26-60. This compares to almost 95% between these ages in 2007.
- Respondents in 2012 were spread relatively evenly in the groups ranging from 26-60, with a concentration in the 51-55 age range.
- The gender of the respondents was evenly represented in the 2012 survey. In 2007 there were slightly more females represented in the survey.
- 95.5% of respondents were Canadian Citizens or Canadian Permanent Residents in the 2012 survey. 4.5% of 2012 respondents were non-Canadians working on a visa. This compares to 98.9% and 1.1%, respectively, in 2007.
- The vast majority, nearly 75% of respondents in 2012, lived and worked in the Lower Mainland. The next largest group were on Vancouver Island (12%) followed by the Interior (7%). It appears most people live and work in the same area. 2007 responses were slightly less concentrated, with approximately 69% from the Lower Mainland, 16% Vancouver Island and 8% Interior. Approximately the same percentage of respondents were from these same three areas in both 2012 and 2007 (94 and 93% respectively.)

1.0 Background

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 2 | 1.3% | 2.2% |
| 26-30 | 18 | 11.7% | 12.4% |
| 31-35 | 27 | 17.5% | 14.6% |
| 36-40 | 18 | 11.7% | 16.2% |
| 41-45 | 21 | 13.6% | 13.5% |
| 46-50 | 17 | 11.0% | 15.7% |
| 51-55 | 21 | 13.6% | 17.8% |
| 56-60 | 19 | 12.3% | 4.3% |
| 61-65 | 6 | 3.9% | 1.6% |
| 66-70 | 1 | 0.6% | 0.5% |
| 70+ | 2 | 1.3% | 1.1% |
| Prefer not to say | 2 | 1.3% | N/A |
| Answered question | 154 | | 185 |
| Skipped question | 0 | | 0 |

| 2. Please indicate your gender. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---------------------------------|---------------------|-----------------------|-----------------------|
| Male | 77 | 50.0% | 48.9% |
| Female | 76 | 49.4% | 51.1% |
| Prefer not to say | 1 | 0.6% | N/A |
| Answered question | 154 | | 184 |
| Skipped question | 0 | | 1 |

| 3. Citizenship: Which of the following describes your citizenship status? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| Canadian Citizen | 141 | 91.6% | 92.4% |
| Canadian Permanent Resident | 6 | 3.9% | 6.5% |
| Non-Canadian working on a visa | 7 | 4.5% | 1.1% |
| Other (please specify) | 0 | 0.0% | N/A |
| Answered question | 154 | | 184 |
| Skipped question | 0 | | 1 |

1.0 Background

| 4. Home address: Please identify where you live. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Lower Mainland, BC | 115 | 74.7% | 68.89% |
| Vancouver Island/Sunshine Coast/Islands, BC | 18 | 11.7% | 15.56% |
| Interior, BC | 11 | 7.1% | 8.33% |
| Northern, BC | 1 | 0.6% | |
| Alberta | 4 | 2.6% | 3.33% |
| Saskatchewan | N/A | N/A | 1.11% |
| Manitoba | N/A | N/A | 0.56% |
| Ontario | 4 | 2.6% | 1.11% |
| Rest of Canada | 0 | 0.0% | N/A |
| USA | 1 | 0.6% | 0.56% |
| Overseas | 2 | 1.3% | 0.56% |
| <i>Answered question</i> | <i>154</i> | | <i>180</i> |
| <i>Skipped question</i> | <i>0</i> | | <i>4</i> |

| 5. Work Address: Please identify where you work. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Lower Mainland, BC | 115 | 74.7% | 68.31% |
| Vancouver Island/Sunshine Coast/Islands, BC | 19 | 12.3% | 14.75% |
| Interior, BC | 16 | 10.4% | 8.20% |
| Northern, BC | 2 | 1.3% | |
| Alberta | 5 | 3.2% | 4.37% |
| Saskatchewan | N/A | N/A | 1.09% |
| Manitoba | N/A | N/A | 0.55% |
| Ontario | 4 | 2.6% | 1.09% |
| Rest of Canada | 1 | 0.6% | N/A |
| USA | 2 | 1.3% | 1.09% |
| Overseas | 3 | 1.9% | 0.55% |
| <i>Answered question</i> | <i>154</i> | | <i>183</i> |
| <i>Skipped question</i> | <i>0</i> | | <i>2</i> |

2.0 Education

Observations

- The highest level of education for 57.6% of respondents in 2012 was a Graduate or Masters Degree in Landscape Architecture. This compares to 43.6% in 2007.
- The highest level of education for 28.1% of respondents was an Undergraduate Degree in Landscape Architecture. This compares to a much higher rate of 44.8% in 2007.
- 43.1% of 2012 respondents received their professional degree from the University of British Columbia, approximately the same as in 2007.
- 20.9% of respondents received their professional degree from the University of Guelph.
- 79.7% of respondents received their professional degree from a Canadian institution, approximately the same as 2007.
- 15.0% of respondents received their professional degree from the United States.
- 6.5% of respondents received their professional degree from other countries.
- A high percentage of survey respondents are recent graduates, with 19.6% completing studies in Landscape Architecture between 2010-2014 and 19.0% between 2005-2009. This means that these respondents are new to profession and were not participants in the 2007 survey.

2.0 Education

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 43 | 28.1% | 44.8% |
| Graduate degree in Landscape Architecture | 18 | 11.8% | 8.8% |
| Masters degree in Landscape Architecture | 70 | 45.8% | 34.8% |
| PhD in Landscape Architecture | 0 | 0.0% | 0.6% |
| Other undergraduate degree (please specify below) | 9 | 5.9% | 5.0% |
| Other graduate degree (please specify below) | 13 | 8.5% | 6.1% |
| Other | 22 | | 181 |
| Answered question | 153 | | 181 |
| Skipped question | 1 | | 4 |

| 7. Where did you receive your professional degree(s)? (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| University of British Columbia | 66 | 43.1% | 42.03% |
| University of Guelph | 32 | 20.9% | 17.39% |
| University of Manitoba | 14 | 9.2% | 7.25% |
| University of Toronto | 4 | 2.6% | 2.90% |
| Northern Alberta Institute of Technology | 4 | 2.6% | 0.48% |
| Other Canadian Institution* | 2 | 1.3% | 9.18% |
| United States* | 23 | 15.0% | 12.55% |
| Europe* | 6 | 3.9% | 5.31% |
| Asia | 4 | 2.6% | 0.48% |
| Australia | 0 | 0.0% | 0.48% |
| South America* | 0 | 0.0% | 0.48% |
| Other* | 23 | 15.0% | N/A |
| Answered question | 153 | | 179 |
| Skipped question | 1 | | 6 |

Note: * Respondents who answered "Other" in the 2012 survey contained schools from Canadian, American, European, and Mexican institutions. Answers from "Other" have not been incorporated into Observation statistics.

2.0 Education

| 8. In which year range did you complete full time study in Landscape Architecture? (Please select the most appropriate year-range for your highest Landscape Architecture degree earned.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| 2010-2014 | 13 | 8.5% | N/A |
| 2005-2009 | 30 | 19.6% | N/A |
| 2000-2004 | 29 | 19.0% | 20.45% |
| 1995-1999 | 19 | 12.4% | 15.34% |
| 1990-1994 | 13 | 8.5% | 11.93% |
| 1985-1989 | 14 | 9.2% | 15.91% |
| 1980-1984 | 14 | 9.2% | 10.8% |
| 1975-1979 | 8 | 5.2% | 7.39% |
| 1970-1974 | 4 | 2.6% | 1.7% |
| 1965-1969 | 3 | 2.0% | 0.57% |
| 1960-1964 | 1 | 0.7% | 0.0% |
| 1945-1950 | 0 | 0.0% | 0.57% |
| No Degree in Landscape Architecture | 5 | 3.3% | 2.84% |
| <i>Answered question</i> | <i>153</i> | | <i>176</i> |
| <i>Skipped question</i> | <i>1</i> | | <i>8</i> |

3.0 Professional Registration

Observations

- 63.6% of respondents in 2012 are BCSLA Registered Landscape Architects – similar to the percentage in 2007.
- 21.2% of respondents are BCSLA Interns. A higher percentage of Interns responded to the 2007 survey (35.6%).
- 28.0% of respondents became BCSLA Registered Landscape Architects between 2005-2009 and 20.0% of respondents became BCSLA Registered Landscape Architects between 1995-1999.
- 13 respondents were also registered in the US and 13 in other Canadian provinces.

3.0 Professional Registration

| 9. Which BCSLA title do you currently hold? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| BCSLA Associate | 5 | 3.3% | N/A |
| BCSLA Inactive Landscape Architect | 3 | 2.0% | N/A |
| BCSLA Intern | 32 | 21.2% | 35.6% |
| BCSLA Landscape Architect Member | 9 | 6.0% | 4.0% |
| BCSLA Registered Landscape Architect | 96 | 63.6% | 60.5% |
| BCSLA Retired Landscape Architect | 1 | 0.7% | 0.6% |
| Non-BCSLA member | 5 | 3.3% | N/A |
| BCSLA Student | N/A | N/A | 0.0% |
| Answered question | 151 | | 177 |
| Skipped question | 3 | | 8 |

Question Logic:

| If Answer is: | Survey Skips to: |
|---|--|
| BCSLA Associate BCSLA Intern BCSLA Landscape Architect Member Non-BCSLA member | Question 11, "How many years have you held your current BCSLA status? (Please check one.)" |
| BCSLA Inactive Landscape Architect BCSLA Registered Landscape Architect BCSLA Retired Landscape Architect | Question 10, "In which year range did you first become a Registered Landscape Architect in British Columbia? (Please choose the most appropriate year-range.)" |
| BCSLA Student | Question 12, "Are you a Registered Landscape Architect in another jurisdiction other than British Columbia?" |

| 10. In which year range did you first become a Registered Landscape Architect in British Columbia? (Please choose the most appropriate year-range.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| 2010-2012 | 17 | 17.0% | N/A |
| 2005-2009 | 28 | 28.0% | 16.67% |
| 2000-2004 | 7 | 7.0% | 14.91% |
| 1995-1999 | 20 | 20.0% | 19.30% |
| 1990-1994 | 12 | 12.0% | 16.67% |
| 1985-1989 | 7 | 7.0% | 15.79% |
| 1980-1984 | 2 | 2.0% | 8.77% |
| 1975-1979 | 3 | 3.0% | 5.26% |
| 1970-1974 | 4 | 4.0% | 1.75% |
| 1950-1954 | 0 | 0.0% | 0.88% |
| Currently on the "Road to Registration" | N/A | N/A | 26.45% |
| Answered question | 100 | | 155 |
| Skipped question | 54 | | 30 |

Note: Respondents who answered "N/A" or "Not Yet Registered" for this question in the 2007 survey were grouped together in the 2007 Response Percent column.

3.0 Professional Registration

| 11. How many years have you held your current BCSLA status? (Please check one.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| >1 | 19 | 13.0% | 45.88% |
| 1-4 | 49 | 33.6% | |
| 5-9 | 22 | 15.1% | 12.35% |
| 10-14 | 13 | 8.9% | 18.24% |
| 15-19 | 17 | 11.6% | 11.18% |
| 20-24 | 13 | 8.9% | 7.06% |
| 25-29 | 5 | 3.4% | 2.94% |
| 30-34 | 5 | 3.4% | 1.18% |
| 35-39 | 3 | 2.1% | 0.59% |
| 55-59 | 0 | 0.0% | 0.59% |
| Answered question | 146 | | 170 |
| Skipped question | 8 | | 13 |

| 12. Are you a Registered Landscape Architect in another jurisdiction other than British Columbia? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| Yes | 28 | 18.5% | 24.3% |
| No | 123 | 81.5% | 75.7% |
| Answered question | 151 | | 185 |
| Skipped question | 3 | | 0 |

Question Logic:

| If Answer is: | Survey Skips to: |
|---------------|--|
| Yes | Question 13, "Please indicate the jurisdiction(s) other than British Columbia where you are a Registered Landscape Architect. (Please choose all that apply.)" |
| No | Question 15, "How many sections of the Landscape Architectural Registration Exams (LAREs) have you successfully completed?" Please note that the number of sections of the LARE has changed throughout the years. If you became a Registered Landscape Architect through preliminary examination (passing all required LAREs), please select "All required exams passed". |

3.0 Professional Registration

| 13. Please indicate the jurisdiction(s) other than British Columbia where you are a Registered Landscape Architect. (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| Alberta | 6 | 21.4% | N/A |
| Ontario | 6 | 21.4% | N/A |
| Other Canadian province | 1 | 3.6% | N/A |
| United States | 13 | 46.4% | N/A |
| Asia | 1 | 3.6% | N/A |
| Europe | 3 | 10.7% | N/A |
| Other | 3 | 10.7% | N/A |
| Answered question | 28 | | 45 |
| Skipped question | 126 | | 140 |

Note: This question was not part of the 2007 survey.

| 14. How many years were/are you a registered landscape architect in a jurisdiction outside of BC? (If you are registered in more than one jurisdiction outside of BC, please list the number of years for the longest held license outside of BC. | 2012 Response Count | 2012 Response Percent |
|---|---------------------|-----------------------|
| 1-2 | 4 | 14.3% |
| 3-4 | 8 | 28.6% |
| 5-6 | 3 | 10.7% |
| 7-8 | 2 | 7.1% |
| 9-10 | 1 | 3.6% |
| 11-15 | 5 | 17.9% |
| 16-20 | 1 | 3.6% |
| 21+ | 4 | 14.3% |
| Answered question | 28 | |
| Skipped question | 126 | |

3.0 Professional Registration

| 15. How many sections of the Landscape Architectural Registration Exams (LAREs) have you successfully completed? Please note that the number of sections of the LARE has changed throughout the years. If you became a Registered Landscape Architect through preliminary examination (passing all required LAREs), please select "All required exams passed". | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| 0 | 25 | 16.7% | 14.4% |
| 1 | 3 | 2.0% | 5.5% |
| 2 | 8 | 5.3% | 2.7% |
| 3 | 3 | 2.0% | 5.5% |
| 4 | 5 | 3.3% | 0.7% |
| 5 | 3 | 2.0% | 3.4% |
| 6 | 2 | 1.3% | 0.7% |
| All required exams passed | 70 | 46.7% | 46.6% |
| Registered prior to LARE requirement | 22 | 14.7% | 20.5% |
| Registered via Reciprocal Registration/Senior Practitioner from a jurisdiction where LARE is not required | 9 | 6.0% | N/A |
| Answered question | 150 | | 146 |
| Skipped question | 4 | | 39 |

4.0 Work Experience

Observations

- In 2012, 19.3% of respondents commenced full time employment in a landscape architecture related position in 2000-2004. 18.7% of respondents commenced full time employment in a landscape architecture related position in 2005-2009.
- The distribution of respondents with between 0-19 years of experiences is evenly distributed.

4.0 Work Experience

| 16. In which year did you commence full time employment (35+ hours per week) in a landscape architecture related position? (Please choose the most appropriate year-range.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| 2010-2012 | 15 | 10.0% | N/A |
| 2005-2009 | 28 | 18.7% | 10.78% (2005-2007) |
| 2000-2004 | 29 | 19.3% | 23.35% |
| 1995-1999 | 20 | 13.3% | 13.77% |
| 1990-1994 | 9 | 6.0% | 12.57% |
| 1985-1989 | 18 | 12.0% | 17.96% |
| 1980-1984 | 11 | 7.3% | 10.78% |
| 1975-1979 | 8 | 5.3% | 7.19% |
| 1970-1974 | 8 | 5.3% | 2.4% |
| 1965-1969 | 1 | 0.7% | 0.6% |
| 1950-1954 | 0 | 0.0% | 0.6% |
| I am employed on a part-time basis in a landscape architecture related position. | 3 | 2.0% | N/A |
| Answered question | 150 | | 171 |
| Skipped question | 4 | | 14 |

| 17. How many years of full-time work experience (35+ hours per week) have you gained in landscape architecture related positions since you commenced full-time secondary education? (Please choose one.) | 2012 Response Count | 2012 Response Percent | 2007 Response Count |
|--|---------------------|-----------------------|---------------------|
| 0-4 | 29 | 19.3% | 25.14% |
| 5-9 | 28 | 18.7% | 21.14% |
| 10-14 | 27 | 18.0% | 10.29% |
| 15-19 | 19 | 12.7% | 14.29% |
| 20-24 | 11 | 7.3% | 12.57% |
| 25-29 | 16 | 10.7% | 9.71% |
| 30-34 | 9 | 6.0% | 3.43% |
| 35-39 | 7 | 4.7% | 1.71% |
| 40-44 | 1 | 0.7% | 0.00% |
| 45-49 | 2 | 1.3% | 0.57% |
| 50-54 | 0 | 0.0% | 0.57% |
| 55-59 | 0 | 0.0% | 0.57% |
| I have only been employed on a part-time basis in landscape architecture related positions. | 1 | 0.7% | N/A |
| Answered question | 150 | | 175 |
| Skipped question | 4 | | 10 |

4.0 Work Experience

| 18. How many years full-time work experience have you worked in the following sectors? (Please answer "0" if you have never been employed on a full-time basis in a particular sector.) | Number of Years | | | | | | | | | | | | | |
|---|------------------------------|---------------|-----------------------------|---------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| | 0 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | |
| Private Sector | 6.0% (9) | 26.0% (39) | 26.7% (40) | 13.3% (20) | 8.0% (12) | 6.7% (10) | 6.0% (9) | 4.0% (6) | 3.3% (5) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 150 |
| Public Sector - Education | 90.0% (135) | 6.7% (10) | 2.0% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 1.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 150 |
| Public Sector - Government | 63.3% (95) | 13.3% (20) | 8.0% (12) | 6.0% (9) | 1.3% (2) | 4.7% (7) | 1.3% (2) | 1.3% (2) | 0.7% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 150 |
| Answered question | | | | | | | | | | | | | | 150 |
| Skipped question | | | | | | | | | | | | | | 4 |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q16)

4.0 Work Experience

| 19. How many full-time landscape related positions (included self-employment) have you held since commencing studies in landscape architecture? (Please choose one.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| 0 | 3 | 2.0% | N/A |
| 1-2 | 45 | 30.0% | 28.7% |
| 3-4 | 57 | 38.0% | 40.9% |
| 5-6 | 28 | 18.7% | 17.0% |
| 7-8 | 7 | 4.7% | 5.8% |
| 9-10 | 5 | 3.3% | 4.1% |
| 11-12 | 2 | 1.3% | 1.2% |
| 13-14 | 1 | 0.7% | 0.0% |
| 15-16 | 0 | 0.0% | 0.0% |
| 17-18 | 0 | 0.0% | 1.2% |
| 19-20 | 0 | 0.0% | 0.6% |
| 21+ | 2 | 1.3% | 0.6% |
| Answered question | 150 | | 173 |
| Skipped question | 4 | | 12 |

5.0 Current Job

Observations

- 50.75% of survey respondents work in a Partnership/Corporation.
- 20.9% of survey respondents work in the Public Sector – Government.
- 1.4% of respondents work at a Non-Governmental Agency and 1.4% of respondents work in Public Sector – Educational.
- 44.6% of respondents have been in their current position for 0-4 years.
- 31.1% of respondents work with 1-2 landscape architecture trained employees, including the respondent, principals, and office support staff.
- A high percentage of respondents are salaried (68.9%).
- Hourly salaries range from \$15.01-\$101.00+.
- Hourly salaries ranging \$21.00-\$29.99 are fairly evenly distributed.
- 16.2% of respondents earn an hourly salary from \$36.99-\$40.99.
- The average hourly rate for staff members with 0-4 years experience is \$24.00-\$26.99 (8) 27.6%.
- The average hourly rate for staff members with 5-9 years experience is \$27.00-\$40.99 (22) 78.6%.
- The average hourly rate for staff members with 10-14years experience is \$36.00-\$45.99 (14) 53.8%.
- Approximately 27% of respondents earn less than \$30 per hour, 51% earn between \$30-50.99 per hour, and 22% between \$51 and \$101. Salaries have increased since the 2007 survey, when 34% of respondents earned less than \$30 per hour.
- The mode salary range was \$36.99-\$40.99, with 6.2% of respondents earning in this range. This compares to the 2007 survey mode of 13% within the range of \$24-26.99.
- A higher percentage of respondents 39% did not receive a raise in 2011, compared to approximately 31% in 2007. Respondents received lower raises in this time period versus in the 2007 survey; in 2012, 75% of respondents received 3% or less, compared to 42.4% in 2007 survey.
- Since 2007, the time between raises has increased. In 2012, 34% of respondents received a raise in 12 months or less compared to 60% in 2007. In 2012, there was also a higher percentage of respondents whose salary had yet to be reviewed or received no raise. This may be attributed to the larger proportion of new graduates working in the profession compared to 2007.
- The standard work week is 37.5 hours for 37% of respondents. 20% of respondents have a 40 hour work week.
- 20.3% of respondents typically work 1-2 hours of overtime per week. 17.6% of respondents typically work 3-4 hours of overtime per week. 16.2 % of respondents typically work 5-6 hours of overtime per week.
- 53.7% of respondents are compensated with Time off in lieu for overtime hours.
- 46% receive bonuses (same as 2007), 21% by merit, 38% under \$2000.
- 9.5% receive dividends – less than in 2007 (12.2%).
- 36% of those received dividends between \$5-10,000.
- 63.3% of respondents receive medical, extended health and prescription drug benefits from their employer or have these benefits financed through their company.

5.0 Current Job

Observations Continued

- 75.5% of respondents have their employers or their business pay for their BCSLA annual professional dues.
- 62.6% of respondents do not have pension plans provided by their employer/paid by their company.
- 46% of respondents were **Private Sector – Employee, 19.7% Private Sector – Firm Principal/Manager**, and 14.3% Public Sector – Employee, 10.9% Self-Employed, 7.5% Public Sector – Manager.

5.0 Current Job

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|--|
| Design/Build | 15 | 10.1% | N/A |
| Non-Governmental Agency | 2 | 1.4% | N/A |
| Partnership/Corporation | 75 | 50.7% | 52.2% |
| Public Sector – Government | 31 | 20.9% | 19.3% |
| Public Sector – Educational | 2 | 1.4% | 4.3% |
| Sole Practitioner/Self Employed | 26 | 17.6% | 21.7% |
| I am currently unemployed. | 3 | 2.0% | N/A |
| Identify Other Organization | 6 | 4.1% | 4.3%-7.1% (multiple answers were allowed for this option) |
| Answered question | 148 | | 161 |
| Skipped question | 6 | | 24 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 1.3% |
| Associate | 8 | 5.4% | 7.5% |
| Intern | 5 | 3.4% | 20.0% |
| Landscape Architect | 29 | 19.6% | 13.8% |
| Landscape Designer | 20 | 13.5% | N/A |
| Landscape Technician | 4 | 2.7% | N/A |
| Planner | 10 | 6.8% | N/A |
| Principal | 26 | 17.6% | 32.5% |
| Professor | 1 | 0.7% | 3.1% |
| Senior Landscape Architect | 18 | 12.2% | 10.0% |
| Other | 27 | 18.2% | 21.9% |
| Answered question | 148 | | 160 |
| Skipped question | 6 | | 25 |

Note: This question only allowed for one response. The corresponding question in the 2007 survey allowed for multiple responses.

5.0 Current Job

| 22. How many years have you been in your current position? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| <1 | 22 | 14.9% | N/A |
| 1-2 | 36 | 24.3% | 31.0% |
| 3-4 | 30 | 20.3% | 22.2% |
| 5-6 | 11 | 7.4% | 7.6% |
| 7-8 | 12 | 8.1% | 6.3% |
| 9-10 | 6 | 4.1% | 5.7% |
| 11-12 | 7 | 4.7% | 3.2% |
| 13-14 | 1 | 0.7% | 5.1% |
| 15-16 | 5 | 3.4% | 2.5% |
| 17-18 | 5 | 3.4% | 3.2% |
| 19-20 | 1 | 0.7% | 1.9% |
| 21-22 | 3 | 2.0% | 4.7% |
| 23-24 | 4 | 2.7% | 1.9% |
| 25-26 | 2 | 1.4% | 1.3% |
| 27-28 | 1 | 0.7% | 0.6% |
| 29-30 | 1 | 0.7% | 0.6% |
| 31+ | 1 | 0.7% | 1.2% |
| Answered question | 148 | | 160 |
| Skipped question | 6 | | 25 |

| 23. How many landscape architecture trained employees, including yourself, principals and office support staff, are employed in your place of work? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| 1-2 | 46 | 31.1% | 31.6% |
| 3-4 | 22 | 14.9% | 18.1% |
| 5-6 | 16 | 10.8% | 14.8% |
| 7-8 | 9 | 6.1% | 7.1% |
| 9-10 | 7 | 4.7% | 4.5% |
| 11-12 | 11 | 7.4% | 3.9% |
| 13-14 | 10 | 6.8% | 3.2% |
| 15-16 | 2 | 1.4% | 4.5% |
| 17-18 | 3 | 2.0% | 1.3% |
| 19-20 | 2 | 1.4% | 0.6% |
| 21-22 | 1 | 0.7% | 0.6% |
| 23-24 | 2 | 1.4% | 3.2% |
| 25-26 | 4 | 2.7% | 1.9% |
| 27-28 | 1 | 0.7% | 0.6% |
| 29-30 | 6 | 4.1% | 2.6% |
| 31-49 | 5 | 3.4% | 0.6% |
| 50-60 | 0 | 0.0% | 0.6% |
| 61+ | 1 | 0.7% | N/A |
| Answered question | 148 | | 161 |
| Skipped question | 6 | | 24 |

5.0 Current Job

| 24. How are you paid? | 2012 Response Count | 2012 Response Percent |
|--------------------------|---------------------|-----------------------|
| Hourly | 46 | 31.1% |
| Salary | 102 | 68.9% |
| Answered question | 148 | |
| Skipped question | 6 | |

Note: This question was not part of the 2007 survey.

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 0.6% |
| \$15.01-\$17.99 | 1 | 0.7% | 0.0% |
| \$18.00-\$20.99 | 2 | 1.4% | 5.0% |
| \$21.00-\$23.99 | 10 | 6.8% | 5.0% |
| \$24.00-\$26.99 | 13 | 8.8% | 13.0% |
| \$27.00-\$29.99 | 13 | 8.8% | 10.6% |
| \$30.00-\$32.99 | 16 | 10.8% | 9.3% |
| \$33.00-\$35.99 | 6 | 4.1% | 8.1% |
| \$36.00-\$40.99 | 24 | 16.2% | 9.9% |
| \$41.00-\$45.99 | 19 | 12.8% | 6.2% |
| \$46.00-\$50.99 | 10 | 6.8% | 6.2% |
| \$51.00-\$55.99 | 8 | 5.4% | 5.0% |
| \$56.00-\$60.99 | 2 | 1.4% | 4.3% |
| \$61.00-\$65.99 | 2 | 1.4% | 3.1% |
| \$66.00-\$70.99 | 7 | 4.7% | 0.6% |
| \$71.00-\$75.99 | 1 | 0.7% | 3.7% |
| \$76.00-\$80.99 | 0 | 0.0% | 1.2% |
| \$81.00-\$85.99 | 4 | 2.7% | 1.2% |
| \$86.00-\$90.99 | 1 | 0.7% | 2.5% |
| \$91.00-\$95.99 | 1 | 0.7% | 0.0% |
| \$96.00-\$100.99 | 4 | 2.7% | 5.6% |
| \$101.00+ | 4 | 2.7% | N/A |
| Answered question | 148 | | 161 |
| Skipped question | 6 | | 24 |

5.0 Current Job

| 26. Does your firm have an expectation for your billable time? (Please check all that apply.) | 2012 Response Count | 2012 Response Percent |
|---|---------------------|-----------------------|
| Not applicable | 43 | 29.1% |
| No | 25 | 16.9% |
| Don't Know | 29 | 19.6% |
| 90-100% | 7 | 4.7% |
| 85-89% | 22 | 14.9% |
| 80-84% | 10 | 6.8% |
| 75-79% | 9 | 6.1% |
| 70-74% | 3 | 2.0% |
| less than 70% | 6 | 4.1% |
| Answered question | 148 | |
| Skipped question | 6 | |

Note: This question was not part of the 2007 survey.

| 27. Salary Increases: What percentage increase in salary did you last receive from your current employer? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| N/A | 58 | 39.2% | 30.6% |
| 1% | 5 | 3.4% | 0.7% |
| 2% | 16 | 10.8% | 5.8% |
| 3% | 21 | 14.2% | 15.3% |
| 4% | 5 | 3.4% | 6.6% |
| 5% | 11 | 7.4% | 11.7% |
| 6% | 3 | 2.0% | 2.2% |
| 7% | 6 | 4.1% | 2.2% |
| 8% | 6 | 4.1% | 2.9% |
| 9% | 1 | 0.7% | 2.2% |
| 10% | 8 | 5.4% | 7.3% |
| 11%-19% | 3 | 2.0% | 10.3% |
| 20%-29% | 2 | 1.4% | 0.7% |
| 30%-39% | 1 | 0.7% | 0.7% |
| 40%-49% | 0 | 0.0% | N/A |
| 50%+ | 2 | 1.4% | 0.7% |
| Answered question | 148 | | 143 |
| Skipped question | 6 | | 42 |

5.0 Current Job

| 28. Salary Increase Frequency: How frequently has your salary typically been reviewed/increased by your current employer? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| 1-6 months | 3 | 2.0% | 1.78% |
| 7-12 months | 48 | 32.4% | 58.4% |
| 13-18 months | 14 | 9.5% | 5.0% |
| 19-24 months | 5 | 3.4% | 6.6% |
| 25-36 months | 11 | 7.4% | 2.2% |
| 37-48 months | 1 | 0.7% | 0.7% |
| 49-60 months | 2 | 1.4% | 0.7% |
| My salary has yet to be reviewed | 14 | 9.5% | 2.2% |
| Varies | 19 | 12.8% | 2.9% |
| Not applicable | 31 | 20.9% | 16.8% |
| Answered question | 148 | | 145 |
| Skipped question | 6 | | 40 |

| 29. Salary Reviews: Your salary is reviewed: | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| On an individual ad-hoc basis | 82 | 55.4% | 47.7% |
| On an organization-wide basis | 66 | 44.6% | 53.1% |
| Answered question | 148 | | 130 |
| Skipped question | 6 | | 55 |

| 30. Work Week: How long is your standard work week (excluding overtime)? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| 1-15 hours | 4 | 2.7% | 2.6% |
| 16-30 hours | 8 | 5.4% | 8.4% |
| 31-35 hours | 26 | 17.6% | 14.9% |
| 36-37.5 hours | 55 | 37.2% | 40.3% |
| 38-39 hours | 9 | 6.1% | 1.3% |
| 40 hours | 30 | 20.3% | 25.3% |
| 41-50 hours | 11 | 7.4% | 5.8% |
| 51-60 hours | 4 | 2.7% | 0.6% |
| 61-70 hours | 1 | 0.7% | 0.6% |
| Answered question | 148 | | 158 |
| Skipped question | 6 | | 27 |

5.0 Current Job

| 31. Paid Holidays: How many paid holidays are you entitled to take each year, excluding statutory holidays? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Not applicable | 32 | 21.6% | 6.8% |
| % in lieu of paid holidays | 3 | 2.0% | 1.4% |
| No limit | 2 | 1.4% | 1.4% |
| 1-3 days | 1 | 0.7% | 1.4% |
| 4-6 days | 1 | 0.7% | 0.7% |
| 7-9 days | 1 | 0.7% | 2.1% |
| 10-12 days | 19 | 12.8% | 19.1% |
| 13-15 days | 36 | 24.3% | 23.8% |
| 16-18 days | 5 | 3.4% | 2.1% |
| 19-21 days | 21 | 14.2% | 15.6% |
| 22-24 days | 7 | 4.7% | N/A |
| 25-27 days | 8 | 5.4% | 8.2% |
| 28-30 days | 8 | 5.4% | 3.5% |
| 31+ days | 4 | 2.7% | N/A |
| On an ad-hoc basis | N/A | N/A | 0.7% |
| I don't know | N/A | N/A | 0.7% |
| <i>Answered question</i> | <i>148</i> | | <i>149</i> |
| <i>Skipped question</i> | <i>6</i> | | <i>36</i> |

5.0 Current Job

| 32. Overtime Hours: How many hours overtime do you typically work per week? (Overtime hours refers to all hours worked in excess of your regular work hours.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| NA | 25 | 16.9% | 6.1% |
| None | 15 | 10.1% | 23.8% |
| 1-2 hours | 30 | 20.3% | 15.0% |
| 3-4 hours | 26 | 17.6% | 10.2% |
| 5-6 hours | 24 | 16.2% | 15.6% |
| 7-8 hours | 14 | 9.5% | 6.1% |
| 9-10 hours | 8 | 5.4% | 13.6% |
| 11-12 hours | 0 | 0.0% | 2.7% |
| 13-14 hours | 1 | 0.7% | 1.4% |
| 15-16 hours | 3 | 2.0% | 0.7% |
| 17-20 hours | 0 | 0.0% | 2.7% |
| 21+ hours | 2 | 1.4% | 0.7% |
| Varies (no values provided) | N/A | N/A | 1.4% |
| Answered question | 148 | | 160 |
| Skipped question | 6 | | 25 |

Question Logic:

| If Answer is: | Survey Skips to: |
|---|---|
| NA None | Question 34, "Personal Days: How many paid personal days per year are you entitled to for reasons such as sickness, family emergencies etc." |
| 1-2 hours 3-4 hours 5-6 hours 7-8 hours 9-10 hours 11-12 hours 13-14 hours 15-16 hours 17-20 hours 21+ hours | Question 33, "Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.)" |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| No compensation | 29 | 26.9% | 30.1% |
| Time off in lieu | 58 | 53.7% | 39.2% |
| Paid at regular hourly rate | 29 | 26.9% | 24.8% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 15 | 13.9% | 17.6% |
| paid at enhanced hourly rate: double hourly pay | 5 | 4.6% | |
| Answered question | 108 | | 153 |
| Skipped question | 46 | | 32 |

5.0 Current Job

| 34. Personal Days: How many paid personal days per year are you entitled to for reasons such as sickness, family emergencies etc. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Not defined | 30 | 20.3% | 2.9% |
| As needed | 31 | 20.9% | 9.3% |
| 0 days | 9 | 6.1% | 21.4% |
| 1 day | 1 | 0.7% | N/A |
| 2 days | 7 | 4.7% | 6.4% |
| 3 days | 8 | 5.4% | |
| 4-5 days | 21 | 14.2% | 15.0% |
| 6-7 days | 11 | 7.4% | 7.1% |
| 8-9 days | 1 | 0.7% | 0.7% |
| 10-11 days | 8 | 5.4% | 2.1% |
| 12-13 days | 4 | 2.7% | 4.3% |
| 14-15 days | 8 | 5.4% | 3.6% |
| 16-17 days | 0 | 0.0% | 2.1% |
| 18-19 days | 1 | 0.7% | 2.1% |
| 20-21 days | 4 | 2.7% | 4.3% |
| 22+ days | 4 | 2.7% | 4.2% |
| Not known | N/A | N/A | 2.9% |
| N/A | N/A | N/A | 11.4% |
| Answered question | 148 | | 143 |
| Skipped question | 6 | | 42 |

| 35. Bonuses: Do you typically receive an annual bonus or profit share in addition to salary? | 2012 Response Count | 2012 Response Percent | 2007 Response Count |
|---|----------------------------|------------------------------|----------------------------|
| Yes | 68 | 45.9% | 47% |
| No | 80 | 54.1% | 53% |
| Answered question | 148 | | 129 |
| Skipped question | 6 | | 56 |

Note: The corresponding question from the 2007 survey refers to bonuses in 2006.

Question Logic:

| If Answer is: | Survey Skips to: |
|----------------------|---|
| Yes | Question 36, "Bonuses: Please identify the amount of the bonus for 2011." |
| No | Question 37, "Dividends on Shares: Do you typically receive dividends from shares in your company in addition to salary?" |

5.0 Current Job

| 36. Bonuses: Please identify the amount of the bonus for 2011. | 2012 Response Count | 2012 Response Percent | 2007 Response Count |
|--|---------------------|-----------------------|---------------------|
| By merit/profit | 14 | 20.6% | 1.6% |
| None | 2 | 2.9% | 37.8% |
| \$1-\$500 | 9 | 13.2% | N/A |
| \$501-\$1,000 | 6 | 8.8% | N/A |
| \$1,001-\$1,500 | 7 | 10.3% | N/A |
| \$1,501-\$2,000 | 10 | 14.7% | N/A |
| \$2,001-\$2,500 | 1 | 1.5% | N/A |
| \$2,501-\$3,000 | 1 | 1.5% | 11.0% |
| \$3,001-\$3,500 | 2 | 2.9% | |
| \$3,501-\$4,000 | 2 | 2.9% | |
| \$4,001-\$4,500 | 0 | 0.0% | |
| \$4,501-\$5,000 | 4 | 5.9% | |
| \$5,001-\$10,000 | 5 | 7.4% | 3.1% |
| \$10,001-\$15,000 | 2 | 2.9% | 2.4% |
| \$15,01-\$20,000 | 1 | 1.5% | 1.6% |
| \$20,001-\$50,000 | 2 | 2.9% | 1.6% |
| \$50,001-\$75,000 | 0 | 0.0% | N/A |
| \$75,001+ | 0 | 0.0% | 0.8% |
| N/A | N/A | N/A | 11.8% |
| Don't Know | N/A | N/A | 1.6% |
| Amount Undefined | N/A | N/A | 1.6% |
| Gift | N/A | N/A | 0.8% |
| Answered question | 68 | | 129 |
| Skipped question | 86 | | 56 |

Note: The corresponding question from the 2007 survey refers to bonuses in 2006.

| 37. Dividends on Shares: Do you typically receive dividends from shares in your company in addition to salary? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Not applicable | 61 | 41.2% | 22.0% |
| No | 73 | 49.3% | 65.8% |
| Yes | 14 | 9.5% | 12.2% |
| Answered question | 148 | | 82 |
| Skipped question | 6 | | 103 |

Note: The corresponding question from the 2007 survey refers to dividends on shares in 2006.

Question Logic:

| If Answer is: | Survey Skips to: |
|----------------------|---|
| Not applicable No | Question 39, "Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.)" |
| Yes | Question 38, "What is the amount of dividends you received in 2011?" |

5.0 Current Job

| 38. What is the amount of dividends you received in 2011? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| \$0 | 4 | 28.6% | 87.9% |
| \$1-\$2,500 | 2 | 14.3% | 1.2% |
| \$2,501-\$5,000 | 0 | 0.0% | 1.2% |
| \$5,001-\$10,000 | 5 | 35.7% | 1.2% |
| \$10,001-\$20,000 | 0 | 0.0% | 1.2% |
| \$20,001-\$40,000 | 1 | 7.1% | N/A |
| \$40,001-\$50,000 | 0 | 0.0% | 1.2% |
| \$50,001+ | 2 | 14.3% | 2.4% |
| Yes (but no amounts provided) | N/A | N/A | 3.7% |
| Answered question | 14 | | 82 |
| Skipped question | 140 | | 103 |

Note: The corresponding question from the 2007 survey refers to dividends on shares in 2006.

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| None | 43 | 29.3% | N/A |
| Life Insurance | 69 | 46.9% | 63.7% |
| Short term disability | 53 | 36.1% | 46.9% |
| Long term disability | 63 | 42.9% | 61.9% |
| Dental Insurance | 90 | 61.2% | 80.5% |
| Vision care | 67 | 45.6% | 54.0% |
| Medical, extended health and prescription drugs | 93 | 63.3% | 88.5% |
| Other | 8 | 5.4% | 15.9% |
| Answered question | 147 | | 113 |
| Skipped question | 7 | | 72 |

| 40. Registration Costs: Does your employer or your business pay for your BCSLA annual professional dues? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Yes | 111 | 75.5% | 68.6% |
| No | 30 | 20.4% | 30.1% |
| Part | 6 | 4.1% | 2.6% |
| Answered question | 147 | | 153 |
| Skipped question | 7 | | 32 |

5.0 Current Job

| 41. Pensions: Which of the following pension plans are provided to you by your employer/paid by your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| None | 92 | 62.6% | 64.8% |
| Company/municipal pension plan | 36 | 24.5% | 20.4% |
| Group RRSP | 9 | 6.1% | 9.9% |
| Employer contributions to RRSP | 14 | 9.5% | 19.7% |
| Other | 6 | 4.1% | 9.2% |
| Answered question | 147 | | 142 |
| Skipped question | 7 | | 43 |

| 42. Continuing Education Opportunities: How does your employer support attendance at the Annual BCSLA Conference? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Unpaid time off | 36 | 24.5% | N/A |
| Paid time off | 63 | 42.9% | |
| Part Registration Costs | 18 | 12.2% | |
| Full Registration Costs | 58 | 39.5% | |
| No support offered | 27 | 18.4% | |
| Answered question | 147 | | |
| Skipped question | 7 | | |

| 43. Continuing Education Opportunities: How does your employer support staff in taking the Landscape Architectural Registration Exams (LAREs)? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent |
|---|----------------------------|------------------------------|
| Unpaid time off for study | 34 | 23.1% |
| Paid time off for study | 10 | 6.8% |
| Unpaid time off for exams | 28 | 19.0% |
| Paid time off for exams | 32 | 21.8% |
| Part Registration costs | 4 | 2.7% |
| Full Registration costs | 14 | 9.5% |
| Full registration costs – only on first try/only if Exam is passed | 29 | 19.7% |
| Don't know | 34 | 23.1% |
| None | 25 | 17.0% |
| Other support | 11 | 7.5% |
| Answered question | 147 | |
| Skipped question | 7 | |

Note: Results from the corresponding 2007 were not included as it was not statistically significant (only 7 respondents).

5.0 Current Job

| 44. Continuing Education Opportunities: How does your employer support your attendance at evening seminars and lectures: | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Part Registration costs | 19 | 12.9% | 8.0% |
| Full Registration costs | 60 | 40.8% | 54.0% |
| None | 55 | 37.4% | 38.7% |
| Other support | 17 | 11.6% | 8.8% |
| Answered question | 147 | | 137 |
| Skipped question | 7 | | 48 |

| 45. Continuing Education Opportunities: How does your employer support your attendance at conferences during working hours? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Unpaid time off | 29 | 19.7% | 20.6% |
| Paid time off | 69 | 46.9% | 49.6% |
| Part Registration Costs | 16 | 10.9% | 11.3% |
| Full Registration Costs | 45 | 30.6% | 52.5% |
| Registration costs on case by case basis | 37 | 25.2% | N/A |
| None | 17 | 11.6% | 10.6% |
| Other support | 18 | 12.2% | 12.8% |
| Answered question | 147 | | 141 |
| Skipped question | 7 | | 44 |

| 46. Continuing Education Opportunities: How does your employer support your attendance at educational courses of study? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Unpaid time off | 32 | 21.8% | 27.4% |
| Paid time off | 49 | 33.3% | 43.0% |
| Part Registration Costs | 36 | 24.5% | 18.5% |
| Full Registration Costs | 46 | 31.3% | 51.9% |
| None | 28 | 19.0% | 11.1% |
| Other support | 19 | 12.9% | 14.1% |
| Answered question | 147 | | 135 |
| Skipped question | 7 | | 40 |

| 47. Continuing Education Opportunities: Does your employer facilitate "at-work" CE presentations:? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Yes | 104 | 70.7% | 62.9% |
| No | 43 | 29.3% | 38.6% |
| Answered question | 147 | | 140 |
| Skipped question | 7 | | 45 |

5.0 Current Job

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 27 | 18.4% | 19.4% |
| Travel to work (mileage) | 4 | 2.7% | 5.6% |
| Travel to work (Transit) | 23 | 15.6% | 6.9% |
| Parking at work | 55 | 37.4% | 36.1% |
| Cell phone rental | 57 | 38.8% | 39.6% |
| Computer at home | 20 | 13.6% | 15.3% |
| Internet at home | 9 | 6.1% | 10.4% |
| Phone at home | 4 | 2.7% | 6.3% |
| Refreshments such as drinks/ snacks in the office | 61 | 41.5% | 45.1% |
| Paid time off at Christmas in addition to vacation | 52 | 35.4% | 37.5% |
| Christmas Party | 90 | 61.2% | 66.7% |
| Other social events | 64 | 43.5% | 52.8% |
| Meal costs relating to working overtime | 44 | 29.9% | 36.8% |
| Travel costs relating to working overtime | 36 | 24.5% | 20.1% |
| Day Care Costs | 1 | 0.7% | 0.7% |
| Flexible Work Hours | 74 | 50.3% | 55.6% |
| N/A | 16 | 10.9% | N/A |
| Other | 19 | 12.9% | 13.9% |
| Answered question | 147 | | 144 |
| Skipped question | 7 | | 41 |

5.0 Current Job

| 49. Which of the following best describes your employment position? (This question was used to direct participants to appropriate sections of the survey, i.e., Section 6.1 “Principals/Managers – Private Sector”) | 2012 Response Count | 2012 Response Percent |
|---|---------------------|-----------------------|
| Private Sector – Firm Principal/Manager | 29 | 19.7% |
| Public Sector – Manager | 11 | 7.5% |
| Public Sector (Education) – Manager | 3 | 2.0% |
| Self-Employed | 16 | 10.9% |
| Private Sector – Employee | 67 | 45.6% |
| Public Sector – Employee | 21 | 14.3% |
| Answered question | 147 | |
| Skipped question | 7 | |

Note: This question was not part of the 2007 survey.

Question Logic:

| If Answer is: | Survey Skips to: |
|---|--|
| Private Sector – Firm Principal/Manager | Question 50, “Corporate Structure: What is the corporate structure of your company?” Questions 50-59 are available in Section 7.7.1. |
| Public Sector – Manager Public Sector (Education) – Manager Self-Employed | Question 60, “Full Time Staff: Including yourself, how many people are currently employed full-time (more than 35 hours per week) by your company/ department? (Please select “0” for categories which are not applicable.)” Questions 60-74 are available in Section 7.6. |
| Private Sector – Employee Public Sector – Employee | Question 75, “Please indicate your level of support for the following strategic priorities of the BCSLA. (Please select one rating for each statement.)” |

6.0 Strategic Priorities for the BCSLA

The following questions were derived to test support from the membership for key initiatives identified as part of the "Strategic Planning" focus group workshop.

| 75. Please indicate your level of support for the following strategic priorities of the BCSLA. (Please select one rating for each statement.) | Do not support at all | Somewhat do not support | Neutral | Somewhat support | Fully support | Rating Average | Response Count |
|--|-----------------------|-------------------------|-------------------|------------------|-------------------|----------------|----------------|
| Develop greater public awareness and trust for landscape architecture and the BCSLA through regular press releases or the retention of a media relations representative | 3.8% (5) | 3.8% (5) | 9.0% (12) | 27.1% (36) | 56.4% (75) | 4.29 | 133 |
| Establish better government relationships to direct and influence the legislation that affects the practice of landscape architecture in BC | 3.8% (5) | 0.8% (1) | 9.0% (12) | 18.8% (25) | 67.7% (90) | 4.46 | 133 |
| Amend bylaws to require BCSLA registered professionals working in government positions to identify themselves as Landscape Architects | 4.5% (6) | 3.0% (4) | 34.6% (46) | 21.1% (28) | 36.8% (49) | 3.83 | 133 |
| Build stronger relationships with allied professional organizations (i.e. PIBC, AIBC, APEG, etc.) | 1.5% (2) | 1.5% (2) | 10.5% (14) | 34.6% (46) | 51.9% (69) | 4.34 | 133 |
| Build the BCSLA office staff team with additional paid positions | 6.8% (9) | 10.5% (14) | 39.1% (52) | 26.3% (35) | 17.3% (23) | 3.37 | 133 |
| Establish a permanent location for the BCSLA office through the purchase of an office space | 12.0% (16) | 13.5% (18) | 43.6% (58) | 21.8% (29) | 9.0% (12) | 3.02 | 133 |
| Foster enhanced financial remuneration in both the private and public realm for landscape architects in BC that reflects their training, knowledge, and commitment to professional excellence | 4.5% (6) | 0.0% (0) | 10.5% (14) | 25.6% (34) | 59.4% (79) | 4.35 | 133 |
| Establish a clear guide for the valuation of landscape architectural services and encourage consistency in value for professional service in BC | 4.5% (6) | 1.5% (2) | 8.3% (11) | 25.6% (34) | 60.2% (80) | 4.35 | 133 |
| Answered question | | | | | | | 133 |
| Skipped question | | | | | | | 21 |

6.0 Strategic Priorities for the BCSLA

| | | |
|---|---------------------|-----------------------|
| 76. At the 2010 BCSLA Strategic Planning Workshop, it was suggested that the BCSLA consider developing a credit report to deal with clients who have overdue accounts for services provided by BCSLA members. The report would be self-reporting and voluntary and would be made available on the members only portion of the BCSLA website. Would you support the development of a BCSLA credit report for the purpose of reporting overdue client accounts? This on-line tool may be used by individuals or firms in the preparation of proposals and when considering new projects to determine if a potential client has a dispute or has not paid another BCSLA member for services rendered. | 2012 Response Count | 2012 Response Percent |
| Yes | 49 | 36.8% |
| No | 14 | 10.5% |
| Maybe. More information is required. | 70 | 52.6% |
| Answered question | 133 | |
| Skipped question | 21 | |

Note: This question was not part of the 2007 survey.

7.0 Filtred Results

The following section provides selected responses to the survey filtered through a series of specific lenses.

The survey data is selectively filtered to allow responses to be analyzed from selected groups of respondents. The filters provide a focus on gender, membership categories, and sectors. Results analyzed through these filters focus on data of particular significance, such as income and benefits. Additionally, analyzes the survey data compares 2007 and 2012 survey results.

7.1 Women in the Society

The following filtered responses represent answers to selected questions submitted by female respondents as identified in Question 2. Observations provided below compare key statistics between men and women.

Observations

- Of the survey respondents, roughly half were female and half male. This is roughly the same as in the 2007 survey.
- The 2012 survey group of women were slightly older than in the 2007 survey, with 49% under 40 in 2012 compared to 57.4% in 2007.
- Female respondents once again were younger than male respondents, though the gap was reduced. In 2012 49.4% of female respondents were under 40 compared to 33.8% for male respondents.
- 11.8% of female respondents were over 55 years old, compared to 13.5% for men. In 2007 these figures were 2.2% and 13.5%, respectively.
- The vast majority of women, or 68%, had a Masters or Graduate degree in Landscape Architecture in the 2012 survey. This was an almost 16% increase from 2007. In comparison, 46% of the male respondents had Masters or Graduate degrees in Landscape Architecture in the 2012 survey, compared to 34% in 2007.
- In comparison, the number of female respondents with undergraduate degrees as their highest education level was reduced from 40% in 2007 to 18% in 2012. For male respondents, 38% had attained an undergraduate degree as their highest education level – this was 51% in 2007.
- In 2012, 28% of the female respondents were Interns and 57% were Registered Landscape Architects. This is a shift from 2007, which stood at 46.6% for both Interns and Registered Landscape Architects.
- Over 70% of the male respondents were Registered Landscape Architects in 2012, compared to 57% for the female respondents.
- In 2012, fewer Interns in general responded to the survey. 28% of female respondents were Interns as compared to 13% of the male respondents.
- In 2012, close to 85% of the women in the survey worked in the private sector (design/build, partnership/corporation, or sole proprietors.) This compares to 72.7% for the male respondents.
- Far fewer women identified as Principals or Associates in the private sector in 2012 than in 2007 (19% vs. 30%.) While there were still more male respondents in these categories in 2012 at 27%, this was down from over 48% in the 2007 survey
- The median salary for female respondents was \$33-36, compared to \$41-46 for men. This follows the same trend as in the 2007 survey, where the median was \$31 for female respondents and \$40 for men. The median salaries have not gone up significantly in this 5 year period.

7.1 Women in the Society

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 2 | 2.6% | 3.2 |
| 26-30 | 12 | 15.8% | 14.9 |
| 31-35 | 15 | 19.7% | 17.0 |
| 36-40 | 9 | 11.8% | 22.3 |
| 41-45 | 12 | 15.8% | 9.6 |
| 46-50 | 6 | 7.9% | 17.0 |
| 51-55 | 10 | 13.2% | 13.8 |
| 56-60 | 8 | 10.5% | 1.1 |
| 61-65 | 1 | 1.3% | 0.0 |
| 66-70 | 0 | 0.0% | 1.1 |
| 70+ | 0 | 0.0% | 0.0 |
| Prefer not to say | 1 | 1.3% | N/A |
| Answered question | 76 | | 94 |
| Skipped question | 0 | | 0 |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 14 | 18.4% | 39.6% |
| Graduate degree in Landscape Architecture | 11 | 14.5% | 4.4% |
| Masters degree in Landscape Architecture | 41 | 53.9% | 48.4% |
| PhD in Landscape Architecture | 0.0 | 0.0% | 0.0% |
| Other undergraduate degree (please specify below) | 7 | 9.2% | 3.3% |
| Other graduate degree (please specify below) | 3 | 3.9% | 4.4% |
| Other | 10 | | N/A |
| Answered question | 76 | | 91 |
| Skipped question | 0 | | 3 |

| 9. Which BCSLA title do you currently hold? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| BCSLA Associate | 3 | 4.0% | N/A |
| BCSLA Inactive Landscape Architect | 0 | 0.0% | N/A |
| BCSLA Intern | 21 | 28.0% | 46.6% |
| BCSLA Landscape Architect Member | 5 | 6.7% | 6.8% |
| BCSLA Registered Landscape Architect | 43 | 57.3% | 46.6% |
| BCSLA Retired Landscape Architect | 0 | 0.0% | 0.0% |
| Non-BCSLA member | 3 | 4.0% | N/A |
| Answered question | 75 | | 88 |
| Skipped question | 1 | | 6 |

7.1 Women in the Society

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 11 | 14.9% | N/A |
| Non-Governmental Agency | 1 | 1.4% | N/A |
| Partnership/Corporation | 36 | 48.6% | 48.8% |
| Public Sector – Government | 13 | 17.6% | 18.8% |
| Public Sector – Educational | 0 | 0.0% | 2.5% |
| Sole Practitioner/Self Employed | 15 | 20.3% | 25.00% |
| I am currently unemployed. | 3 | 4.1% | N/A |
| Identify Other Organization | 5 | 6.8% | 10.1% |
| Answered question | 74 | | 80 |
| Skipped question | 2 | | 14 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 1.3% |
| Associate | 7 | 9.5% | 5.1% |
| Intern | 3 | 4.1% | 34.2% |
| Landscape Architect | 15 | 20.3% | 16.5% |
| Landscape Designer | 12 | 16.2% | N/A |
| Landscape Technician | 2 | 2.7% | N/A |
| Planner | 7 | 9.5% | N/A |
| Principal | 7 | 9.5% | 25.3% |
| Professor | 0 | 0.0% | 1.3% |
| Senior Landscape Architect | 6 | 8.1% | 6.3% |
| Other | 15 | 20.3% | 21.5% |
| Answered question | 74 | | 79 |
| Skipped question | 2 | | 15 |

7.1 Women in the Society

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 1.3% |
| \$15.01-\$17.99 | 1 | 1.4% | 0.0% |
| \$18.00-\$20.99 | 2 | 2.7% | 6.3% |
| \$21.00-\$23.99 | 6 | 8.1% | 10.1% |
| \$24.00-\$26.99 | 8 | 10.8% | 19.0% |
| \$27.00-\$29.99 | 11 | 14.9% | 10.1% |
| \$30.00-\$32.99 | 7 | 9.5% | 7.6% |
| \$33.00-\$35.99 | 4 | 5.4% | 8.9% |
| \$36.00-\$40.99 | 12 | 16.2% | 11.4% |
| \$41.00-\$45.99 | 7 | 9.2% | 3.8% |
| \$46.00-\$50.99 | 3 | 4.1% | 3.8% |
| \$51.00-\$55.99 | 2 | 2.7% | 2.5% |
| \$56.00-\$60.99 | 1 | 1.4% | 3.8% |
| \$61.00-\$65.99 | 2 | 2.7% | 1.3% |
| \$66.00-\$70.99 | 4 | 5.4% | 0.0% |
| \$71.00-\$75.99 | 0 | 0.0% | 6.3% |
| \$76.00-\$80.99 | 0 | 0.0% | 0.0% |
| \$81.00-\$85.99 | 2 | 2.7% | 0.0% |
| \$86.00-\$90.99 | 1 | 1.4% | 2.5% |
| \$91.00-\$95.99 | 0 | 0.0% | 0.0% |
| \$96.00-\$100.99 | 1 | 1.4% | 2.5% |
| \$101.00+ | 0 | 0.0% | N/A |
| Answered question | 74 | | 79 |
| Skipped question | 2 | | 15 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 10 | 18.2% | 20.0% |
| Time off in lieu | 30 | 54.5% | 40.0% |
| Paid at regular hourly rate | 18 | 32.7% | 37.3% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 10 | 18.2% | 17.3% |
| paid at enhanced hourly rate: double hourly pay | 3 | 5.5% | |
| Answered question | 55 | | 75 |
| Skipped question | 21 | | 19 |

7.1 Women in the Society

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 21 | 28.8% | N/A |
| Life Insurance | 39 | 53.4% | 58.5% |
| Short term disability | 25 | 34.2% | 43.4% |
| Long term disability | 29 | 39.7% | 52.8% |
| Dental Insurance | 44 | 60.3% | 83.00% |
| Vision care | 32 | 43.8% | 52.8% |
| Medical, extended health and prescription drugs | 47 | 64.4% | 92.5% |
| Other | 5 | 6.8% | 11.3% |
| Answered question | 73 | | 53 |
| Skipped question | 3 | | 41 |

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 16 | 21.9% | 14.3% |
| Travel to work (mileage) | 2 | 2.7% | 4.3% |
| Travel to work (Transit) | 14 | 19.2% | 7.1% |
| Parking at work | 25 | 34.2% | 31.4% |
| Cell phone rental | 22 | 30.1% | 34.3% |
| Computer at home | 7 | 9.6% | 11.4% |
| Internet at home | 3 | 4.1% | 8.6% |
| Phone at home | 1 | 1.4% | 5.7% |
| Refreshments such as drinks/ snacks in the office | 32 | 43.8% | 48.6% |
| Paid time off at Christmas in addition to vacation | 29 | 39.7% | 37.1% |
| Christmas Party | 49 | 67.1% | 72.9% |
| Other social events | 33 | 45.2% | 54.3% |
| Meal costs relating to working overtime | 24 | 32.9% | 31.4% |
| Travel costs relating to working overtime | 20 | 27.4% | 20.0% |
| Day Care Costs | 0 | 0.0% | 1.4% |
| Flexible Work Hours | 35 | 47.9% | 52.9% |
| N/A | 7 | 9.6% | N/A |
| Other | 10 | 13.7% | N/A |
| Answered question | 73 | | 70 |
| Skipped question | 3 | | 24 |

7.1 Women in the Society

| 42. Continuing Education Opportunities: How does your employer support attendance at the Annual BCSLA Conference? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Unpaid time off | 22 | 30.1% | 20.7% |
| Paid time off | 28 | 38.4% | 46.2% |
| Part Registration Costs | 11 | 15.1% | 11.0% |
| Full Registration Costs | 29 | 39.7% | 49.7% |
| No support offered | 12 | 16.4% | 17.2% |
| <i>Answered question</i> | 73 | | 145 |
| <i>Skipped question</i> | 3 | | 40 |

| 43. Continuing Education Opportunities: How does your employer support staff in taking the Landscape Architectural Registration Exams (LAREs)? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Unpaid time off for study | 24 | 28.8% | 27.9% |
| Paid time off for study | 4 | 5.5% | 9.6% |
| Unpaid time off for exams | 19 | 26.0% | 16.3% |
| Paid time off for exams | 10 | 13.7% | 35.6% |
| Part Registration costs | 1 | 1.4% | 8.7% |
| Full Registration costs | 8 | 11.0% | 30.8% |
| Full registration costs – only on first try/only if Exam is passed | 17 | 23.3% | |
| Don't know | 16 | 21.9% | N/A |
| None | 12 | 16.4% | 24.0% |
| Other support | 5 | 6.8% | N/A |
| <i>Answered question</i> | 73 | | 104 |
| <i>Skipped question</i> | 3 | | 81 |

Note: Results from the corresponding 2007 were not included as it was not statistically significant (only 7 respondents).

7.2 Men in the Society

The following filtered responses represent answers to selected questions submitted by male respondents as identified in Question 2.

Observations

- Key Observations about men in the society are provided in comparison to women at the beginning of section 7.1.

7.2 Men in the Society

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 0 | 0.0% | 1.1% |
| 26-30 | 6 | 7.8% | 10.1% |
| 31-35 | 11 | 14.3% | 12.4% |
| 36-40 | 9 | 11.7% | 10.1% |
| 41-45 | 9 | 11.7% | 15.7% |
| 46-50 | 11 | 14.3% | 14.6% |
| 51-55 | 11 | 14.3% | 22.5% |
| 56-60 | 11 | 14.3% | 7.9% |
| 61-65 | 5 | 6.5% | 3.4% |
| 66-70 | 1 | 1.3% | 0.0% |
| 70+ | 2 | 2.6% | 2.2% |
| Prefer not to say | 1 | 1.3% | N/A |
| Answered question | 77 | | 89 |
| Skipped question | 0 | | 0 |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 29 | 38.2 | 51.1 |
| Graduate degree in Landscape Architecture | 7 | 9.2% | 12.5% |
| Masters degree in Landscape Architecture | 28 | 36.8% | 21.6% |
| PhD in Landscape Architecture | 0 | 0.0% | 1.1% |
| Other undergraduate degree (please specify below) | 2 | 2.6% | 5.7% |
| Other graduate degree (please specify below) | 10 | 13.2% | 8.0% |
| Other | 12 | N/A | 8.0% |
| Answered question | 76 | | 88 |
| Skipped question | 1 | | 1 |

| 9. Which BCSLA title do you currently hold? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| BCSLA Associate | 2 | 2.7% | N/A |
| BCSLA Inactive Landscape Architect | 3 | 4.0% | N/A |
| BCSLA Intern | 10 | 13.3% | 23.0% |
| BCSLA Landscape Architect Member | 4 | 5.3% | 1.1% |
| BCSLA Registered Landscape Architect | 53 | 70.7% | 75.9% |
| BCSLA Retired Landscape Architect | 1 | 1.3% | 1.1% |
| Non-BCSLA member | 2 | 2.7% | N/A |
| Answered question | 75 | | 87 |
| Skipped question | 2 | | 2 |

7.2 Men in the Society

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 4 | 5.5% | N/A |
| Non-Governmental Agency | 1 | 1.4% | N/A |
| Partnership/Corporation | 38 | 52.1% | 56.3% |
| Public Sector – Government | 18 | 24.7% | 20.0% |
| Public Sector – Educational | 2 | 2.7% | 6.3% |
| Sole Practitioner/Self Employed | 11 | 15.1% | 18.8% |
| I am currently unemployed. | 0 | 0.0% | N/A |
| Identify Other Organization | 1 | 1.4% | 2.6% |
| Answered question | 73 | | 80 |
| Skipped question | 4 | | 9 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 1.3% |
| Associate | 1 | 1.4% | 10.0% |
| Intern | 2 | 2.7% | 6.3% |
| Landscape Architect | 13 | 17.8% | 11.3% |
| Landscape Designer | 8 | 11.0% | N/A |
| Landscape Technician | 2 | 2.7% | N/A |
| Planner | 3 | 4.1% | N/A |
| Principal | 19 | 26.0% | 38.8% |
| Professor | 1 | 1.4% | 5.1% |
| Senior Landscape Architect | 12 | 16.4% | 13.8% |
| Other | 12 | 16.4% | 22.5% |
| Answered question | 73 | | 80 |
| Skipped question | 4 | | 9 |

7.2 Men in the Society

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 0.0% |
| \$15.01-\$17.99 | 0 | 0.0% | 0.0% |
| \$18.00-\$20.99 | 0 | 0.0% | 3.8% |
| \$21.00-\$23.99 | 4 | 5.5% | 0.0% |
| \$24.00-\$26.99 | 4 | 5.5% | 7.5% |
| \$27.00-\$29.99 | 2 | 2.7% | 11.3% |
| \$30.00-\$32.99 | 9 | 12.3% | 11.3% |
| \$33.00-\$35.99 | 2 | 2.7% | 7.5% |
| \$36.00-\$40.99 | 12 | 16.4% | 8.8% |
| \$41.00-\$45.99 | 12 | 16.4% | 8.8% |
| \$46.00-\$50.99 | 7 | 9.6% | 8.8% |
| \$51.00-\$55.99 | 6 | 8.2% | 7.5% |
| \$56.00-\$60.99 | 1 | 1.4% | 5.0% |
| \$61.00-\$65.99 | 0 | 0.0% | 5.0% |
| \$66.00-\$70.99 | 3 | 4.1% | 1.3% |
| \$71.00-\$75.99 | 1 | 1.4% | 1.3% |
| \$76.00-\$80.99 | 0 | 0.0% | 1.3% |
| \$81.00-\$85.99 | 2 | 2.7% | 2.5% |
| \$86.00-\$90.99 | 0 | 0.0% | 2.5% |
| \$91.00-\$95.99 | 1 | 1.4% | 0.0% |
| \$96.00-\$100.99 | 3 | 4.1% | 7.5% |
| \$101.00+ | 4 | 5.5% | N/A |
| Answered question | 73 | | 80 |
| Skipped question | 4 | | 9 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 19 | 36.5% | 39.5% |
| Time off in lieu | 27 | 51.9% | 39.5% |
| Paid at regular hourly rate | 11 | 21.2% | 13% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 5 | 9.6% | 17.1% |
| paid at enhanced hourly rate: double hourly pay | 2 | 3.8% | |
| Answered question | 52 | | 76 |
| Skipped question | 25 | | 13 |

7.2 Men in the Society

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 21 | 28.8% | N/A |
| Life Insurance | 30 | 41.1% | 69.5% |
| Short term disability | 28 | 38.4% | 50.8% |
| Long term disability | 34 | 46.6% | 71.2% |
| Dental Insurance | 46 | 63.0% | 79.7% |
| Vision care | 35 | 47.9% | 55.9% |
| Medical, extended health and prescription drugs | 46 | 63.0% | 86.4% |
| Other | 3 | 4.1% | 18.6% |
| Answered question | 73 | | 59 |
| Skipped question | 4 | | 30 |

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 11 | 15.1% | 24.7% |
| Travel to work (mileage) | 2 | 2.7% | 6.8% |
| Travel to work (Transit) | 9 | 12.3% | 6.8% |
| Parking at work | 30 | 41.1% | 39.7% |
| Cell phone rental | 35 | 47.9% | 45.2% |
| Computer at home | 13 | 17.8% | 19.2% |
| Internet at home | 6 | 8.2% | 12.3% |
| Phone at home | 3 | 4.1% | 6.8% |
| Refreshments such as drinks/ snacks in the office | 28 | 38.4% | 41.1% |
| Paid time off at Christmas in addition to vacation | 23 | 31.58% | 37.0% |
| Christmas Party | 40 | 54.8% | 60.3% |
| Other social events | 31 | 42.5% | 52.1% |
| Meal costs relating to working overtime | 20 | 27.4% | 41.1% |
| Travel costs relating to working overtime | 16 | 21.9% | 20.5% |
| Day Care Costs | 1 | 1.4% | 0.0% |
| Flexible Work Hours | 38 | 52.1% | 57.5% |
| N/A | 9 | 12.3% | N/A |
| Other | 9 | 12.3% | N/A |
| Answered question | 73 | | 73 |
| Skipped question | 4 | | 16 |

7.2 Men in the Society

| 42. Continuing Education Opportunities: How does your employer support attendance at the Annual BCSLA Conference? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|----------------------------|------------------------------|------------------------------|
| Unpaid time off | 14 | 19.2 | N/A |
| Paid time off | 34 | 46.6 | |
| Part Registration Costs | 7 | 9.6 | |
| Full Registration Costs | 29 | 39.7 | |
| No support offered | 15 | 20.5 | |
| <i>Answered question</i> | 73 | | |
| <i>Skipped question</i> | 4 | | |

| 43. Continuing Education Opportunities: How does your employer support staff in taking the Landscape Architectural Registration Exams (LAREs)? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Unpaid time off for study | 12 | 16.4 | N/A |
| Paid time off for study | 6 | 8.2 | |
| Unpaid time off for exams | 8 | 11.0 | |
| Paid time off for exams | 22 | 30.1 | |
| Part Registration costs | 3 | 4.1 | |
| Full Registration costs | 6 | 8.2 | |
| Full registration costs – only on first try/only if Exam is passed | 12 | 16.4 | |
| Don't know | 18 | 24.7 | |
| None | 13 | 17.8 | |
| Other support | 6 | 8.2 | |
| <i>Answered question</i> | 73 | | |
| <i>Skipped question</i> | 4 | | |

Note: Results from the corresponding 2007 were not included as it was not statistically significant (only 7 respondents).

7.3 Registered Landscape Architects

The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as being Registered Landscape Architects in Question 9.

Observations

- 40% of Registered Landscape Architect (RLA) respondents are over 50 years old, the same as in 2007.
- 4.2% of RLA respondents are under 30 years old, and 12.5% are under 35. These are higher than in 2007.
- 55% of RLA respondents were male, compared to 61% in 2007.
- 48.9% of Registered Landscape Architect respondents have a Graduate or Master's degrees in Landscape Architecture – an increase from the 36.2% in 2007. This reflects the overall trend in the survey.
- 25.3% of RLA respondents held the title of Principal. 50% of respondents held this position in 2007.
- The median salary range for Registered Landscape Architect respondents in 2012 was \$41-45.99. This is the same as in 2007.
- As in 2007, a high percentage of RLA respondents reported no reward for overtime hours worked. These figures were 32.3% in 2012 and 38.5% in 2007. However, 49.2% reported receiving time off in lieu, which was higher than the 35.2% in 2007.

7.3 Registered Landscape Architects

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 0 | 0.0% | 0.0% |
| 26-30 | 4 | 4.2% | 0.9% |
| 31-35 | 12 | 12.5% | 9.4% |
| 36-40 | 11 | 11.5% | 17.0% |
| 41-45 | 16 | 16.7% | 10.4% |
| 46-50 | 13 | 13.5% | 22.6% |
| 51-55 | 18 | 18.8% | 27.4% |
| 56-60 | 12 | 12.5% | 7.5% |
| 61-65 | 6 | 6.3% | 2.8% |
| 66-70 | 1 | 1.0% | 0.9% |
| 70+ | 1 | 1.0% | 0.9% |
| Prefer not to say | 2 | 2.1% | N/A |
| Answered question | 96 | | 106 |
| Skipped question | 0 | | 0 |

| 2. Please indicate your gender. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---------------------------------|---------------------|-----------------------|-----------------------|
| Male | 53 | 55.2% | 61.3% |
| Female | 43 | 44.8% | 38.7% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 96 | | |
| Skipped question | 0 | | |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 36 | 37.5% | 50.5% |
| Graduate degree in Landscape Architecture | 10 | 10.4% | 11.4% |
| Masters degree in Landscape Architecture | 37 | 38.5% | 24.8% |
| PhD in Landscape Architecture | 0 | 0.0% | 1.0% |
| Other undergraduate degree (please specify below) | 6 | 6.3% | 6.7% |
| Other graduate degree (please specify below) | 7 | 7.3% | 5.7% |
| Other | 13 | 37.5% | |
| Answered question | 96 | | 105 |
| Skipped question | 0 | | 1 |

7.3 Registered Landscape Architects

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 5 | 5.3% | N/A |
| Non-Governmental Agency | 1 | 1.1% | N/A |
| Partnership/Corporation | 46 | 48.4% | 47.5% |
| Public Sector – Government | 23 | 24.2% | 21.2% |
| Public Sector – Educational | 1 | 1.1% | 6.1% |
| Sole Practitioner/Self Employed | 18 | 18.9% | 26.3% |
| I am currently unemployed. | 0 | 0.0% | N/A |
| Identify Other Organization | 3 | 3.2% | 3.0% |
| Answered question | 95 | | 99 |
| Skipped question | 1 | | 7 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 1.0% |
| Associate | 6 | 6.3% | 5.1% |
| Intern | 0 | 0.0% | 1.0% |
| Landscape Architect | 25 | 26.3% | 16.3% |
| Landscape Designer | 1 | 1.1% | N/A |
| Landscape Technician | 0 | 0.0% | N/A |
| Planner | 8 | 8.4% | N/A |
| Principal | 24 | 25.3% | 50.0% |
| Professor | 1 | 1.1% | 5.1% |
| Senior Landscape Architect | 15 | 15.8% | 16.3% |
| Other | 15 | 15.8% | 18.4% |
| Answered question | 95 | | 98 |
| Skipped question | 1 | | 8 |

7.3 Registered Landscape Architects

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 1.0% |
| \$15.01-\$17.99 | 0 | 0.0% | 0.0% |
| \$18.00-\$20.99 | 0 | 0.0% | 1.0% |
| \$21.00-\$23.99 | 2 | 2.1% | 1.0% |
| \$24.00-\$26.99 | 4 | 4.2% | 4.0% |
| \$27.00-\$29.99 | 8 | 8.4% | 7.1% |
| \$30.00-\$32.99 | 11 | 11.6% | 8.1% |
| \$33.00-\$35.99 | 4 | 4.2% | 11.1% |
| \$36.00-\$40.99 | 18 | 18.9% | 14.1% |
| \$41.00-\$45.99 | 15 | 15.8% | 8.1% |
| \$46.00-\$50.99 | 6 | 6.3% | 9.1% |
| \$51.00-\$55.99 | 7 | 7.4% | 5.1% |
| \$56.00-\$60.99 | 1 | 1.1% | 7.1% |
| \$61.00-\$65.99 | 1 | 1.1% | 4.0% |
| \$66.00-\$70.99 | 7 | 7.4% | 1.0% |
| \$71.00-\$75.99 | 1 | 1.1% | 5.1% |
| \$76.00-\$80.99 | 0 | 0.0% | 1.0% |
| \$81.00-\$85.99 | 1 | 1.1% | 2.0% |
| \$86.00-\$90.99 | 1 | 1.1% | 4.0% |
| \$91.00-\$95.99 | 1 | 1.1% | 0.0% |
| \$96.00-\$100.99 | 3 | 3.2% | 8.1% |
| \$101.00+ | 4 | 4.2% | N/A |
| Answered question | 95 | | 99 |
| Skipped question | 1 | | 7 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 21 | 32.3% | 38.5% |
| Time off in lieu | 32 | 49.2% | 35.2% |
| Paid at regular hourly rate | 15 | 23.1% | 20.9% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 9 | 13.8% | 17.6% |
| paid at enhanced hourly rate: double hourly pay | 4 | 6.2% | |
| Answered question | 65 | | 91 |
| Skipped question | 31 | | 15 |

7.3 Registered Landscape Architects

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 27 | 28.7% | N/A |
| Life Insurance | 49 | 52.1% | 65.2% |
| Short term disability | 30 | 31.9% | 55.1% |
| Long term disability | 41 | 43.6% | 69.6% |
| Dental Insurance | 57 | 60.6% | 79.7 |
| Vision care | 43 | 45.7% | 59.4 |
| Medical, extended health and prescription drugs | 58 | 61.7% | 87.0% |
| Other | 5 | 5.3% | 18.8% |
| <i>Answered question</i> | 94 | | 69 |
| <i>Skipped question</i> | 2 | | 37 |

7.4 Interns

The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as being BCSLA Interns in Question 9.

Observations

- 34.4% of Intern respondents are under the age of 30, compared with 38.8% in 2007.
- As in 2007, large numbers of Interns retain this status into their mid-career years, with 53.2% of Intern respondents being between 30 and 45 years old.
- 65.6% of Intern respondents were women, which was comparable to the 2007 responses.
- 75% of BCSLA Intern respondents have Graduate or Masters Degrees in Landscape Architecture. This is an increase from 59.6% in 2007.
- 71.9% of Intern respondents indicated that they work for a Partnership or Corporation. This is higher than the 2007 response of 63.6%, and is 21.2% higher than the rate for the overall survey respondents.
- 56.3% of Intern respondents identified themselves as Landscape Designers – a new category added in the 2012 survey.
- The median salary range for Intern respondents in 2012 was \$21-\$23.99. This is lower than that for the 2007 survey respondents, which was \$24-\$26.
- 25% of 2012 respondents earned in the \$24-26.99 range, compared to 29.1% in 2007.

7.4 Interns

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 2 | 6.3% | 6.5% |
| 26-30 | 9 | 28.1% | 32.3% |
| 31-35 | 12 | 37.5% | 22.6% |
| 36-40 | 2 | 6.3% | 12.9% |
| 41-45 | 3 | 9.4% | 14.5% |
| 46-50 | 2 | 6.3% | 6.5% |
| 51-55 | 1 | 3.1% | 4.8% |
| 56-60 | 1 | 3.1% | 0.0% |
| 61-65 | 0 | 0.0% | 0.0% |
| 66-70 | 0 | 0.0% | 0.0% |
| 70+ | 0 | 0.0% | 0.0% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 32 | | 62 |
| Skipped question | 0 | | 0 |

| 2. Please indicate your gender. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---------------------------------|---------------------|-----------------------|-----------------------|
| Male | 10 | 31.3% | 32.8% |
| Female | 21 | 65.6% | 67.2 |
| Prefer not to say | 1 | 3.1% | N/A |
| Answered question | 32 | 31.3% | 61 |
| Skipped question | 0 | 65.6% | 1 |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 4 | 12.5% | 33.9% |
| Graduate degree in Landscape Architecture | 4 | 12.5% | 4.8% |
| Masters degree in Landscape Architecture | 20 | 62.5% | 54.8% |
| PhD in Landscape Architecture | 0 | 0.0% | 0.0% |
| Other undergraduate degree (please specify below) | 3 | 9.4% | 1.6% |
| Other graduate degree (please specify below) | 1 | 3.1% | 4.8% |
| Other | 4 | | N/A |
| Answered question | 32 | | 62 |
| Skipped question | 0 | | 0 |

7.4 Interns

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 8 | 25.0% | N/A |
| Non-Governmental Agency | 1 | 3.1% | N/A |
| Partnership/Corporation | 23 | 71.9% | 63.6% |
| Public Sector – Government | 3 | 9.4% | 14.5% |
| Public Sector – Educational | 0 | 0.0% | 1.8% |
| Sole Practitioner/Self Employed | 4 | 12.5% | 14.5% |
| I am currently unemployed. | 1 | 3.1% | N/A |
| Identify Other Organization | 1 | 3.1% | 9.1% |
| Answered question | 32 | | 55 |
| Skipped question | 0 | | 7 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 1.8% |
| Associate | 2 | 6.3% | 10.9% |
| Intern | 5 | 15.6% | 56.4% |
| Landscape Architect | 1 | 3.1% | 9.1% |
| Landscape Designer | 18 | 56.3% | N/A |
| Landscape Technician | 2 | 6.3% | N/A |
| Planner | 1 | 3.1% | N/A |
| Principal | 1 | 3.1% | 3.6% |
| Professor | 0 | 0.0% | 0.0% |
| Senior Landscape Architect | 0 | 0.0% | 0.0% |
| Other | 2 | 6.3% | 23.6 |
| Answered question | 32 | | 55 |
| Skipped question | 0 | | 7 |

7.4 Interns

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 0.0% |
| \$15.01-\$17.99 | 0 | 0.0% | 0.0% |
| \$18.00-\$20.99 | 2 | 6.3% | 12.7% |
| \$21.00-\$23.99 | 7 | 21.9% | 12.7% |
| \$24.00-\$26.99 | 8 | 25.0% | 29.1% |
| \$27.00-\$29.99 | 4 | 12.5% | 16.4% |
| \$30.00-\$32.99 | 2 | 6.3% | 12.7% |
| \$33.00-\$35.99 | 1 | 3.1% | 3.6% |
| \$36.00-\$40.99 | 4 | 12.5% | 3.6% |
| \$41.00-\$45.99 | 1 | 3.1% | 1.8% |
| \$46.00-\$50.99 | 1 | 3.1% | 1.8% |
| \$51.00-\$55.99 | 0 | 0.0% | 3.6% |
| \$56.00-\$60.99 | 0 | 0.0% | 0.0% |
| \$61.00-\$65.99 | 0 | 0.0% | 0.0% |
| \$66.00-\$70.99 | 0 | 0.0% | 0.0% |
| \$71.00-\$75.99 | 0 | 0.0% | 0.0% |
| \$76.00-\$80.99 | 0 | 0.0% | 0.0% |
| \$81.00-\$85.99 | 2 | 6.3% | 0.0% |
| \$86.00-\$90.99 | 0 | 0.0% | 0.0% |
| \$91.00-\$95.99 | 0 | 0.0% | 0.0% |
| \$96.00-\$100.99 | 0 | 0.0% | 1.8% |
| \$101.00+ | 0 | 0.0% | N/A |
| Answered question | 32 | | 55 |
| Skipped question | 0 | | 7 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 7 | 25.0% | 18.2% |
| Time off in lieu | 16 | 57.1% | 47.3% |
| Paid at regular hourly rate | 10 | 35.7% | 32.7% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 4 | 14.3% | 47.2% |
| paid at enhanced hourly rate: double hourly pay | 1 | 3.6% | |
| Answered question | 28 | | 55 |
| Skipped question | 4 | | 7 |

7.4 Interns

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 8 | 25.0% | N/A |
| Life Insurance | 12 | 37.5% | 62.5% |
| Short term disability | 14 | 43.8% | 37.5% |
| Long term disability | 13 | 40.6% | 50.0% |
| Dental Insurance | 21 | 65.6% | 82.5% |
| Vision care | 13 | 40.6% | 50.0% |
| Medical, extended health and prescription drugs | 24 | 75.0% | 95.0% |
| Other | 3 | 9.4% | 10.0% |
| Answered question | 32 | | 40 |
| Skipped question | 0 | | 22 |

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 6 | 18.8% | 12.0% |
| Travel to work (mileage) | 1 | 3.1% | 0.0% |
| Travel to work (Transit) | 6 | 18.8% | 8.0% |
| Parking at work | 8 | 25.0% | 18.0% |
| Cell phone rental | 6 | 18.8% | 16.0% |
| Computer at home | 1 | 3.1% | 6.0% |
| Internet at home | 0 | 0.0% | 2.0% |
| Phone at home | 0 | 0.0% | 2.0% |
| Refreshments such as drinks/ snacks in the office | 15 | 46.9% | 50.0% |
| Paid time off at Christmas in addition to vacation | 14 | 43.8% | 44.0% |
| Christmas Party | 25 | 78.1% | 82.0% |
| Other social events | 17 | 53.1% | 62.0% |
| Meal costs relating to working overtime | 10 | 31.3% | 34.0% |
| Travel costs relating to working overtime | 9 | 28.1% | 16.0% |
| Day Care Costs | 0 | 0.0% | 0.0% |
| Flexible Work Hours | 11 | 34.4% | 42.0% |
| N/A | 2 | 6.3% | N/A |
| Other | 3 | 9.4% | N/A |
| Answered question | 32 | | 50 |
| Skipped question | 0 | | 12 |

7.5 Landscape Architects

The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as being BCSLA Landscape Architects in Question 9.

7.5 Landscape Architects

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 0 | 0.0% | 0.0% |
| 26-30 | 1 | 11.1% | 0.0% |
| 31-35 | 2 | 22.2% | 0.0% |
| 36-40 | 0 | 0.0% | 28.6% |
| 41-45 | 1 | 11.1% | 57.1% |
| 46-50 | 0 | 0.0% | 14.3% |
| 51-55 | 1 | 11.1% | 0.0% |
| 56-60 | 4 | 44.4% | 0.0% |
| 61-65 | 0 | 0.0% | 0.0% |
| 66-70 | 0 | 0.0% | 0.0% |
| 70+ | 0 | 0.0% | 0.0% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 9 | | 7 |
| Skipped question | 0 | | 0 |

| 2. Please indicate your gender. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---------------------------------|---------------------|-----------------------|-----------------------|
| Male | 4 | 44.4% | 14.3% |
| Female | 5 | 55.6% | 85.7% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 9 | | 7 |
| Skipped question | 0 | | 0 |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 1 | 11.1% | 71.4% |
| Graduate degree in Landscape Architecture | 1 | 11.1% | 14.3% |
| Masters degree in Landscape Architecture | 6 | 66.7% | 0.0% |
| PhD in Landscape Architecture | 0 | 0.0% | 0.0% |
| Other undergraduate degree (please specify below) | 0 | 0.0% | 0.0% |
| Other graduate degree (please specify below) | 1 | 11.1% | 14.3% |
| Other | 1 | | N/A |
| Answered question | 9 | | 7 |
| Skipped question | 0 | | 0 |

7.5 Landscape Architects

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 0 | 0.0% | N/A |
| Non-Governmental Agency | 0 | 0.0% | N/A |
| Partnership/Corporation | 2 | 22.2% | 33.3% |
| Public Sector – Government | 3 | 33.3% | 33.3% |
| Public Sector – Educational | 0 | 0.0% | 0.0% |
| Sole Practitioner/Self Employed | 4 | 44.4% | 16.7% |
| I am currently unemployed. | 0 | 0.0% | N/A |
| Identify Other Organization | 0 | 0.0% | 33.4% |
| Answered question | 9 | | 6 |
| Skipped question | 0 | | 1 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 0.0% |
| Associate | 0 | 0.0% | 16.7% |
| Intern | 0 | 0.0% | 0.0% |
| Landscape Architect | 3 | 33.3% | 16.7% |
| Landscape Designer | 0 | 0.0% | N/A |
| Landscape Technician | 0 | 0.0% | N/A |
| Planner | 0 | 0.0% | N/A |
| Principal | 1 | 11.1% | 0.0% |
| Professor | 0 | 0.0% | 0.0% |
| Senior Landscape Architect | 0 | 0.0% | 0.0% |
| Other | 5 | 55.6% | 66.7% |
| Answered question | 9 | | 6 |
| Skipped question | 0 | | 1 |

7.5 Landscape Architects

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 0.0 |
| \$15.01-\$17.99 | 0 | 0.0% | 0.0 |
| \$18.00-\$20.99 | 0 | 0.0% | 0.0 |
| \$21.00-\$23.99 | 0 | 0.0% | 0.0 |
| \$24.00-\$26.99 | 0 | 0.0% | 16.7 |
| \$27.00-\$29.99 | 0 | 0.0% | 16.7 |
| \$30.00-\$32.99 | 2 | 22.2% | 0.0 |
| \$33.00-\$35.99 | 0 | 0.0% | 0.0 |
| \$36.00-\$40.99 | 1 | 11.1% | 0.0 |
| \$41.00-\$45.99 | 1 | 11.1% | 16.7 |
| \$46.00-\$50.99 | 2 | 22.2% | 0.0 |
| \$51.00-\$55.99 | 1 | 11.1% | 16.7 |
| \$56.00-\$60.99 | 1 | 11.1% | 0.0 |
| \$61.00-\$65.99 | 0 | 0.0% | 16.7 |
| \$66.00-\$70.99 | 0 | 0.0% | 0.0 |
| \$71.00-\$75.99 | 0 | 0.0% | 16.7 |
| \$76.00-\$80.99 | 0 | 0.0% | 0.0 |
| \$81.00-\$85.99 | 0 | 0.0% | 0.0 |
| \$86.00-\$90.99 | 0 | 0.0% | 0.0 |
| \$91.00-\$95.99 | 0 | 0.0% | 0.0 |
| \$96.00-\$100.99 | 1 | 11.1% | 0.0 |
| \$101.00+ | 0 | 0.0% | N/A |
| Answered question | 9 | | 6 |
| Skipped question | 0 | | 1 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 0 | 0.0% | 16.7 |
| Time off in lieu | 4 | 66.7% | 33.3 |
| Paid at regular hourly rate | 1 | 16.7% | 16.7 |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 1 | 16.7% | 33.3 |
| paid at enhanced hourly rate: double hourly pay | 0 | 0.0% | |
| Answered question | 6 | | 6 |
| Skipped question | 3 | | 1 |

7.5 Landscape Architects

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 4 | 44.4% | N/A |
| Life Insurance | 3 | 33.3% | 66.7 |
| Short term disability | 3 | 33.3% | 0.0 |
| Long term disability | 4 | 44.4% | 66.7 |
| Dental Insurance | 4 | 44.4% | 100.0 |
| Vision care | 5 | 55.6% | 0.0 |
| Medical, extended health and prescription drugs | 5 | 55.6% | 66.7 |
| Other | 0 | 0.0% | 0.0 |
| Answered question | 9 | | 3 |
| Skipped question | 0 | | 4 |

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 1 | 11.1% | 0.0 |
| Travel to work (mileage) | 0 | 0.0% | 0.0 |
| Travel to work (Transit) | 0 | 0.0% | 0.0 |
| Parking at work | 3 | 33.3% | 40.0 |
| Cell phone rental | 3 | 33.3% | 40.0 |
| Computer at home | 0 | 0.0% | 20.2 |
| Internet at home | 0 | 0.0% | 0.0 |
| Phone at home | 0 | 0.0% | 0.0 |
| Refreshments such as drinks/ snacks in the office | 1 | 11.1% | 40.0 |
| Paid time off at Christmas in addition to vacation | 1 | 11.1% | 60.0 |
| Christmas Party | 3 | 33.3% | 60.0 |
| Other social events | 3 | 33.3% | 60.0 |
| Meal costs relating to working overtime | 2 | 22.2% | 20.0 |
| Travel costs relating to working overtime | 1 | 11.1% | 20.0 |
| Day Care Costs | 0 | 0.0% | 20.0 |
| Flexible Work Hours | 5 | 55.6% | 80.0 |
| N/A | 2 | 22.2% | N/A |
| Other | 2 | 22.2% | N/A |
| Answered question | 9 | | 5 |
| Skipped question | 0 | | 2 |

7.6 Self-Employed/Principals/Managers - Private and Public Sector

Observations

- 40.1% of survey respondents were self-employed/principals/managers in the private and public sector.
- 78.7% of respondents agree that the UBC Master of Landscape Architecture Program graduates enough students to fill the demand in BC.
- 25.6% of responding firms predict that they will hire a staff member in 2012 with 0-3years experience.
- 27.7% of responding firms predict that they will hire a staff member in 2012 with 3-5+yrs experience.
- 26.1% of firms indicate that between 75-100% of their new hires in 2011 were educated outside of BC.
- 48.9% of firms utilize the BCSLA website to advertise available staff positions.
- 44.7% of respondents work a total of 31-40 hours per week of billable and non-billable time.
- 27.7% of respondents work a total of 41-50 hours per week of billable and non-billable time.

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| Number of Full-Time Employees | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|------------|------------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--|--|--|--|--|--|--|--|--|--|
| 60. Full Time Staff: Including yourself, how many people are currently employed full-time (more than 35 hours per week) by your company/department? (Please select "0" for categories which are not applicable.) | 0 | 1 | 2-3 | 4-5 | 6-7 | 8-9 | 10- | 12- | 14- | 16- | 21- | 26- | 31- | 41- | 51- | 71- | 101+ | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| BCSLA Registered Landscape Architect(s) | 14.9% (7) | 46.8% (22) | 23.4% (11) | 4.3% (2) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | | | | | | | | | | |
| BCSLA Landscape Architect | 85.1% (40) | 8.5% (4) | 4.3% (2) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | | | | | | | | | |
| Member(s) BCSLA | 66.0% (31) | 12.8% (6) | 4.3% (2) | 4.3% (2) | 2.1% (1) | 6.4% (3) | 2.1% (1) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | | | | | | | | | |
| Intern(s) BCSLA | 85.1% (40) | 8.5% (4) | 4.3% (2) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | | | | | | | | | |
| Associate(s) Administrative | 61.7% (29) | 17.0% (8) | 12.8% (6) | 8.5% (4) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | | | | | | | | | |
| Staff Employee(s) with other qualifications related to landscape design | 57.4% (27) | 27.7% (13) | 6.4% (3) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | | | | | | | | | |
| Skipped Question | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | 107 | | | | | | | | | | |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q43)

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| 61. Part Time Staff: How many people are currently employed on a part-time basis (fewer than 35 hours per week) by your company/department? (Please select "0" for categories which are not applicable.) | | Number of Part-Time Employees | | | | | | | | | | | | | | | |
|--|-------------|-------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------|
| | | 1 | 2-3 | 4-5 | 6-7 | 8-9 | 10- | 12- | 14- | 16- | 21- | 26- | 31-40 | 41- | 51- | 71- | 101+ |
| BCSLA Registered Landscape Architect(s) | 87.2% (41) | 8.5% (4) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| BCSLA Landscape Architect | 97.9% (46) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Member(s) BCSLA | 97.9% (46) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Intern(s) BCSLA | 100.0% (47) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Associate(s) Administrative | 85.1% (40) | 12.8% (6) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Staff Employee(s) with other qualifications related to landscape design | 89.4% (42) | 4.3% (2) | 2.1% (1) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Skipped Question | | | | | | | | | | | | | | | | | 107 |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q44)

| 62. Contract Staff: How many people do you currently employ / manage on a temporary contract basis? (Please select “0” for categories which are not applicable) | | Contracted Employees | | | | | | | | | | | | | | | | |
|---|-------------|----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------|
| | 0 | 1 | 2-3 | 4-5 | 6-7 | 8-9 | 10-11 | 12-13 | 14-15 | 16-20 | 21-25 | 26-30 | 31-40 | 41-50 | 51-70 | 71-100 | 101+ | Response Count |
| BCSLA Registered Landscape Architect(s) | 93.6% (44) | 4.3% (2) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| BCSLA Landscape Architect Member(s) | 97.9% (46) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| BCSLA Intern(s) | 95.7% (45) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| BCSLA Associate(s) | 100.0% (47) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Employee(s) with other qualifications related to landscape design | 83.0% (39) | 14.9% (7) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Administrative Staff | 87.2% (41) | 10.6% (5) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Skipped Question | | | | | | | | | | | | | | | | | | 107 |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q45)

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| 63. Recruitment: Please list the number of landscape architectural related positions searched for in 2011. | Number of Job Openings | | | | | | | |
|---|------------------------|-----------|--------------|-------------|-------------|-------------|-------------|-------------------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6+ | Response Count |
| Entry level | 76.6% (36) | 12.8% (6) | 10.6% (5) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| 2 to 3 years experience | 78.7% (37) | 10.6% (5) | 6.4% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 47 |
| 3 to 5 years experience | 78.7% (37) | 14.9% (7) | 2.1% (1) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 47 |
| > 5 years experience | 70.2% (33) | 19.1% (9) | 8.5% (4) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 47 |
| Skipped Question | | | | | | | | 107 |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q46)

| 64. Recruitment: How many positions do you anticipate on adding in 2012? | Number of Job Openings | | | | | | | |
|---|------------------------|---------------|-------------|-------------|-------------|-------------|-------------|-------------------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6+ | Response Count |
| Entry level | 78.7% (37) | 21.3% (10) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| 2 to 3 years experience | 89.4% (42) | 4.3% (2) | 6.4% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| 3 to 5 years experience | 83.0% (39) | 14.9% (7) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| > 5 years experience | 87.2% (41) | 12.8% (6) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Skipped Question | | | | | | | | 107 |

Note: This question was not part of the 2007 survey.

| 65. Have you had difficulty filling landscape architectural related positions in the past year? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|------------------------|-----------------------------|-----------------------------|
| Yes | 15 | 31.9% | 54.2% |
| No | 32 | 68.1% | 47.5% |
| Y/N: Please explain. | 23 | | N/A |
| Answered question | 47 | | 59 |
| Skipped question | 107 | | 126 |

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| 66. On average, how long does it take to fill landscape architecture related positions at your company? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <1 month | 20 | 43.5% | 17.4% |
| 1-2 months | 10 | 21.7% | 45.7% |
| 3-6 months | 11 | 23.9% | 17.4% |
| 7-9 months | 3 | 6.5% | 4.3% |
| 10-12 months | 0 | 0.0% | 0.0% |
| >12 months | 2 | 4.3% | N/A |
| Not successful | N/A | N/A | 21.7% |
| Answered question | 46 | | 46 |
| Skipped question | 108 | | 139 |

| 67. How do you publicize available positions? (Please check all that apply.) | 2012 Response Count | 2012 Response Percent |
|--|---------------------|-----------------------|
| BCSLA website | 23 | 48.9% |
| BCSLA Friday File | 21 | 44.7% |
| Other provincial websites | 15 | 31.9% |
| ASLA Joblink | 8 | 17.0% |
| Other | 26 | 55.3% |
| Answered question | 47 | |
| Skipped question | 107 | |

Note: This question was not part of the 2007 survey.

| 68. Education: In the last two years, what percentage of your hires received their education in Landscape Architecture outside of British Columbia? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent (refers to 2005 and 2006) |
|---|---------------------|-----------------------|---|
| 0% | 16 | 34.8% | 42.1% |
| 1-25% | 4 | 8.7% | |
| 26-50% | 4 | 8.7% | 21.1% |
| 51-75% | 5 | 10.9% | 8.8% |
| 76-100% | 12 | 26.1% | 29.8% |
| Not sure | 5 | 10.9% | N/A |
| Answered question | 46 | | 57 |
| Skipped question | 108 | | 128 |

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| Number of Staff with a MLA or BLA from UBC | | | | | | | | | | | | | |
|--|---------------|---------------|-------------|-------------|-------------|------|-------|------------|------------|------------|------------|------|----------------|
| 69. UBC Graduates: How many of your current professional staff hold UBC Landscape Architecture degrees? (Please enter "0" for categories that are not applicable.) | 0 | 1-2 | 3-4 | 5-6 | 7-8 | 9-10 | 11-12 | 13- | 15- | 17- | 19- | 21+ | Response Count |
| Entry level | 76.6% (36) | v | 4.3% (2) | 2.1% (1) | 0.0% | 0.0% | 0.0% | 14 0.0% | 16 0.0% | 18 0.0% | 20 0.0% | 0.0% | 47 |
| 2 to 3 years experience | 85.1% (40) | 6.4% (3) | 6.4% (3) | 2.1% (1) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 47 |
| 3-5 years experience | 80.9% (38) | 10.6% (5) | 6.4% (3) | 0.0% | 2.1% (1) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 47 |
| Senior level | 63.8% (30) | 31.9% (15) | 4.3% (2) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 47 |
| Partners | 76.6% (36) | 23.4% (11) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 47 |
| Skipped Question | | | | | | | | | | | | | 107 |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q50)

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| 70. UBC Program: In your opinion, does the UBC Master of Landscape Architecture Program graduate enough students to fill the demand in BC? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Yes | 37 | 78.7% | 49.2% |
| No | 10 | 21.3% | 50.8% |
| <i>Answered question</i> | 47 | | 61 |
| <i>Skipped question</i> | 107 | | 124 |

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| 71. Work Hours: Approximately how many hours (billable and non billable) do you work per week. | Number of Hours Per Week | | | | | | | | | | | |
|---|-----------------------------|--------------|---------------|-------------|-------------|--------------|--------------|-----------------------------|-----------------------------|--------------|--------------|------------|
| | 0 | 1-5 | 6-10 | 11-15 | 16-20 | 21-25 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | |
| Billable | 10.6% (5) | 0.0% (0) | 8.5% (4) | 0.0% (0) | 8.5% (4) | 19.1% (9) | 17.0% (8) | 21.3% (10) | 10.6% (5) | 2.1% (1) | 0.0% (0) | 47 |
| Non Billable | 25.5% (12) | 10.6% (5) | 21.3% (10) | 8.5% (4) | 6.4% (3) | 19.1% (9) | 4.3% (2) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Total hours | 8.5% (4) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 2.1% (1) | 12.8% (6) | 31.9% (15) | 12.8% (6) | 14.9% (7) | 47 |
| Skipped Question | | | | | | | | | | | | 107 |

| 71. Work Hours: Approximately how many hours (billable and non billable) do you work per week. | Number of Hours Per Week | | | | | | | | |
|---|--------------------------|-------------|-------------|-------------|-------------|-------------|----------|--|------------|
| | 51-55 | 56-60 | 61-65 | 66-70 | 71-75 | 76-80 | 81+ | | |
| Billable | 0.0% (0) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | 47 |
| Non Billable | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | 47 |
| Total hours | 2.1% (1) | 4.3% (2) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 2.1% (1) | | 47 |
| Skipped Question | | | | | | | | | 107 |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q55)

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| 72. Charge-out Rates: What hourly charge-out rates do you charge for yourself or staff? (Provide ranges if necessary) | Hourly Charge-out Rate | | | | | | | | | | | | | |
|---|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|------------|
| | N/A | \$45 | \$50 | \$55 | \$60 | \$65 | \$70 | \$75 | \$80 | \$85 | \$90 | \$95 | \$100 | Count |
| Principal | 27.7% (13) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 4.3% (2) | 6.4% (3) | 47 |
| Associate | 72.3% (34) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 0.0% (0) | 2.1% (1) | 2.1% (1) | 47 |
| Landscape Architect – Junior | 66.0% (31) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 2.1% (1) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 4.3% (2) | 0.0% (0) | 6.4% (3) | 47 |
| Landscape Architect – Senior | 61.7% (29) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 2.1% (1) | 2.1% (1) | 0.0% (0) | 2.1% (1) | 47 |
| Landscape Intern | 57.4% (27) | 0.0% (0) | 4.3% (2) | 4.3% (2) | 0.0% (0) | 4.3% (2) | 2.1% (1) | 4.3% (2) | 2.1% (1) | 2.1% (1) | 6.4% (3) | 8.5% (4) | 0.0% (0) | 47 |
| Technician | 57.4% (27) | 2.1% (1) | 8.5% (4) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 6.4% (3) | 10.6% (5) | 0.0% (0) | 6.4% (3) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 47 |
| Skipped Question | | | | | | | | | | | | | | 107 |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q56)

7.6 Self-Employed/Principals/Managers - Private and Public Sector

Question 72 continued

| 72. Charge-out Rates: What hourly charge-out rates do you charge for yourself or staff? (Provide ranges if necessary) | Hourly Charge-out Range | | | | | | | | | | | | | Count |
|---|-------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|----------|----------|------------|
| | \$105 | \$110 | \$115 | \$120 | \$125 | \$130 | \$135 | \$140 | \$145 | \$150 | \$170 | \$175 | \$180 | |
| Principal | 4.3% (2) | 6.4% (3) | 0.0% (0) | 4.3% (2) | 6.4% (3) | 2.1% (1) | 0.0% (0) | 2.1% (1) | 2.1% (1) | 4.3% (2) | 10.6% (5) | 6.4% (3) | 2.1% (1) | 47 |
| Associate | 0.0% (0) | 2.1% (1) | 0.0% (0) | 4.3% (2) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 4.3% (2) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Architect – Junior | 0.0% (0) | 4.3% (2) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Architect – Senior | 2.1% (1) | 4.3% (2) | 4.3% (2) | 6.4% (3) | 4.3% (2) | 2.1% (1) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Intern | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Technician | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Skipped Question | | | | | | | | | | | | | | 107 |

| 72. Charge-out Rates: What hourly charge-out rates do you charge for yourself or staff? (Provide ranges if necessary) | Hourly Charge-out Range | | | | | Count |
|---|-------------------------|----------|----------|----------|----------|------------|
| | \$185 | \$190 | \$195 | \$200 | \$201+ | |
| Principal | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 47 |
| Associate | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Architect – Junior | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Architect – Senior | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Intern | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Technician | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Skipped Question | | | | | | 107 |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q56)

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| 73. Multipliers: Approximately what “multipliers” do you use to calculate charge-out rates in relation to salary rates? For example, an hourly charge-out rate of \$75 for a person earning \$25 per hour would be 3.0. (Please select “N/A” for categories where multipliers are not used.) | Multiplier | | | | | | | | | | | | | | Response Count |
|---|---------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|-----|-------------------|
| | N/A | 1.25 | 1.5 | 1.75 | 2.00 | 2.25 | 2.50 | 2.75 | 3.00 | 3.25 | 3.50 | 3.75 | 4.00 | | |
| Principle | 55.3% (26) | 0.0% (0) | 4.3% (2) | 0.0% (0) | 6.4% (3) | 4.3% (2) | 8.5% (4) | 6.4% (3) | 10.6% (5) | 0.0% (0) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 47 | |
| Associate | 76.6% (36) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 2.1% (1) | 4.3% (2) | 4.3% (2) | 6.4% (3) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 | |
| Landscape | 70.2% (33) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 4.3% (2) | 6.4% (3) | 4.3% (2) | 6.4% (3) | 2.1% (1) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 47 | |
| Architect Landscape | 66.0% (31) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 4.3% (2) | 8.5% (4) | 4.3% (2) | 6.4% (3) | 2.1% (1) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 47 | |
| Intern technician | 59.6% (28) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 8.5% (4) | 0.0% (0) | 10.6% (5) | 4.3% (2) | 4.3% (2) | 2.1% (1) | 4.3% (2) | 4.3% (2) | 2.1% (1) | 47 | |
| Skipped Question | | | | | | | | | | | | | | 107 | |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q57)

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q57)

7.6 Self-Employed/Principals/Managers - Private and Public Sector

| Dollars Per Hour | | | | | | | | | | | | | | | | | |
|---|-----|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------|-------|
| 74. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions? | N/A | \$9- \$17 | \$18- \$20 | \$21- \$23 | \$24- \$26 | \$27- \$29 | \$30- \$32 | \$33- \$35 | \$36- \$40 | \$41- \$45 | \$46- \$50 | \$51- \$55 | \$56- \$60 | \$61- \$65 | \$66- \$70 | \$71+ | Count |
| Principals | | 46.8% (22) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 4.3% (2) | 4.3% (2) | 4.3% (2) | 2.1% (1) | 8.5% (4) | 4.3% (2) | 4.3% (2) | 6.4% (3) | 6.4% (3) | 6.4% (3) | 47 |
| Associates | | 74.5% (35) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 6.4% (3) | 2.1% (1) | 2.1% (1) | 6.4% (3) | 2.1% (1) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Architects (>10 years experience post registration) | | 63.8% (30) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 2.1% (1) | 6.4% (3) | 8.5% (4) | 6.4% (3) | 8.5% (4) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Architects (7-10 years post registration) | | 68.1% (32) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 2.1% (1) | 6.4% (3) | 6.4% (3) | 8.5% (4) | 4.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Architects (4-6)years post registration) | | 70.2% (33) | 0.0% (0) | 0.0% (0) | 4.3% (2) | 4.3% (2) | 6.4% (3) | 2.1% (1) | 8.5% (4) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Architects (0-3 years post registration) | | 66.0% (31) | 0.0% (0) | 0.0% (0) | 8.5% (4) | 6.4% (3) | 4.3% (2) | 2.1% (1) | 4.3% (2) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Interns (2-3 years experience) | | 57.4% (27) | 0.0% (0) | 4.3% (2) | 12.8% (6) | 8.5% (4) | 0.0% (0) | 4.3% (2) | 6.4% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Landscape Interns (< 1 year experience) | | 66.0% (31) | 2.1% (1) | 6.4% (3) | 6.4% (3) | 0.0% (0) | 4.3% (2) | 0.0% (0) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Technical Support | | 55.3% (26) | 4.3% (2) | 10.6% (5) | 8.5% (4) | 0.0% (0) | 4.3% (2) | 4.3% (2) | 2.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 47 |
| Skipped Question 107 | | | | | | | | | | | | | | | | | |

Note: Please see Appendix for the 2007 survey comparison to this question. (2007: Q58)

7.6.1 Sole Practitioners

Observations

- 57.7% of sole practitioner are over the age of 50. This compares to 14.7% of respondents in 2007.
- 42.3% of respondents indicate that they have received a Masters Degree in Landscape Architecture. This compares to 33.3% in 2007
- More Sole Practitioners are earning hourly wages between \$30-\$51 in 2012. There is a significant reduction in hourly rates for a smaller percentage of Sole Practitioners from 2007.
 - 26.8% of 2012 respondents indicated hourly rates between \$18-\$30. This compares to 20.5% in 2007.
 - 49.9% of 2012 respondents indicated hourly rates between \$30-\$51. This compares to 23.5% in 2007.
 - 11.5% of 2012 respondents indicated hourly rates between \$71-101. This compares to 44.1% in 2007.
- 80% of respondents indicated that they had no benefit plans for extended health/dental/or disability.

7.6.1 Sole Practitioners

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 0 | 0.0% | 0.0% |
| 26-30 | 3 | 11.5% | 0.0% |
| 31-35 | 3 | 11.5% | 20.6% |
| 36-40 | 1 | 3.8% | 11.8% |
| 41-45 | 2 | 7.7% | 11.8% |
| 46-50 | 2 | 7.7% | 11.8% |
| 51-55 | 6 | 23.1% | 29.4% |
| 56-60 | 8 | 30.8% | 5.9% |
| 61-65 | 1 | 3.8% | 5.9% |
| 66-70 | 0 | 0.0% | 2.9% |
| 70+ | 0 | 0.0% | 0.0% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 26 | | 34 |
| Skipped question | 0 | | 0 |

| 2. Please indicate your gender. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---------------------------------|---------------------|-----------------------|-----------------------|
| Male | 11 | 42.3% | 44.1% |
| Female | 15 | 57.7% | 55.9% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 26 | 42.3% | 34 |
| Skipped question | 0 | | 0 |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 9 | 34.6% | 42.4% |
| Graduate degree in Landscape Architecture | 1 | 3.8% | 6.1% |
| Masters degree in Landscape Architecture | 11 | 42.3% | 33.3% |
| PhD in Landscape Architecture | 0 | 0.0% | 0.0% |
| Other undergraduate degree (please specify below) | 2 | 7.7% | 3.0% |
| Other graduate degree (please specify below) | 3 | 11.5% | 15.2% |
| Other | 5 | 34.6% | N/A |
| Answered question | 26 | | 33 |
| Skipped question | 0 | | 1 |

7.6.1 Sole Practitioners

| 9. Which BCSLA title do you currently hold? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| BCSLA Associate | 0 | 0.0% | N/A |
| BCSLA Inactive Landscape Architect | 0 | 0.0% | N/A |
| BCSLA Intern | 4 | 15.4% | 23.5% |
| BCSLA Landscape Architect Member | 4 | 15.4% | 2.9% |
| BCSLA Registered Landscape Architect | 18 | 69.2% | 73.5% |
| BCSLA Retired Landscape Architect | 0 | 0.0% | 0.0% |
| Non-BCSLA member | 0 | 0.0% | N/A |
| BCSLA Student | 26 | 0.0% | 0.0% |
| Answered question | 0 | | 34 |
| Skipped question | 0 | | 0 |

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 2 | 7.7% | N/A |
| Non-Governmental Agency | 0 | 0.0% | N/A |
| Partnership/Corporation | 2 | 7.7% | 0.0% |
| Public Sector – Government | 1 | 3.8% | 0.0% |
| Public Sector – Educational | 0 | 0.0% | 5.9% |
| Sole Practitioner/Self Employed | 26 | 100.0% | 102.9% |
| I am currently unemployed. | 1 | 3.8% | N/A |
| Identify Other Organization | 0 | 0.0% | 2.9% |
| Answered question | 26 | | 34 |
| Skipped question | 0 | | 0 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 5.9% |
| Associate | 0 | 0.0% | 5.9% |
| Intern | 1 | 3.8% | 11.8% |
| Landscape Architect | 6 | 23.1% | 20.6% |
| Landscape Designer | 1 | 3.8% | N/A |
| Landscape Technician | 1 | 3.8% | N/A |
| Planner | 1 | 3.8% | N/A |
| Principal | 9 | 34.6% | 64.7% |
| Professor | 0 | 0.0% | 0.0% |
| Senior Landscape Architect | 3 | 11.5% | 8.8% |
| Other | 4 | 15.4% | 5.9% |
| Answered question | 26 | | 34 |
| Skipped question | 0 | | 0 |

7.6.1 Sole Practitioners

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 2.9% |
| \$15.01-\$17.99 | 0 | 0.0% | 0.0% |
| \$18.00-\$20.99 | 1 | 3.8% | 5.9% |
| \$21.00-\$23.99 | 2 | 7.7% | 2.9% |
| \$24.00-\$26.99 | 3 | 11.5% | 8.8% |
| \$27.00-\$29.99 | 1 | 3.8% | 2.9% |
| \$30.00-\$32.99 | 5 | 19.2% | 2.9% |
| \$33.00-\$35.99 | 1 | 3.8% | 5.9% |
| \$36.00-\$40.99 | 2 | 7.7% | 8.8% |
| \$41.00-\$45.99 | 0 | 0.0% | 0.0% |
| \$46.00-\$50.99 | 5 | 19.2% | 5.9% |
| \$51.00-\$55.99 | 1 | 3.8% | 8.8% |
| \$56.00-\$60.99 | 1 | 3.8% | 2.9% |
| \$61.00-\$65.99 | 0 | 0.0% | 0.0% |
| \$66.00-\$70.99 | 0 | 0.0% | 0.0% |
| \$71.00-\$75.99 | 0 | 0.0% | 11.8% |
| \$76.00-\$80.99 | 0 | 0.0% | 0.0% |
| \$81.00-\$85.99 | 0 | 0.0% | 5.9% |
| \$86.00-\$90.99 | 1 | 3.8% | 8.8% |
| \$91.00-\$95.99 | 0 | 0.0% | 0.0% |
| \$96.00-\$100.99 | 2 | 7.7% | 17.6% |
| \$101.00+ | 1 | 3.8% | N/A |
| Answered question | 26 | | 34 |
| Skipped question | 0 | | 0 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 1 | 9.1% | 48.4% |
| Time off in lieu | 4 | 36.4% | 19.4% |
| Paid at regular hourly rate | 5 | 45.5% | 35.5% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 1 | 9.1% | 0.0% |
| paid at enhanced hourly rate: double hourly pay | 1 | 9.1% | |
| Answered question | 11 | | 31 |
| Skipped question | 15 | | 3 |

7.6.1 Sole Practitioners

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 20 | 80.0% | N/A |
| Life Insurance | 2 | 8.0% | 33.3% |
| Short term disability | 2 | 8.0% | 55.6% |
| Long term disability | 3 | 12.0% | 44.4% |
| Dental Insurance | 4 | 16.0% | 44.4% |
| Vision care | 3 | 12.0% | 22.2% |
| Medical, extended health and prescription drugs | 4 | 16.0% | 77.8% |
| Other | 1 | 4.0% | 0.0% |
| Answered question | 25 | | 9 |
| Skipped question | 1 | | 25 |

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 4 | 16.0% | 54.5% |
| Travel to work (mileage) | 2 | 8.0% | 13.6% |
| Travel to work (Transit) | 1 | 4.0% | 0.0% |
| Parking at work | 7 | 28.0% | 18.2% |
| Cell phone rental | 5 | 20.0% | 50.0% |
| Computer at home | 4 | 16.0% | 31.8% |
| Internet at home | 2 | 8.0% | 31.8% |
| Phone at home | 2 | 8.0% | 22.7% |
| Refreshments such as drinks/ snacks in the office | 6 | 24.0% | 27.3% |
| Paid time off at Christmas in addition to vacation | 1 | 4.0% | 22.7% |
| Christmas Party | 5 | 20.0% | 59.1% |
| Other social events | 3 | 12.0% | 40.9% |
| Meal costs relating to working overtime | 1 | 4.0% | 27.3% |
| Travel costs relating to working overtime | 2 | 8.0% | 27.3% |
| Day Care Costs | 1 | 4.0% | 0.0% |
| Flexible Work Hours | 8 | 32.0% | 68.2% |
| N/A | 11 | 44.0% | N/A |
| Other | 4 | 16.0% | N/A |
| Answered question | 25 | | 22 |
| Skipped question | 1 | | 12 |

7.6.1 Sole Practitioners

| 74. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions? | | | | | | | | | Dollars Per Hour |
|--|------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|
| | N/A | \$9-\$17 | \$18-\$20 | \$21-\$23 | \$24-\$26 | \$27-\$29 | \$30-\$32 | \$33-\$35 | |
| Principals | 47.1% (8) | 0.0% (0) | 0.0% (0) | 5.9% (1) | 0.0% (0) | 0.0% (0) | 5.9% (1) | 0.0% (0) | 17 |
| Associates | 88.2% (15) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5.9% (1) | 0.0% (0) | 17 |
| Landscape Architects (>10 years experience post registration) | 82.4% (14) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5.9% (1) | 0.0% (0) | 17 |
| Landscape Architects (7-10 years post registration) | 88.2% (15) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5.9% (1) | 0.0% (0) | 17 |
| Landscape Architects (4-6)years post registration) | 88.2% (15) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5.9% (1) | 0.0% (0) | 17 |
| Landscape Architects (0-3 years post registration) | 88.2% (15) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 11.8% (2) | 0.0% (0) | 0.0% (0) | 17 |
| Landscape Interns (2-3 years experience) | 70.6% (12) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17.6% (3) | 11.8% (2) | 0.0% (0) | 0.0% (0) | 17 |
| Landscape Interns (< 1 year experience) | 82.4% (14) | 0.0% (0) | 5.9% (1) | 11.8% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17 |
| Technical Support | 70.6% (12) | 0.0% (0) | 5.9% (1) | 5.9% (1) | 11.8% (2) | 0.0% (0) | 5.9% (1) | 0.0% (0) | 17 |

| 74. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions? | | | | | | | | | Dollars Per Hour |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|
| | \$36-\$40 | \$41-\$45 | \$46-\$50 | \$51-\$55 | \$56-\$60 | \$61-\$65 | \$66-\$70 | \$71+ | |
| Principals | 0.0% (0) | 0.0% (0) | 17.6% (3) | 0.0% (0) | 0.0% (0) | 5.9% (1) | 5.9% (1) | 11.8% (2) | 17 |
| Associates | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5.9% (1) | 0.0% (0) | 0.0% (0) | 17 |
| Landscape Architects (>10 years experience post registration) | 0.0% (0) | 5.9% (1) | 5.9% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17 |
| Landscape Architects (7-10 years post registration) | 5.9% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17 |
| Landscape Architects (4-6)years post registration) | 5.9% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17 |
| Landscape Architects (0-3 years post registration) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17 |
| Landscape Interns (2-3 years experience) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17 |
| Landscape Interns (< 1 year experience) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17 |
| Technical Support | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 17 |

Answered: 17

Skipped: 9

7.7 Partnerships and Corporations

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 2 | 2.7% | 4.8% |
| 26-30 | 13 | 17.3% | 15.5% |
| 31-35 | 20 | 26.7% | 11.9% |
| 36-40 | 6 | 8.0% | 15.5% |
| 41-45 | 9 | 12.0% | 13.1% |
| 46-50 | 5 | 6.7% | 15.5% |
| 51-55 | 7 | 9.3% | 16.7% |
| 56-60 | 7 | 9.3% | 6.0% |
| 61-65 | 4 | 5.3% | 1.2% |
| 66-70 | 1 | 1.3% | 0.0% |
| 70+ | 0 | 0.0% | 0.0% |
| Prefer not to say | 1 | 1.3% | N/A |
| Answered question | 75 | | 84 |
| Skipped question | 0 | | 0 |

| 2. Please indicate your gender. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---------------------------------|---------------------|-----------------------|-----------------------|
| Male | 38 | 50.7% | 53.6% |
| Female | 36 | 48.0% | 46.4% |
| Prefer not to say | 1 | 1.3% | N/A |
| Answered question | 75 | | 84 |
| Skipped question | 0 | | 0 |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 18 | 24.0% | 47.5% |
| Graduate degree in Landscape Architecture | 10 | 13.3% | 8.3% |
| Masters degree in Landscape Architecture | 39 | 52.0% | 35.7% |
| PhD in Landscape Architecture | 0 | 0.0% | 0.0% |
| Other undergraduate degree (please specify below) | 5 | 6.7% | 6.0% |
| Other graduate degree (please specify below) | 3 | 4.0% | 2.4% |
| Other | 8 | | N/A |
| Answered question | 75 | | 84 |
| Skipped question | 0 | | 0 |

7.7 Partnerships and Corporations

| 9. Which BCSLA title do you currently hold? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| BCSLA Associate | 1 | 1.3% | N/A |
| BCSLA Inactive Landscape Architect | 2 | 2.7% | N/A |
| BCSLA Intern | 23 | 30.7% | 41.7% |
| BCSLA Landscape Architect Member | 2 | 2.7% | 2.4% |
| BCSLA Registered Landscape Architect | 46 | 61.3% | 57.1% |
| BCSLA Retired Landscape Architect | 0 | 0.0% | 0.0% |
| Non-BCSLA member | 1 | 1.3% | N/A |
| BCSLA Student | 75 | 1.3% | 0.0% |
| Answered question | 0 | | 84 |
| Skipped question | 1 | | 0 |

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 4 | 5.3% | N/A |
| Non-Governmental Agency | 1 | 1.3% | N/A |
| Partnership/Corporation | 75 | 100.0% | 100.0% |
| Public Sector – Government | 0 | 0.0% | 0.0% |
| Public Sector – Educational | 0 | 0.0% | 1.2% |
| Sole Practitioner/Self Employed | 2 | 2.7% | 0.0% |
| I am currently unemployed. | 1 | 1.3% | N/A |
| Identify Other Organization | 0 | 0.0% | 0.0% |
| Answered question | 75 | | 84 |
| Skipped question | 0 | | 0 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 0.0% |
| Associate | 6 | 8.0% | 11.9% |
| Intern | 3 | 4.0% | 28.6% |
| Landscape Architect | 13 | 17.3% | 10.7% |
| Landscape Designer | 14 | 18.7% | N/A |
| Landscape Technician | 2 | 2.7% | N/A |
| Planner | 0 | 0.0% | N/A |
| Principal | 17 | 22.7% | 34.5% |
| Professor | 0 | 0.0% | 0.0% |
| Senior Landscape Architect | 14 | 18.7% | 14.3% |
| Other | 6 | 8.0% | 6.0% |
| Answered question | 75 | | 84 |
| Skipped question | 0 | | 0 |

7.7 Partnerships and Corporations

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 0.0% |
| \$15.01-\$17.99 | 0 | 0.0% | 0.0% |
| \$18.00-\$20.99 | 1 | 1.3% | 7.1% |
| \$21.00-\$23.99 | 7 | 9.3% | 7.1% |
| \$24.00-\$26.99 | 8 | 10.7% | 19.0% |
| \$27.00-\$29.99 | 8 | 10.7% | 14.3% |
| \$30.00-\$32.99 | 11 | 14.7% | 9.5% |
| \$33.00-\$35.99 | 3 | 4.0% | 4.8% |
| \$36.00-\$40.99 | 12 | 16.0% | 8.3% |
| \$41.00-\$45.99 | 9 | 12.0% | 7.1% |
| \$46.00-\$50.99 | 1 | 1.3% | 7.1% |
| \$51.00-\$55.99 | 3 | 4.0% | 2.4% |
| \$56.00-\$60.99 | 0 | 0.0% | 6.0% |
| \$61.00-\$65.99 | 0 | 0.0% | 2.4% |
| \$66.00-\$70.99 | 5 | 6.7% | 1.2% |
| \$71.00-\$75.99 | 1 | 1.3% | 0.0% |
| \$76.00-\$80.99 | 0 | 0.0% | 0.0% |
| \$81.00-\$85.99 | 3 | 4.0% | 0.0% |
| \$86.00-\$90.99 | 0 | 0.0% | 1.2% |
| \$91.00-\$95.99 | 1 | 1.3% | 0.0% |
| \$96.00-\$100.99 | 0 | 0.0% | 2.4% |
| \$101.00+ | 2 | 2.7% | N/A |
| Answered question | 75 | | 84 |
| Skipped question | 0 | | 0 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 24 | 39.3% | 31.3% |
| Time off in lieu | 31 | 50.8% | 45.0% |
| Paid at regular hourly rate | 15 | 24.6% | 28.8% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 2 | 3.3% | 6.3% |
| paid at enhanced hourly rate: double hourly pay | 0 | 0.0% | |
| Answered question | 61 | | 80 |
| Skipped question | 14 | | 4 |

7.7 Partnerships and Corporations

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 17 | 22.7% | N/A |
| Life Insurance | 36 | 48.0% | 56.3% |
| Short term disability | 26 | 34.7% | 37.5% |
| Long term disability | 34 | 45.3% | 64.1% |
| Dental Insurance | 49 | 65.3% | 76.6% |
| Vision care | 34 | 45.3% | 40.6% |
| Medical, extended health and prescription drugs | 53 | 70.7% | 84.4% |
| Other | 5 | 6.7% | 12.5% |
| Answered question | 75 | | 64 |
| Skipped question | 0 | | 20 |

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 15 | 20.0% | 8.6% |
| Travel to work (mileage) | 2 | 2.7% | 4.9% |
| Travel to work (Transit) | 18 | 24.0% | 11.1% |
| Parking at work | 29 | 38.7% | 32.1% |
| Cell phone rental | 28 | 37.3% | 32.1% |
| Computer at home | 15 | 20.0% | 17.3% |
| Internet at home | 5 | 6.7% | 9.9% |
| Phone at home | 2 | 2.7% | 4.9% |
| Refreshments such as drinks/ snacks in the office | 43 | 57.3% | 63.0% |
| Paid time off at Christmas in addition to vacation | 39 | 52.0% | 44.4% |
| Christmas Party | 64 | 85.3% | 82.7% |
| Other social events | 49 | 65.3% | 67.9% |
| Meal costs relating to working overtime | 35 | 46.7% | 39.5% |
| Travel costs relating to working overtime | 27 | 36.0% | 17.3% |
| Day Care Costs | 0 | 0.0% | 1.2% |
| Flexible Work Hours | 42 | 56.0% | 53.1% |
| N/A | 3 | 4.0% | N/A |
| Other | 11 | 14.7% | N/A |
| Answered question | 75 | | 81 |
| Skipped question | 0 | | 3 |

7.7 Partnerships and Corporations

| 74. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions? | | | | | | | | Dollars Per Hour | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|----------------|
| | N/A | \$9-\$17 | \$18-\$20 | \$21-\$23 | \$24-\$26 | \$27-\$29 | \$30-\$32 | \$33-\$35 | Response Count |
| Principals | 21.1% (4) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5.3% (1) | 10.5% (2) | 19 |
| Associates | 42.1% (8) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 15.8% (3) | 5.3% (1) | 5.3% (1) | 19 |
| Landscape Architects (>10 years experience post registration) | 36.8% (7) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 10.5% (2) | 5.3% (1) | 15.8% (3) | 19 |
| Landscape Architects (7-10 years post registration) | 42.1% (8) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 10.5% (2) | 0.0% (0) | 15.8% (3) | 15.8% (3) | 19 |
| Landscape Architects (4-6 years post registration) | 47.4% (9) | 0.0% (0) | 0.0% (0) | 5.3% (1) | 5.3% (1) | 10.5% (2) | 15.8% (3) | 5.3% (1) | 19 |
| Landscape Architects (0-3 years post registration) | 31.6% (6) | 0.0% (0) | 0.0% (0) | 15.8% (3) | 15.8% (3) | 15.8% (3) | 10.5% (2) | 5.3% (1) | 19 |
| Landscape Interns (2-3 years experience) | 31.6% (6) | 0.0% (0) | 10.5% (2) | 15.8% (3) | 15.8% (3) | 15.8% (3) | 0.0% (0) | 5.3% (1) | 19 |
| Landscape Interns (< 1 year experience) | 36.8% (7) | 5.3% (1) | 10.5% (2) | 31.6% (6) | 10.5% (2) | 0.0% (0) | 5.3% (1) | 0.0% (0) | 19 |
| Technical Support | 31.6% (6) | 10.5% (2) | 21.1% (4) | 26.3% (5) | 5.3% (1) | 0.0% (0) | 5.3% (1) | 0.0% (0) | 19 |

| 74. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions? | | | | | | | | Dollars Per Hour | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|----------------|
| | \$36-\$40 | \$41-\$45 | \$46-\$50 | \$51-\$55 | \$56-\$60 | \$61-\$65 | \$66-\$70 | \$71+ | Response Count |
| Principals | 10.5% (2) | 5.3% (1) | 10.5% (2) | 5.3% (1) | 5.3% (1) | 10.5% (2) | 10.5% (2) | 5.3% (1) | 19 |
| Associates | 10.5% (2) | 5.3% (1) | 10.5% (2) | 0.0% (0) | 0.0% (0) | 5.3% (1) | 0.0% (0) | 0.0% (0) | 19 |
| Landscape Architects (>10 years experience post registration) | 10.5% (2) | 10.5% (2) | 10.5% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 19 |
| Landscape Architects (7-10 years post registration) | 15.8% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 19 |
| Landscape Architects (4-6 years post registration) | 10.5% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 19 |
| Landscape Architects (0-3 years post registration) | 5.3% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 19 |
| Landscape Interns (2-3 years experience) | 5.3% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 19 |
| Landscape Interns (< 1 year experience) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 19 |
| Technical Support | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 19 |

Answered: 19

Skipped: 56

7.7.1 Principals/Managers - Private Sector

Observations

- 19.7% of survey respondents are Firm Principals/Managers in the private sector.
- The majority of private firms have 1-3 principals (66.6%).
- Multi-family, residential design consulting is the largest area of practise for 23.93% of respondents.
- 34.4% of respondents identified developers as their largest client type.
- Municipal governments were the second largest client type for private firms at 18.28%.
- 41.3% of firms complete between 26-75 projects on average each year.
- 41.1% of all firms report less than \$1million in billings annually. In 2007, 65% of firms were in this category.
- 13.7% of all firms report \$1-2million in billings annually. In 2007, 8.6% of firms were in this category.
- 20.6% of all firms report \$2-4million plus in billings annually. In 2007, 8.7% of firms were in this category.

7.7.1 Principals/Managers - Private Sector

| 50. Corporate Structure: What is the corporate structure of your company? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| Sole Practitioner | 8 | 26.7% | 48.5% |
| Partnership | 12 | 40.0% | 30.3% |
| Employee Owned | 4 | 13.3% | 3.0% |
| Publicly Owned Company | 0 | 0.0% | 6.1% |
| Other | 6 | 20.0% | 13.6% |
| Answered question | 30 | | 66 |
| Skipped question | 124 | | 119 |

| 51. Including yourself, how many Principals does your firm have? | 2012 Response Count | 2012 Response Percent |
|--|---------------------|-----------------------|
| 1 | 16 | 53.3% |
| 2-3 | 4 | 13.3% |
| 4-5 | 6 | 20.0% |
| 6-7 | 1 | 3.3% |
| 8-9 | 1 | 3.3% |
| 10+ | 2 | 6.7% |
| Answered question | 30 | |
| Skipped question | 124 | |

Note: This question was not part of the 2007 survey.

| 52. Does your firm have a policy/goals for billable time for employees? | 2012 Response Count | 2012 Response Percent |
|---|---------------------|-----------------------|
| Yes | 13 | 43.3% |
| No | 17 | 56.7% |
| Answered question | 30 | |
| Skipped question | 124 | |

Note: This question was not part of the 2007 survey.

Question Logic:

| If Answer is: | Survey Skips to: |
|---------------|---|
| Yes | Question 53, "What is your firm's policy for billable time expressed as a percentage for each of the following?" |
| No | <p>Question 54, "Please characterize the type of consulting work your firm provides. Please indicate the amount of time spent on each type of service your firm provides. All numbers entered are in percentage (%) values.</p> <p>Please enter '0' (zero) for categories of work that your firm does not offer.</p> <p>PLEASE ENSURE THAT ALL VALUES ENTERED EQUAL TO 100%."</p> |

7.7.1 Principals/Managers - Private Sector

| 53. What is your firm's policy for billable time expressed as a percentage for each of the following? | Percentage | | | | | | |
|---|------------|-----------|-----------|-----------|-----------|--------------|----------------|
| | 90-100 | 85-89 | 80-84 | 75-79 | 70-74 | less than 70 | Response Count |
| Principal | 16.7% (2) | 0.0% (0) | 8.3% (1) | 25.0% (3) | 0.0% (0) | 50.0% (6) | 12 |
| Associate | 8.3% (1) | 16.7% (2) | 25.0% (3) | 25.0% (3) | 0.0% (0) | 25.0% (3) | 12 |
| Landscape Architect – Junior | 16.7% (2) | 25.0% (3) | 16.7% (2) | 25.0% (3) | 8.3% (1) | 8.3% (1) | 12 |
| Landscape Architect – Senior | 8.3% (1) | 25.0% (3) | 16.7% (2) | 25.0% (3) | 16.7% (2) | 8.3% (1) | 12 |
| Landscape Intern | 16.7% (2) | 25.0% (3) | 25.0% (3) | 8.3% (1) | 8.3% (1) | 16.7% (2) | 12 |
| Technician | 16.7% (2) | 41.7% (5) | 16.7% (2) | 8.3% (1) | 0.0% (0) | 16.7% (2) | 12 |
| Answered question | | | | | | | 12 |
| Skipped Question | | | | | | | 142 |

Note: This question was not part of the 2007 survey.

| 54. Please characterize the type of consulting work your firm provides. Please indicate the amount of time spent on each type of service your firm provides. All numbers entered are in percentage (%) values. Please enter '0' (zero) for categories of work that your firm does not offer. PLEASE ENSURE THAT ALL VALUES ENTERED EQUAL TO 100%. | 2012 Response Average | 2012 Response Total | 2012 Response Count |
|---|-----------------------|---------------------|---------------------|
| Urban Design | 12.07 | 350 | 29 |
| Single-family Residential Landscape Design | 11.41 | 331 | 29 |
| Multi-family Residential Landscape Design | 23.93 | 694 | 29 |
| Site Planning | 9.00 | 261 | 29 |
| Recreation Planning and Park Design | 14.03 | 407 | 29 |
| Waterfront Development | 3.45 | 100 | 29 |
| Downtown Revitalization | 3.31 | 96 | 29 |
| Subdivision Planning | 3.07 | 89 | 29 |
| Environmental Planning and Design | 6.07 | 176 | 29 |
| Civil or Stormwater Planning and Design | 2.10 | 61 | 29 |
| Construction Management | 5.31 | 154 | 29 |
| Non-billable Time | 5.38 | 156 | 29 |
| Answered question | N/A | 29 | 29 |
| Skipped question | N/A | 125 | 125 |

Note: This question was not part of the 2007 survey.

There may be a slight margin or error in the results of the question. It was up to the individual survey participant to ensure that values equaled to 100%. SurveyMonkey did not allow for automatic sums of 100%. As well, there were several respondents who expressed to the BCSLA that the answer options available overlapped or had categories which were unavailable to them.

7.7.1 Principals/Managers - Private Sector

| 55. Please characterize the type of consulting work your firm provides by client type. Please indicate the amount of time spent on each type of client type. All numbers entered are in percentage (%) values. Please enter '0' (zero) for client types where consulting work is not offered by your firm. PLEASE ENSURE THAT ALL VALUES ENTERED EQUAL TO 100%. | 2012 Response Average | 2012 Response Count |
|---|-----------------------|---------------------|
| Corporate | 5.72 | 29 |
| Residential | 7.62 | 29 |
| Institutional | 8.55 | 29 |
| Municipal Government | 18.28 | 29 |
| Provincial Government | 2.45 | 29 |
| Federal Government | 0.86 | 29 |
| Developers | 34.48 | 29 |
| Planning Firms | 0.93 | 29 |
| Engineering Firms | 4.48 | 29 |
| Architecture Firms | 13.14 | 29 |
| Sub-Contract | 3.97 | 29 |
| Answered question | | 29 |
| Skipped question | | 125 |

Note: This question was not part of the 2007 survey.

There may be a slight margin or error in the results of the question. It was up to the individual survey participant to ensure that values equaled to 100%. SurveyMonkey did not allow for automatic sums of 100%. As well, there were several respondents who expressed to the BCSLA that the answer options available overlapped or had categories which were unavailable to them.

| 56. On average, how many projects does your firm undertake annually? (Please select the most appropriate answer.) | 2012 Response Count | 2012 Response Percent |
|---|---------------------|-----------------------|
| 1-5 | 1 | 3.4% |
| 6-10 | 3 | 10.3% |
| 11-15 | 2 | 6.9% |
| 16-20 | 2 | 6.9% |
| 21-25 | 2 | 6.9% |
| 26-30 | 4 | 13.8% |
| 31-40 | 2 | 6.9% |
| 41-50 | 1 | 3.4% |
| 51-60 | 1 | 3.4% |
| 61-75 | 4 | 13.8% |
| 76-100 | 2 | 6.9% |
| 101-125 | 3 | 10.3% |
| 126-150 | 0 | 0.0% |
| 151-200 | 1 | 3.4% |
| 201+ | 1 | 3.4% |
| Answered question | 29 | |
| Skipped question | 125 | |

Note: This question was not part of the 2007 survey.

7.7.1 Principals/Managers - Private Sector

| 57. Does your firm utilize subcontractors to perform landscape architectural services on some projects? | 2012 Response Count | 2012 Response Percent |
|---|---------------------|-----------------------|
| Yes | 13 | 44.8% |
| No | 16 | 55.2% |
| Answered question | 29 | |
| Skipped question | 125 | |

Note: This question was not part of the 2007 survey.

| 58. 2011 Billings: What were your firm's billings for 2011? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent (refers to firm billings for 2006) |
|---|---------------------|-----------------------|--|
| Don't Know | 7 | 24.1% | 6.5% |
| Nil | 0 | 0.0% | 4.3% |
| \$1-\$25,000 | 2 | 6.9% | 4.3% |
| \$25,001-\$50,000 | 1 | 3.4% | 4.3% |
| \$50,001-\$75,000 | 1 | 3.4% | 4.3% |
| \$75,001-\$100,000 | 0 | 0.0% | 0.0% |
| \$100,001-\$150,000 | 1 | 3.4% | 15.2% |
| \$150,001-\$200,000 | 1 | 3.4% | 4.3% |
| \$200,001-\$250,000 | 2 | 6.9% | 2.2% |
| \$250,001-\$500,000 | 3 | 10.3% | 17.4% |
| \$500,001-\$750,000 | 1 | 3.4% | 2.2% |
| \$750,001-\$1,000,000 | 0 | 0.0% | 6.5% |
| \$1,000,001-\$1,500,000 | 1 | 3.4% | 4.3% |
| \$1,500,001-\$2,000,000 | 3 | 10.3% | 4.3% |
| \$2,000,001-\$2,500,000 | 1 | 3.4% | 6.5% |
| \$2,500,001-\$3,000,000 | 0 | 0.0% | 2.2% |
| \$3,000,001-\$4,000,000 | 2 | 6.9% | N/A |
| \$4,000,001+ | 3 | 10.3% | N/A |
| N/A | N/A | N/A | 10.9% |
| Answered question | 29 | | 48 |
| Skipped question | 125 | | 137 |

Note: The corresponding question from the 2007 survey refers to firm billings in 2006.

7.7.1 Principals/Managers - Private Sector

| 59. 2012 Billings: For private practices, what are your firm's projected billings (excluding sub-consultants and disbursements) for 2012? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent (refers to billings for 2007) |
|---|---------------------|-----------------------|---|
| Don't Know | 9 | 31.0% | 6.7% |
| Nil | 0 | 0.0% | 0.0% |
| \$1-\$25,000 | 2 | 6.9% | 4.4% |
| \$25,001-\$50,000 | 1 | 3.4% | 6.7% |
| \$50,001-\$75,000 | 1 | 3.4% | 4.4% |
| \$75,001-\$100,000 | 0 | 0.0% | 8.9% |
| \$100,001-\$150,000 | 1 | 3.4% | 11.1% |
| \$150,001-\$200,000 | 1 | 3.4% | 6.7% |
| \$200,001-\$250,000 | 2 | 6.9% | 2.2% |
| \$250,001-\$500,000 | 3 | 10.3% | 13.3% |
| \$500,001-\$750,000 | 1 | 3.4% | 6.7% |
| \$750,001-\$1,000,000 | 0 | 0.0% | 2.2% |
| \$1,000,001-\$1,500,000 | 0 | 0.0% | 8.9% |
| \$1,500,001-\$2,000,000 | 5 | 17.2% | 2.2% |
| \$2,000,001-\$2,500,000 | 0 | 0.0% | 0.0% |
| \$2,500,001-\$3,000,000 | 0 | 0.0% | 6.7% |
| \$3,000,001-\$4,000,000 | 1 | 3.4% | N/A |
| \$4,000,001+ | 2 | 6.9% | 2.2% |
| N/A | N/A | N/A | 6.7% |
| Answered question | 29 | | 48 |
| Skipped question | 125 | | 137 |

Note: The corresponding question from the 2007 survey refers to firm billings in 2007.

7.8 Public Sector - Government

The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as employed in the Public Sector - Government in Question 20.

7.8 Public Sector - Government

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 0 | 0.0% | 0.0% |
| 26-30 | 0 | 0.0% | 12.9% |
| 31-35 | 4 | 12.9% | 12.9% |
| 36-40 | 3 | 9.7% | 16.1% |
| 41-45 | 4 | 12.9% | 16.1% |
| 46-50 | 6 | 19.4% | 22.6% |
| 51-55 | 8 | 25.8% | 19.4% |
| 56-60 | 4 | 12.9% | 0.0% |
| 61-65 | 1 | 3.2% | 0.0% |
| 66-70 | 0 | 0.0% | 0.0% |
| 70+ | 0 | 0.0% | 0.0% |
| Prefer not to say | 1 | 3.2% | N/A |
| Answered question | 31 | | 31 |
| Skipped question | 0 | | 0 |

| 2. Please indicate your gender. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---------------------------------|---------------------|-----------------------|-----------------------|
| Male | 18 | 58.1% | 51.6% |
| Female | 13 | 41.9% | 48.4% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 31 | | 31 |
| Skipped question | 0 | | 0 |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 12 | 38.7% | 41.9% |
| Graduate degree in Landscape Architecture | 5 | 16.1% | 16.1% |
| Masters degree in Landscape Architecture | 9 | 29.0% | 29.0% |
| PhD in Landscape Architecture | 0 | 0.0% | 0.0% |
| Other undergraduate degree (please specify below) | 1 | 3.2% | 6.5% |
| Other graduate degree (please specify below) | 4 | 12.9% | 6.5% |
| Other | 5 | 38.7% | N/A |
| Answered question | 31 | | 31 |
| Skipped question | 0 | | 0 |

7.8 Public Sector - Government

| 9. Which BCSLA title do you currently hold? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| BCSLA Associate | 1 | 3.2% | N/A |
| BCSLA Inactive Landscape Architect | 1 | 3.2% | N/A |
| BCSLA Intern | 3 | 9.7% | 25.8% |
| BCSLA Landscape Architect Member | 3 | 9.7% | 6.5% |
| BCSLA Registered Landscape Architect | 23 | 74.2% | 67.7% |
| BCSLA Retired Landscape Architect | 0 | 0.0% | 0.0% |
| Non-BCSLA member | 0 | 0.0% | N/A |
| BCSLA Student | 31 | 3.2% | 0.0% |
| Answered question | 0 | | 31 |
| Skipped question | 1 | | 0 |

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 3 | 9.7% | N/A |
| Non-Governmental Agency | 0 | 0.0% | N/A |
| Partnership/Corporation | 0 | 0.0% | 0.0% |
| Public Sector – Government | 31 | 100.0% | 100.0% |
| Public Sector – Educational | 0 | 0.0% | 0.0% |
| Sole Practitioner/Self Employed | 1 | 3.2% | 0.0% |
| I am currently unemployed. | 0 | 0.0% | N/A |
| Identify Other Organization | 0 | 0.0% | 0.0% |
| Answered question | 31 | | 31 |
| Skipped question | 0 | | 0 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 0.0% |
| Associate | 0 | 0.0% | 0.0% |
| Intern | 0 | 0.0% | 3.2% |
| Landscape Architect | 6 | 19.4% | 16.1% |
| Landscape Designer | 2 | 6.5% | N/A |
| Landscape Technician | 1 | 3.2% | N/A |
| Planner | 7 | 22.6% | N/A |
| Principal | 0 | 0.0% | 0.0% |
| Professor | 0 | 0.0% | 0.0% |
| Senior Landscape Architect | 2 | 6.5% | 3.2% |
| Other | 13 | 41.9% | 83.9% |
| Answered question | 31 | | 31 |
| Skipped question | 0 | | 0 |

7.8 Public Sector - Government

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 0.0% |
| \$15.01-\$17.99 | 0 | 0.0% | 0.0% |
| \$18.00-\$20.99 | 0 | 0.0% | 0.0% |
| \$21.00-\$23.99 | 0 | 0.0% | 0.0% |
| \$24.00-\$26.99 | 0 | 0.0% | 0.0% |
| \$27.00-\$29.99 | 0 | 0.0% | 9.7% |
| \$30.00-\$32.99 | 0 | 0.0% | 19.4% |
| \$33.00-\$35.99 | 1 | 3.2% | 49.4% |
| \$36.00-\$40.99 | 6 | 19.4% | 19.4% |
| \$41.00-\$45.99 | 8 | 25.8% | 9.7% |
| \$46.00-\$50.99 | 5 | 16.1% | 3.2% |
| \$51.00-\$55.99 | 5 | 16.1% | 9.7% |
| \$56.00-\$60.99 | 1 | 3.2% | 0.0% |
| \$61.00-\$65.99 | 2 | 6.5% | 3.2% |
| \$66.00-\$70.99 | 1 | 3.2% | 0.0% |
| \$71.00-\$75.99 | 0 | 0.0% | 3.2% |
| \$76.00-\$80.99 | 0 | 0.0% | 3.2% |
| \$81.00-\$85.99 | 0 | 0.0% | 0.0% |
| \$86.00-\$90.99 | 0 | 0.0% | 0.0% |
| \$91.00-\$95.99 | 0 | 0.0% | 0.0% |
| \$96.00-\$100.99 | 2 | 6.5% | 0.0% |
| \$101.00+ | 0 | 0.0% | N/A |
| Answered question | 31 | | 31 |
| Skipped question | 0 | | 0 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 2 | 8.0% | 3.2% |
| Time off in lieu | 18 | 72.0% | 45.2% |
| Paid at regular hourly rate | 3 | 12.0% | 6.5% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 11 | 44.0% | 64.5% |
| paid at enhanced hourly rate: double hourly pay | 5 | 20.0% | |
| Answered question | 25 | | 31 |
| Skipped question | 6 | | 0 |

7.8 Public Sector - Government

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 0 | 0.0% | N/A |
| Life Insurance | 27 | 87.1% | 83.9% |
| Short term disability | 21 | 67.7% | 61.3% |
| Long term disability | 23 | 74.2% | 64.5% |
| Dental Insurance | 30 | 96.8% | 96.8% |
| Vision care | 27 | 87.1% | 90.3% |
| Medical, extended health and prescription drugs | 30 | 96.8% | 96.8% |
| Other | 3 | 9.7% | 25.8% |
| Answered question | 31 | | 31 |
| Skipped question | 0 | | 0 |

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 6 | 19.4% | 26.7% |
| Travel to work (mileage) | 0 | 0.0% | 3.3% |
| Travel to work (Transit) | 3 | 9.7% | 0.0% |
| Parking at work | 20 | 64.5% | 70.0% |
| Cell phone rental | 22 | 71.0% | 60.0% |
| Computer at home | 1 | 3.2% | 3.3% |
| Internet at home | 2 | 6.5% | 0.0% |
| Phone at home | 0 | 0.0% | 0.0% |
| Refreshments such as drinks/ snacks in the office | 6 | 19.4% | 13.3% |
| Paid time off at Christmas in addition to vacation | 4 | 12.9% | 23.3% |
| Christmas Party | 8 | 25.8% | 36.7% |
| Other social events | 5 | 16.1% | 36.7% |
| Meal costs relating to working overtime | 5 | 16.1% | 40.0% |
| Travel costs relating to working overtime | 4 | 12.9% | 23.3% |
| Day Care Costs | 0 | 0.0% | 0.0% |
| Flexible Work Hours | 13 | 41.9% | 50.0% |
| N/A | 0 | 0.0% | N/A |
| Other | 6 | 19.4% | N/A |
| Answered question | 31 | | 30 |
| Skipped question | 0 | | 0 |

7.8 Public Sector - Government

| 74. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions? | | | | | | | | | Dollars Per Hour |
|--|----------------------------|-------------|-------------|-----------|--------------|--------------|--------------|--------------|------------------|
| | N/A | \$9-\$17 | \$18-\$20 | \$21-\$23 | \$24-\$26 | \$27-\$29 | \$30-\$32 | \$33-\$35 | Response Count |
| Principals | 66.7% (6) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Associates | 88.9% (8) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Architects (>10 years experience post registration) | 55.6% (5) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Architects (7-10 years post registration) | 55.6% (5) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 11.1% (1) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Architects (4-6 years post registration) | 55.6% (5) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 11.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Architects (0-3 years post registration) | 66.7% (6) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 11.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Interns (2-3 years experience) | 55.6% (5) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 11.1% (1) | 0.0% (0) | 0.0% (0) | 11.1% (1) | 9 |
| Landscape Interns (< 1 year experience) | 66.7% (6) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 11.1% (1) | 0.0% (0) | 11.1% (1) | 0.0% (0) | 9 |
| Technical Support | 44.4% (4) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 11.1% (1) | 0.0% (0) | 11.1% (1) | 22.2% (2) | 9 |

| 74. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions? | | | | | | | | | Dollars Per Hour |
|--|--------------|--------------|--------------|--------------|--------------|-----------|--------------|-------------|------------------|
| | \$36-\$40 | \$41-\$45 | \$46-\$50 | \$51-\$55 | \$56-\$60 | \$61-\$65 | \$66-\$70 | \$71+ | Response Count |
| Principals | 0.0% (0) | 0.0% (0) | 0.0% (0) | 11.1% (1) | 11.1% (1) | 0.0% (0) | 11.1% (1) | 0.0% (0) | 9 |
| Associates | 11.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Architects (>10 years experience post registration) | 22.2% (2) | 11.1% (1) | 11.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Architects (7-10 years post registration) | 11.1% (1) | 22.2% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Architects (4-6 years post registration) | 22.2% (2) | 11.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Architects (0-3 years post registration) | 11.1% (1) | 11.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Interns (2-3 years experience) | 22.2% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Landscape Interns (< 1 year experience) | 11.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |
| Technical Support | 11.1% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 9 |

Answered: 9

Skipped: 22

7.9 Public Sector - Education

The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as employed in the Public Sector - Education in Question 20.

7.9 Public Sector - Education

| 1. Please indicate your age. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|------------------------------|---------------------|-----------------------|-----------------------|
| 20-25 | 0 | 0.0% | 0.0% |
| 26-30 | 0 | 0.0% | 0.0% |
| 31-35 | 0 | 0.0% | 16.7% |
| 36-40 | 1 | 50.0% | 16.7% |
| 41-45 | 0 | 0.0% | 0.0% |
| 46-50 | 0 | 0.0% | 16.7% |
| 51-55 | 0 | 0.0% | 16.7% |
| 56-60 | 0 | 0.0% | 16.7% |
| 61-65 | 0 | 0.0% | 0.0% |
| 66-70 | 0 | 0.0% | 0.0% |
| 70+ | 1 | 50.0% | 16.7% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 2 | | 6 |
| Skipped question | 0 | | 0 |

| 2. Please indicate your gender. | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---------------------------------|---------------------|-----------------------|-----------------------|
| Male | 2 | 100.0% | 66.7% |
| Female | 1 | 0.0% | 33.3% |
| Prefer not to say | 0 | 0.0% | N/A |
| Answered question | 2 | | 6 |
| Skipped question | 0 | | 0 |

| 6. What is the HIGHEST LEVEL of education you have received? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Undergraduate degree in Landscape Architecture | 0 | 0.0% | 16.7% |
| Graduate degree in Landscape Architecture | 0 | 0.0% | 0.0% |
| Masters degree in Landscape Architecture | 2 | 100.0% | 66.7% |
| PhD in Landscape Architecture | 0 | 0.0% | 0.0% |
| Other undergraduate degree (please specify below) | 0 | 0.0% | 0.0% |
| Other graduate degree (please specify below) | 0 | 0.0% | 16.7% |
| Other | 0 | | N/A |
| Answered question | 2 | | 6 |
| Skipped question | 0 | | 0 |

7.9 Public Sector - Education

| 9. Which BCSLA title do you currently hold? | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| BCSLA Associate | 1 | 50.0% | N/A |
| BCSLA Inactive Landscape Architect | 0 | 0.0% | N/A |
| BCSLA Intern | 0 | 0.0% | 16.7% |
| BCSLA Landscape Architect Member | 0 | 0.0% | 0.0% |
| BCSLA Registered Landscape Architect | 1 | 50.0% | 83.3% |
| BCSLA Retired Landscape Architect | 0 | 0.0% | 0.0% |
| Non-BCSLA member | 0 | 0.0% | N/A |
| BCSLA Student | 2 | 50.0% | 0.0% |
| Answered question | 0 | | 6 |
| Skipped question | 1 | | 0 |

| 20. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Design/Build | 0 | 0.0% | N/A |
| Non-Governmental Agency | 0 | 0.0% | N/A |
| Partnership/Corporation | 0 | 0.0% | 16.7% |
| Public Sector – Government | 0 | 0.0% | 0.0% |
| Public Sector – Educational | 2 | 100.0% | 116.7% |
| Sole Practitioner/Self Employed | 0 | 0.0% | 33.3% |
| I am currently unemployed. | 0 | 0.0% | N/A |
| Identify Other Organization | 0 | 0.0% | 0.0% |
| Answered question | 2 | | 6 |
| Skipped question | 0 | | 0 |

| 21. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| Adjunct or Sessional Faculty | 0 | 0.0% | 33.3% |
| Associate | 0 | 0.0% | 0.0% |
| Intern | 0 | 0.0% | 0.0% |
| Landscape Architect | 0 | 0.0% | 0.0% |
| Landscape Designer | 0 | 0.0% | N/A |
| Landscape Technician | 0 | 0.0% | N/A |
| Planner | 0 | 0.0% | N/A |
| Principal | 0 | 0.0% | 33.3% |
| Professor | 1 | 50.0% | 0.0% |
| Senior Landscape Architect | 0 | 0.0% | 16.7% |
| Other | 1 | 50.0% | % |
| Answered question | 2 | | 6 |
| Skipped question | 0 | | 0 |

7.9 Public Sector - Education

| 25. What is your current income (dollars per hour, excluding overtime and/or benefits)? If you do not know or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked per year. (Note: This question pertains to the hourly rate you are actually paid, NOT your "bill-out" rate.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|---------------------|-----------------------|-----------------------|
| <\$15.00 | 0 | 0.0% | 0.0% |
| \$15.01-\$17.99 | 0 | 0.0% | 0.0% |
| \$18.00-\$20.99 | 0 | 0.0% | 0.0% |
| \$21.00-\$23.99 | 1 | 50.0% | 0.0% |
| \$24.00-\$26.99 | 0 | 0.0% | 0.0% |
| \$27.00-\$29.99 | 0 | 0.0% | 0.0% |
| \$30.00-\$32.99 | 0 | 0.0% | 0.0% |
| \$33.00-\$35.99 | 0 | 0.0% | 33.3% |
| \$36.00-\$40.99 | 0 | 0.0% | 0.0% |
| \$41.00-\$45.99 | 0 | 0.0% | 16.7% |
| \$46.00-\$50.99 | 0 | 0.0% | 0.0% |
| \$51.00-\$55.99 | 0 | 0.0% | 0.0% |
| \$56.00-\$60.99 | 0 | 0.0% | 16.7% |
| \$61.00-\$65.99 | 0 | 0.0% | 33.3% |
| \$66.00-\$70.99 | 0 | 0.0% | 0.0% |
| \$71.00-\$75.99 | 0 | 0.0% | 16.7% |
| \$76.00-\$80.99 | 0 | 0.0% | 0.0% |
| \$81.00-\$85.99 | 0 | 0.0% | 0.0% |
| \$86.00-\$90.99 | 0 | 0.0% | 0.0% |
| \$91.00-\$95.99 | 0 | 0.0% | 0.0% |
| \$96.00-\$100.99 | 0 | 0.0% | 0.0% |
| \$101.00+ | 1 | 50.0% | N/A |
| Answered question | 2 | | 6 |
| Skipped question | 0 | | 0 |

| 33. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|--|---------------------|-----------------------|-----------------------|
| No compensation | 0 | 0.0% | 48.4% |
| Time off in lieu | 0 | 0.0% | 19.4% |
| Paid at regular hourly rate | 0 | 0.0% | 35.5% |
| Paid at enhanced hourly rate: 1.5 times hourly pay | 0 | 0.0% | 0.0% |
| paid at enhanced hourly rate: double hourly pay | 0 | 0.0% | |
| Answered question | 0 | | 31 |
| Skipped question | 2 | | 3 |

7.9 Public Sector - Education

| 39. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| None | 1 | 50.0% | N/A |
| Life Insurance | 1 | 50.0% | 33.3% |
| Short term disability | 1 | 50.0% | 55.6% |
| Long term disability | 0 | 0.0% | 44.4% |
| Dental Insurance | 0 | 0.0% | 44.4% |
| Vision care | 0 | 0.0% | 22.2% |
| Medical, extended health and prescription drugs | 0 | 0.0% | 77.8% |
| Other | 0 | 0.0% | 0.0% |
| Answered question | 2 | | 9 |
| Skipped question | 0 | | 25 |

| 48. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.) | 2012 Response Count | 2012 Response Percent | 2007 Response Percent |
|---|----------------------------|------------------------------|------------------------------|
| Company Vehicle | 0 | 0.0% | 0.0% |
| Travel to work (mileage) | 0 | 0.0% | 0.0% |
| Travel to work (Transit) | 0 | 0.0% | 0.0% |
| Parking at work | 0 | 0.0% | 20.0% |
| Cell phone rental | 0 | 0.0% | 20.0% |
| Computer at home | 0 | 0.0% | 20.0% |
| Internet at home | 0 | 0.0% | 20.0% |
| Phone at home | 0 | 0.0% | 0.0% |
| Refreshments such as drinks/ snacks in the office | 1 | 50.0% | 20.0% |
| Paid time off at Christmas in addition to vacation | 1 | 50.0% | 60.0% |
| Christmas Party | 0 | 0.0% | 60.0% |
| Other social events | 1 | 50.0% | 40.0% |
| Meal costs relating to working overtime | 0 | 0.0% | 40.0% |
| Travel costs relating to working overtime | 1 | 50.0% | 40.0% |
| Day Care Costs | 0 | 0.0% | 0.0% |
| Flexible Work Hours | 1 | 50.0% | 80.0% |
| N/A | 0 | 0.0% | N/A |
| Other | 0 | 0.0% | N/A |
| Answered question | 2 | | 5 |
| Skipped question | 0 | | 1 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 18, How many years full-time work experience have you worked in the following sectors? (Please answer "0" if you have never been employed on a full-time basis in a particular sector.)

| | Private Sector | | Public Sector | | Education Sector | |
|--------------------|----------------|------------|---------------|-----------|------------------|-----------|
| | Percent | Response | Percent | Response | Percent | Response |
| 0 - 4 years | 29.9 | 49 | 47.8 | 32 | 60.0 | 9 |
| 5 - 9 years | 28.7 | 47 | 22.4 | 15 | 13.3 | 2 |
| 10 - 14 years | 10.4 | 17 | 10.4 | 7 | 6.7 | 1 |
| 15 - 19 years | 11.0 | 18 | 9.0 | 6 | 0.0 | 0 |
| 20 - 24 years | 8.5 | 14 | 9.0 | 6 | 13.3 | 2 |
| 25 - 29 years | 6.7 | 11 | 0.0 | 0 | 0.0 | 0 |
| 30 - 34 years | 4.3 | 7 | 1.5 | 1 | 6.7 | 1 |
| 35 - 39 years | 0.6 | 1 | 0.0 | 0 | 0.0 | 0 |
| 40 - 44 years | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 |
| 45 - 49 years | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 |
| 50 - 54 years | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 |
| 55 - 59 years | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 |
| | 100 | 164 | 100 | 67 | 100.0 | 15 |

Note: One respondent entered a void answer and was therefore discounted.

| | |
|---------------------------|------------|
| answered questions | 175 |
| skipped questions | 10 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 60, Full Time Staff: Including yourself, how many people are currently employed full-time (more than 35 hours per week) by your company/ department? (Please select "0" for categories which are not applicable.)

| | Registered LA's Landscape Architects | | Interns with Accredited LA Degrees | | With Other Qualifications | |
|--------------------|--|-------------------|--|-------------------|------------------------------|-------------------|
| | Response Percent | Response Count | Response Percent | Response Count | Response Percent | Response Count |
| None | 7.1 | 6 | 20.3 | 13 | 24.1 | 13 |
| 1 | 52.4 | 44 | 26.6 | 17 | 22.2 | 12 |
| 2 | 10.7 | 9 | 15.6 | 10 | 16.7 | 9 |
| 3 | 11.9 | 10 | 3.1 | 2 | 14.8 | 8 |
| 4 | 4.8 | 4 | 9.4 | 6 | 5.6 | 3 |
| 5 | 2.4 | 2 | 7.8 | 5 | 1.9 | 1 |
| 6 | 4.8 | 4 | 3.1 | 2 | 1.9 | 1 |
| 7 | 1.2 | 1 | 6.3 | 4 | 0.0 | 0 |
| 8 | 0.0 | 0 | 3.1 | 2 | 0.0 | 0 |
| 9 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 |
| 10 | 1.2 | 1 | 0.0 | 0 | 0.0 | 0 |
| 11 | 0.0 | 0 | 4.7 | 3 | 1.9 | 1 |
| 12 | 3.6 | 3 | 0.0 | 0 | 0.0 | 0 |
| 16 | 0.0 | 0 | 0.0 | 0 | 1.9 | 1 |
| 30 | 0.0 | 0 | 0.0 | 0 | 1.9 | 1 |
| 45 | 0.0 | 0 | 0.0 | 0 | 1.9 | 1 |
| 70 | 0.0 | 0 | 0.0 | 0 | 1.9 | 1 |
| 120 | 0.0 | 0 | 0.0 | 0 | 1.9 | 1 |
| 140 | 0.0 | 0 | 0.0 | 0 | 1.9 | 1 |
| | 100 | 84 | 100 | 64 | 100 | 54 |
| answered questions | | | | | | 84 |
| skipped question | | | | | | 101 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 61, Part Time Staff: How many people are currently employed on a part-time basis (fewer than 35 hours per week) by your company/department? (Please select "0" for categories which are not applicable.)

| | Registered LA's Landscape Architects | | Interns with Accredited LA Degrees | | With Other Qualifications | |
|--------------------|--|-----------|--|-----------|------------------------------|------------|
| | Response | | Response | | Response | |
| | Percent | Count | Percent | Count | Percent | Count |
| None | 84.1 | 37 | 89.7 | 35 | 81.6 | 31 |
| 1 | 11.4 | 5 | 5.1 | 2 | 10.5 | 4 |
| 2 | 2.3 | 1 | 2.6 | 1 | 0.0 | 0 |
| 3 | 0.0 | 0 | 0.0 | 0 | 2.6 | 1 |
| 3 | 0.0 | 0 | 0.0 | 0 | 2.6 | 1 |
| 11 | 2.3 | 1 | 0.0 | 0 | 0.0 | 0 |
| 12 | 0.0 | 0 | 2.6 | 1 | 0.0 | 0 |
| 20 | 0.0 | 0 | 0.0 | 0 | 2.6 | 1 |
| | 100 | 44 | 100 | 39 | 100 | 38 |
| answered questions | | | | | | 60 |
| skipped question | | | | | | 125 |

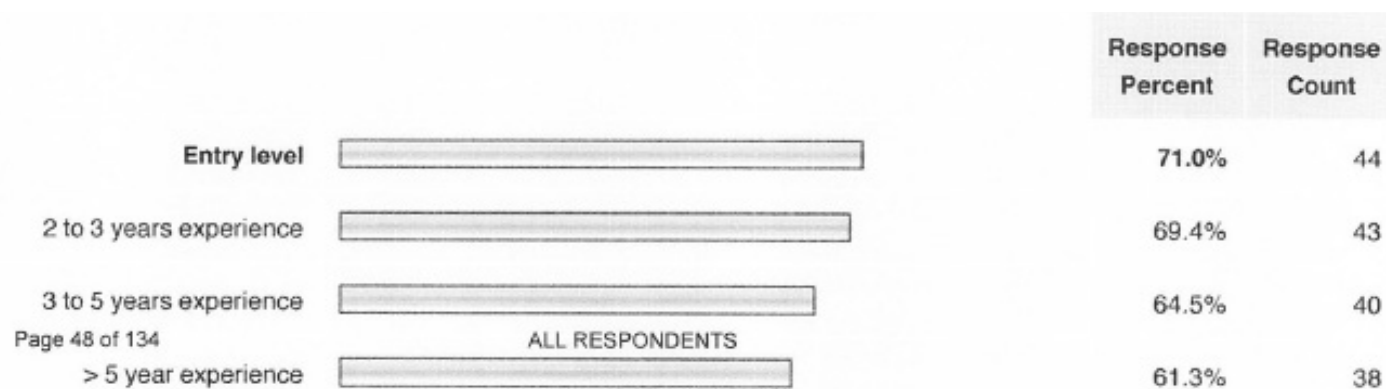
Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 62, Contract Staff: How many people do you currently employ / manage on a temporary contract basis? (Please select "0" for categories which are not applicable.)

| | Registered LA's Landscape Architects | | Interns with Accredited LA Degrees | | With Other Qualifications | |
|--------------------|--|-----------|--|-----------|------------------------------|------------|
| | Response | | Response | | Response | |
| | Percent | Count | Percent | Count | Percent | Count |
| None | 75.6 | 34 | 86.1 | 31 | 66.7 | 26 |
| 1 | 6.7 | 3 | 5.6 | 2 | 20.5 | 8 |
| 2 | 2.2 | 1 | 0.0 | 0 | 2.6 | 1 |
| 3 | 2.2 | 1 | 0.0 | 0 | 5.1 | 2 |
| 4 | 8.9 | 4 | 2.8 | 1 | 0.0 | 0 |
| 5 | 2.2 | 1 | 0.0 | 0 | 0.0 | 0 |
| 10 | 0.0 | 0 | 2.8 | 1 | 0.0 | 0 |
| 12 | 0.0 | 0 | 0.0 | 0 | 2.6 | 1 |
| Project Dependent | 2.2 | 1 | 2.8 | 1 | 2.6 | 1 |
| | 100 | 45 | 100 | 36 | 100 | 39 |
| answered questions | | | | | | 59 |
| skipped question | | | | | | 126 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 63, Recruitment: Please list the number of landscape architectural related positions searched for in 2011.



| | Entry Level | | 2-3 years Experience | | 3-5 years Experience | | > 5 years Experience | |
|---|-------------|-----------|----------------------|-----------|----------------------|-----------|----------------------|------------|
| | Percent | Count | Percent | Count | Percent | Count | Percent | Count |
| Yes, but number of positions not stated | 10.5 | 2 | 13.6 | 3 | 15.0 | 3 | 16.7 | 3 |
| 1 position | 52.6 | 10 | 45.5 | 10 | 50.0 | 10 | 72.2 | 13 |
| 2 positions | 26.3 | 5 | 31.8 | 7 | 25.0 | 5 | 11.1 | 2 |
| 3 positions | 10.5 | 2 | 9.1 | 2 | 5.0 | 1 | 0.0 | 0 |
| 4 positions | 0.0 | 0 | 0.0 | | 5.0 | 1 | 0.0 | 0 |
| | 100 | 19 | 100 | 22 | 100 | 20 | 100 | 18 |
| answered questions | | | | | | | | 60 |
| skipped question | | | | | | | | 125 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 69, UBC Graduates: How many of your current professional staff hold UBC Landscape Architecture degrees? (Please enter "0" for categories that are not applicable.)

| | | No of UBC Graduates | | | | | | | |
|----------------------|----------------|---------------------|------|------|------|-----|-----|-----|-----|
| | | 0 | 1 | 2 | 3 | 4 | 5 | 10 | |
| Entry Level | Response Count | 15 | 19 | 2 | 0 | 0 | 0 | 1 | 37 |
| | Percent Count | 40.5 | 51.4 | 5.4 | 0.0 | 0.0 | 0.0 | 2.7 | 100 |
| 2-3 Years Experience | Response Count | 13 | 11 | 6 | 0 | 0 | 0 | 0 | 30 |
| | Percent Count | 43.3 | 36.7 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100 |
| 3-5 Years Experience | Response Count | 12 | 13 | 3 | 1 | 2 | 1 | 0 | 32 |
| | Percent Count | 37.5 | 40.6 | 9.4 | 3.1 | 6.3 | 3.1 | 0.0 | 100 |
| Senior Level | Response Count | 13 | 19 | 4 | 7 | 1 | 0 | 0 | 44 |
| | Percent Count | 29.5 | 43.2 | 9.1 | 15.9 | 2.3 | 0.0 | 0.0 | 100 |
| Partners | Response Count | 15 | 11 | 1 | 0 | 0 | 0 | 0 | 27 |
| | Percent Count | 55.6 | 40.7 | 3.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100 |
| answered questions | | | | | | | | | 61 |
| skipped question | | | | | | | | | 124 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 71, Work Hours: Approximately how many hours (billable and non billable) do you work per week.

| | Billable Hours per Week | | Non-Billable Hours per Week | | Total Hours per Week | |
|----------------------|-------------------------------|-------------------|-----------------------------------|-------------------|----------------------------|-------------------|
| | Response Percent | Response Count | Response Percent | Response Count | Response Percent | Response Count |
| 0-5 hours | 1.7 | 1 | 25.5 | 14 | 1.6 | 1 |
| 6-10 hours | 3.3 | 2 | 27.3 | 15 | 1.6 | 1 |
| 11-15 hours | 3.3 | 2 | 18.2 | 10 | 1.6 | 1 |
| 16-20 hours | 10.0 | 6 | 14.5 | 8 | 0.0 | |
| 21-25 hours | 18.3 | 11 | 1.8 | 1 | 1.6 | 1 |
| 26 -30 hours | 18.3 | 11 | 7.3 | 4 | 11.3 | 7 |
| 31 - 35 hours | 11.7 | 7 | 5.5 | 3 | 8.1 | 5 |
| 36 - 40 hours | 21.7 | 13 | 0.0 | 0 | 19.4 | 12 |
| 41 - 45 hours | 1.7 | 1 | 0.0 | 0 | 19.4 | 12 |
| 46 - 50 hours | 6.7 | 4 | 0.0 | 0 | 24.2 | 15 |
| 51 - 55 hours | 0.0 | 0 | 0.0 | 0 | 1.6 | 1 |
| 56 - 60 hours | 1.7 | 1 | 0.0 | 0 | 9.7 | 6 |
| 61 - 65 hours | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| 66 - 70 hours | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| 71 - 75 hours | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| 76 - 80 hours | 1.7 | 1 | 0.0 | 0 | 0.0 | |
| | 100 | 60 | 100 | 55 | 100 | 62 |

Note: Five respondents entered void answers and were therefore discounted.

| | |
|---------------------------|------------|
| answered questions | 67 |
| skipped question | 116 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 72, Charge-out Rates: What hourly charge-out rates do you charge for yourself or staff? (Provide ranges if necessary).

| | Principal | | Associate | | Landscape Architect | | Landscape Intern | | Landscape Technician | |
|-------|--------------|-------------|--------------|-------------|---------------------|-------------|------------------|-------------|----------------------|-------------|
| | Response | | Response | | Response | | Response | | Response | |
| | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count |
| N/A | 5.3 | 3.0 | 8.0 | 2 | 5.9 | 2.0 | 5.9 | 2 | 5.6 | 2 |
| \$45 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 8.3 | 3 |
| \$50 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 5.6 | 2 |
| \$55 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 13.9 | 5 |
| \$60 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 5.9 | 2 | 11.1 | 4 |
| \$65 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 17.6 | 6 | 13.9 | 5 |
| \$70 | 1.8 | 1.0 | 0.0 | 0 | 5.9 | 2.0 | 14.7 | 5 | 16.7 | 6 |
| \$75 | 3.5 | 2.0 | 4.0 | 1 | 5.9 | 2.0 | 17.6 | 6 | 13.9 | 5 |
| \$80 | 1.8 | 1.0 | 0.0 | 0 | 2.9 | 1.0 | 11.8 | 4 | 0.0 | 0 |
| \$85 | 1.8 | 1.0 | 4.0 | 1 | 17.6 | 6.0 | 20.6 | 7 | 8.3 | 3 |
| \$90 | 14.0 | 8.0 | 4.0 | 1 | 14.7 | 5.0 | 0.0 | 0 | 2.8 | 1 |
| \$95 | 1.8 | 1.0 | 8.0 | 2 | 2.9 | 1.0 | 2.9 | 1 | 0.0 | 0 |
| \$100 | 5.3 | 3.0 | 28.0 | 7 | 26.5 | 9.0 | 0.0 | 0 | 0.0 | 0 |
| \$105 | 0.0 | 0.0 | 8.0 | 2 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$110 | 8.8 | 5.0 | 8.0 | 2 | 5.9 | 2.0 | 2.9 | 1 | 0.0 | 0 |
| \$115 | 0.0 | 0.0 | 4.0 | 1 | 5.9 | 2.0 | 0.0 | 0 | 0.0 | 0 |
| \$120 | 14.0 | 8.0 | 4.0 | 1 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$125 | 8.8 | 5.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$130 | 3.5 | 2.0 | 0.0 | 0 | 2.9 | 1.0 | 0.0 | 0 | 0.0 | 0 |
| \$135 | 8.8 | 5.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$140 | 0.0 | 0.0 | 8.0 | 2 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$145 | 1.8 | 1.0 | 4.0 | 1 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$150 | 10.5 | 6.0 | 0.0 | 0 | 2.9 | 1.0 | 0.0 | 0 | 0.0 | 0 |
| \$170 | 1.8 | 1.0 | 8.0 | 2 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$185 | 1.8 | 1.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$195 | 1.8 | 1.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$200 | 1.8 | 1.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| \$350 | 1.8 | 1.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| | 100.0 | 57.0 | 100.0 | 25.0 | 100.0 | 34.0 | 100 | 34.0 | 100.0 | 36.0 |

Note: Two respondents entered void answers and were therefore discounted.

Where ranges were given the mean value is reported.

| | |
|--------------------|-----|
| answered questions | 63 |
| skipped question | 122 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 73, Multipliers: Approximately what “multipliers” do you use to calculate charge-out rates in relation to salary rates? For example, an hourly charge-out rate of \$75 for a person earning \$25 per hour would be 3.0. (Please select “N/A” for categories where multipliers are not used.)

| | Principal | | Associate | | Landscape Architect | | Landscape Intern | | Landscape Technician | |
|-------------|------------------|-------------|------------------|-------------|----------------------------|-------------|-------------------------|-------------|-----------------------------|-------------|
| | Response | | Response | | Response | | Response | | Response | |
| | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count |
| N/A | 10.3 | 3.0 | 13.3 | 2 | 7.7 | 2.0 | 8.3 | 2 | 8.0 | 2 |
| 1.25 | 0.0 | 0.0 | 0.0 | 0 | 3.8 | 1.0 | 0.0 | 0 | 0.0 | 0 |
| 1.5 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| 1.75 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0 |
| 2.00 | 6.9 | 2.0 | 0.0 | 0 | 0.0 | 0.0 | 4.2 | 1 | 4.0 | 1 |
| 2.25 | 6.9 | 2.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 4.0 | 1 |
| 2.50 | 13.8 | 4.0 | 6.7 | 1 | 19.2 | 5.0 | 12.5 | 3 | 4.0 | 1 |
| 2.75 | 24.1 | 7.0 | 26.7 | 4 | 30.8 | 8.0 | 25.0 | 6 | 28.0 | 7 |
| 3.00 | 34.5 | 10.0 | 53.3 | 8 | 30.8 | 8.0 | 33.3 | 8 | 40.0 | 10 |
| 3.25 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 8.3 | 2 | 0.0 | 0 |
| 3.50 | 0.0 | 0.0 | 0.0 | 0 | 7.7 | 2.0 | 8.3 | 2 | 4.0 | 1 |
| 3.75 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 4.0 | 1 |
| 4.00 | 3.4 | 1.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 4.0 | 1 |
| | 100.0 | 29.0 | 100.0 | 15.0 | 100.0 | 26.0 | 100 | 24.0 | 100.0 | 25.0 |

Note: Two respondents entered void answers and were therefore discounted.

| | |
|---------------------------|-----|
| answered questions | 49 |
| skipped question | 136 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 74, Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?

| SHEET 1 OF 3 | | | | | | |
|---|-------------|-----------|-------------|-----------|---|-----------|
| | Principals | | Associates | | Landscape Architects (>10 years experience post registration) | |
| | Response | | Response | | Response | |
| | Percent | Count | Percent | Count | Percent | Count |
| \$18.00 - \$20.00 | 3.3 | 1 | 0.0 | | 0.0 | |
| \$21.00 - \$23.00 | 3.3 | 1 | 0.0 | | 0.0 | |
| \$24.00 - \$26.00 | 3.3 | 1 | 0.0 | | 5.6 | 1 |
| \$27.00 - \$29.00 | 6.7 | 2 | 0.0 | | 5.6 | 1 |
| \$30.00 - \$32.00 | 0.0 | | 25.0 | 3 | 33.3 | 6 |
| \$33.00 - \$35.00 | 6.7 | 2 | 41.7 | 5 | 27.8 | 5 |
| \$36.00 - \$40.00 | 13.3 | 4 | 16.7 | 2 | 16.7 | 3 |
| \$41.00 - \$45.00 | 13.3 | 4 | 8.3 | 1 | 11.1 | 2 |
| \$46.00 - \$50.00 | 13.3 | 4 | 8.3 | 1 | 0.0 | |
| \$51.00 - \$55.00 | 6.7 | 2 | 0.0 | | 0.0 | |
| \$56.00 - \$60.00 | 16.7 | 5 | 0.0 | | 0.0 | |
| \$61.00 - \$65.00 | 0.0 | | 0.0 | | 0.0 | |
| \$66.00 - \$70.00 | 3.3 | 1 | 0.0 | | 0.0 | |
| \$71.00 - \$75.00 | 0.0 | | 0.0 | | 0.0 | |
| \$76.00 - \$80.00 | 0.0 | | 0.0 | | 0.0 | |
| \$81.00 - \$90.00 | 0.0 | | 0.0 | | 0.0 | |
| \$91.00 - \$100.00 | 0.0 | | 0.0 | | 0.0 | |
| \$101.00 - \$110.00 | 3.3 | 1 | 0.0 | | 0.0 | |
| \$150 | 3.3 | 1 | 0.0 | | 0.0 | |
| \$179.00 | 3.3 | 1 | 0.0 | | 0.0 | |
| | 100 | 30 | 100 | 12 | 100 | 18 |
| Note: Where a range of hourly rates were provided, the median value was reported. salaries were divided by 1950 hours to determine hourly rates. | | | | | Yearly | |
| answered questions | | | | | | 43 |
| skipped questions | | | | | | 142 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 74, Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?

SHEET 2 OF 3

| | Landscape Architects (7-10) years experience post registration) | | Landscape Architects (4-6) years experience post registration) | | Landscape Architects (0-3 years experience post registration) | |
|--------------------------|---|-----------|--|-----------|---|-----------|
| | Response | | Response | | Response | |
| | Percent | Count | Percent | Count | Percent | Count |
| \$18.00 - \$20.00 | 0.0 | | 0.0 | | 0.0 | |
| \$21.00 - \$23.00 | 0.0 | | 0.0 | | 6.3 | 1 |
| \$24.00 - \$26.00 | 0.0 | | 20.0 | 3 | 62.5 | 10 |
| \$27.00 - \$29.00 | 33.3 | 5 | 53.3 | 8 | 25.0 | 4 |
| \$30.00 - \$32.00 | 13.3 | 2 | 13.3 | 2 | 6.3 | 1 |
| \$33.00 - \$35.00 | 46.7 | 7 | 6.7 | 1 | 0.0 | |
| \$36.00 - \$40.00 | 0.0 | | 6.7 | 1 | 0.0 | |
| \$41.00 - \$45.00 | 0.0 | | 0.0 | | 0.0 | |
| \$46.00 - \$50.00 | 6.7 | 1 | 0.0 | | 0.0 | |
| \$51.00 - \$55.00 | 0.0 | | 0.0 | | 0.0 | |
| \$56.00 - \$60.00 | 0.0 | | 0.0 | | 0.0 | |
| \$61.00 - \$65.00 | 0.0 | | 0.0 | | 0.0 | |
| \$66.00 - \$70.00 | 0.0 | | 0.0 | | 0.0 | |
| \$101.00 - \$110.00 | 0.0 | | 0.0 | | 0.0 | |
| >150 | 0.0 | | 0.0 | | 0.0 | |
| >179.00 | 0.0 | | 0.0 | | 0.0 | |
| | 100 | 15 | 100 | 15 | 100 | 16 |

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

| | |
|--------------------|-----|
| answered questions | 43 |
| skipped questions | 142 |

Appendix - Supplemental 2007 Survey Comparisons

2007 statistical comparison to Question 74, Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?

| SHEET 3 OF 3 | | | | | |
|---|---|-----------|--|-----------|--------------------|
| | Landscape Interns (2-3 years experience) | | Landscape Interns (< 1 year experience) | | Technical Support |
| | Response | | Response | | Response |
| | Percent | Count | Percent | Count | Percent Count |
| \$14.00 | 0.0 | | 0.0 | | 5.9 1 |
| \$17.00 | 0.0 | | 5.6 | 1 | 0.0 |
| \$18.00 - \$20.00 | 17.4 | 4 | 50.0 | 9 | 41.2 7 |
| \$21.00 - \$23.00 | 30.4 | 7 | 33.3 | 6 | 17.6 3 |
| \$24.00 - \$26.00 | 43.5 | 10 | 11.1 | 2 | 23.5 4 |
| \$27.00 - \$29.00 | 8.7 | 2 | 0.0 | | 0.0 |
| \$30.00 - \$32.00 | 0.0 | | 0.0 | | 5.9 1 |
| \$33.00 - \$35.00 | 0.0 | | 0.0 | | 0.0 |
| \$36.00 - \$40.00 | 0.0 | | 0.0 | | 0.0 |
| \$41.00 - \$45.00 | 0.0 | | 0.0 | | 0.0 |
| \$46.00 - \$50.00 | 0.0 | | 0.0 | | 0.0 |
| \$51.00 - \$55.00 | 0.0 | | 0.0 | | 5.9 1 |
| \$56.00 - \$60.00 | 0.0 | | 0.0 | | 0.0 |
| \$61.00 - \$65.00 | 0.0 | | 0.0 | | 0.0 |
| \$66.00 - \$70.00 | 0.0 | | 0.0 | | 0.0 |
| | 100 | 23 | 100 | 18 | 100 17 |
| Note: Where a range of hourly rates were provided, the median value was reported. Yearly | | | | | |
| salaries were divided by 1950 hours to determine hourly rates. | | | | | |
| answered questions | | | | | 43 |
| skipped questions | | | | | 142 |