



2017 BCSLA Professional Practice Survey Report

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 and 2012 surveys.

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.

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.

Introduction

Background

Since 1989, the BCSLA has evaluated the broader state of the profession 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 2017 Professional Practice Survey stems from the questions developed in the 2012 and 2007 surveys. The purpose of the survey is to collect comparative results over time, with a survey of comparable questions asked every 5 years.

How was the survey carried out?

The survey was carried out using an online survey tool, Survey Monkey (www.surveymonkey.com). A dedicated broadcast email was sent to BCSLA members. 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.

Report Format

The 2017 BCSLA Professional Practice Survey questions were primarily based on the questions from the 2012 BCSLA Professional Practice Survey. This was to enable as much comparison to the 2012 survey results as possible in the analysis of the 2017 survey.

The Professional Practice Survey Report is divided into six sections:

- 1.0 Background
- 2.0 Education
- 3.0 Professional Registration
- 4.0 Work Experience
- 5.0 Current Job
- 6.0 Self Employed / Employers / Managers

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, 110.

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. Response percentages from the 2017 survey are provided wherever possible. Instances in which direct data comparisons between the 2017 survey and the 2012 survey were unavailable are marked "N/A".

The number of *Answered Questions* varies for each question. This can be attributed to Survey Monkey'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 choose to not fully complete the questionnaire thereby resulting in incomplete participation in all questions.

Who completed the survey?

The survey was sent out to BCSLA Registered Landscape Architects, Landscape Architect Members, Inactive Landscape Architects, Interns, Retired Landscape Architects, Students, Associates and Affiliates (around 621 people). Responses were also allowed from non-members that are working in a landscape architecture related position. The response rate was approximately 18% (110 participants) of the BCSLA membership. The breakdown of respondents by BCSLA membership is provided below:

Membership Category	Number of Respondents/Total Possible Number of Respondents	2017 Response Rate	2012 Response Rate	2007 Response Rate
Registered Landscape Architect	82/333	25%	34%	44%
Landscape Architect Member	1/12	8%	113%	140%**
Inactive Landscape Architect	0/65	N/A	7%	0%
Intern	20/135	15%	31%	48%
Retired	1/20	5%	8%	?***
Associate	2/21	10%	33%	N/A
Student	0/16	N/A	N/A	N/A
Affiliate	0/49	N/A	?	N/A
OVERALL	106 (out of 110 respondents/621 Total membership)		33%	45%

1.0 Background

Observations:

- The majority of respondents in 2017 were in the 31-35, 36-40 age categories.
- The gender of the respondents was evenly represented in the 2017 survey.
- 98.1% of respondents were Canadian Citizens or Canadian Permanent Residents in the 2017 survey. 1.8% of 2017 respondents were non-Canadians working on a visa.
- The vast majority, nearly 75% of respondents in 2017, lived and worked in the Lower Mainland. It appears most people live and work in the same area.

1. Please indicate your age.	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
20-25	2	1.8%	1.3%	2.2%
26-30	5	4.6%	11.7%	12.4%
31-35	21	19.3%	17.5%	14.6%
36-40	19	17.4%	11.7%	16.2%
41-45	8	7.3%	13.6%	13.5%
46-50	15	13.8%	11.0%	15.7%
51-55	13	11.9%	13.6%	17.8%
56-60	8	7.3%	12.3%	4.3%
61-65	12	11.0%	3.9%	1.6%
66-70	4	3.7%	0.6%	0.5%
70+	2	1.8%	1.3%	1.1%
Prefer not to say		1.8%	1.3%	N/A
Answered question	109			
Skipped question	1			

2. Please indicate your gender preference.	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Male	53	48.2%	50.0%	48.9%
Female	57	51.8%	49.4%	51.1%
Prefer not to say	-	-	0.6%	N/A
Answered question	110			
Skipped question	0			

3. Citizenship: Which of the following describes your citizenship status?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Canadian Citizen	103	93.6%	91.6%	92.4%
Canadian Permanent Resident	5	4.5%	3.9%	6.5%
Non-Canadian working on a visa	2	1.8%	4.5%	1.1%
Other (please specify)	-	-	0.0%	N/A
Answered question	110			
Skipped question	0			1

4. Home address: Please identify where you live. (Please check all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Lower Mainland, BC	81	73.6%	74.7%	68.89%
Vancouver Island/Sunshine Coast/Islands, BC	9	8.2%	11.7%	15.56%
Interior, BC	9	8.2%	7.1%	8.33%
Northern, BC	1	1.0%	0.6%	
Alberta	3	2.7%	2.6%	3.33%
Saskatchewan	0	0.0%	N/A	1.11%
Manitoba	0	0.0%	N/A	0.56%

Ontario	2	1.8%	2.6%	1.11%
Rest of Canada	0	0.0%	0.0%	N/A
USA	0	0.0%	0.6%	0.56%
Overseas	1	1.0%	1.3%	0.56%
Answered question	106			
Skipped question	4			

5. Work Address: Please identify where you work. (Please check all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Lower Mainland, BC	81	75%	74.7%	68.31%
Vancouver Island/Sunshine Coast/Islands, BC	9	8.3%	12.3%	14.75%
Interior, BC	9	8.3%	10.4%	8.20%
Northern, BC	1	0.9%	1.3%	
Alberta	3	2.8%	3.2%	4.37%
Saskatchewan	0	0.0%	N/A	1.09%
Manitoba	0	0.0%	N/A	0.55%
Ontario	2	1.9%	2.6%	1.09%
Rest of Canada	0	0.0%	0.6%	N/A
USA	0	0.0%	1.3%	1.09%
Overseas	1	0.9%	1.9%	0.55%
Answered question	108			
Skipped question	2			

2.0 Education

Observations:

- The highest level of education for 56.6% of respondents in 2017 was a Masters Degree in Landscape Architecture. This compares to 45.8% in 2012. In 2007 the majority of respondents (just under 45%) had an undergraduate degree in Landscape Architecture as the highest level of education.
- The highest level of education for 28.3% of respondents was an Undergraduate Degree in Landscape Architecture. This is almost equal to the rate of 28.1% in 2012.
- 44.7% of 2017 respondents received their professional degree from the University of British Columbia, approximately the same as in 2012.
- 14.6% of respondents received their professional degree from the United States.
- 4.0% of respondents received their professional degree from other countries.
- A high percentage of survey respondents are recent graduates, with 21.4% completing studies in Landscape Architecture between 2010-2014. This means that these respondents are new to profession and were not participants in the 2012 survey.

6. What is the HIGHEST LEVEL of education you have received?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Undergraduate degree in Landscape Architecture	30	28.3%	28.1%	44.8%
Graduate degree in Landscape Architecture	-	-	11.8%	8.8%
Masters degree in Landscape Architecture	60	56.6%	45.8%	34.8%
PhD in Landscape Architecture	3	2.8%	0.0%	0.6%
Other undergraduate degree (please specify below)	5	4.7%	5.9%	5.0%
Other graduate degree (please specify below)	8	7.6%	8.5%	6.1%
Answered question	106			
Skipped question	4			

7. Where did you receive your professional degree(s)? (Please check all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
University of British Columbia	46	44.7%	43.1%	42.03%
University of Guelph	21	20.4%	20.9%	17.39%
University of Manitoba	13	12.6%	9.2%	7.25%
University of Toronto	9	8.7%	2.6%	2.90%
Northern Alberta Institute of Technology	4	3.9%	2.6%	0.48%
Other Canadian Institution	6	5.8%	1.3%	9.18%
United States	15	14.6%	15.0%	12.55%
Europe	6	5.8%	3.9%	5.31%
Asia	1	1.0%	2.6%	0.48%
Australia	1	1.0%	0.0%	0.48%
South America	1	1.0%	0.0%	0.48%
Other*	1	1.0%	-	N/A
Answered question	103			
Skipped question	7			

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.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
2015-2019	8	8.2%		
2010-2014	21	21.4%	8.5%	N/A
2005-2009	20	20.4%	19.6%	N/A
2000-2004	7	7.1%	19.0%	20.45%
1995-1999	12	12.2%	12.4%	15.34%
1990-1994	9	9.2%	8.5%	11.93%
1985-1989	5	5.1%	9.2%	15.91%
1980-1984	9	9.2%	9.2%	10.8%

1975-1979	3	3.1%	5.2%	7.39%
1970-1974	2	2.0%	2.6%	1.7%
1965-1969	0	-	2.0%	0.57%
1960-1964	0	-	0.7%	0.0%
1945-1950	0	-	0.0%	0.57%
No Degree in Landscape Architecture			3.3%	2.84%
<i>Answered question</i>	98			
<i>Skipped question</i>	12			

3.0 Professional Registration

Observations:

- 77.36% of respondents in 2017 are BCSLA Registered Landscape Architects.
- 18.87% of respondents are BCSLA Interns. A higher percentage of Interns responded to the 2012 and 2007 surveys.
- 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.
- From 2012 the number of respondents with multiple registrations in other provinces has increased by 25% in Alberta, 10% in Ontario, and 18% in other Canadian provinces.

9. Which BCSLA title do you currently hold?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
BCSLA Associate	2	1.89%	3.3%	N/A
BCSLA Inactive Landscape Architect	n/a	-	2.0%	N/A
BCSLA Intern	20	18.87%	21.2%	35.6%
BCSLA Landscape Architect Member	1	0.94%	6.0%	4.0%
BCSLA Registered Landscape Architect	82	77.36%	63.6%	60.5%
BCSLA Retired Landscape Architect	1	0.94%	0.7%	0.6%
Non-BCSLA member	n/a	-	3.3%	N/A
BCSLA Student	0	0.00%	N/A	0.0%
Answered question	106			
Skipped question	4			

10. How many years have you held your current BCSLA status? (Please check one.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
>1	5	4.9%	13.0%	45.88%
1-4	32	31.1%	33.6%	

5-9	20	19.4%	15.1%	12.35%
10-14	12	11.7%	8.9%	18.24%
15-19	12	11.7%	11.6%	11.18%
20-24	8	7.8%	8.9%	7.06%
25-29	6	5.8%	3.4%	2.94%
30-34	2	1.9%	3.4%	1.18%
35-39	2	1.9%	2.1%	0.59%
40-59+	2	1.9%	0.0%	0.59%
Answered question	103			
Skipped question	7			

11. Please indicate the jurisdiction(s) other than British Columbia where you are a Registered Landscape Architect. (Please choose all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Alberta	16	50.0%	21.4%	N/A
Ontario	10	31.3%	21.4%	N/A
Other Canadian province	7	21.9%	3.6%	N/A
United States	15	46.9%	46.4%	N/A
Asia	1	3.1%	3.6%	N/A
Europe	2	6.3%	10.7%	N/A
Other	0	-	10.7%	N/A
Answered question	32			
Skipped question	78			

Note: Response Count and Percent will exceed total number of respondents and 100% due to respondents being registered in more than one jurisdiction.

12. 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".	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
0	9	9.4%	16.7%	14.4%
1	4	4.2%	2.0%	5.5%
2	4	4.2%	5.3%	2.7%
3	3	3.1%	2.0%	5.5%
4	13	13.5%	3.3%	0.7%
5	21	21.9%	2.0%	3.4%
6+	3	3.1%	1.3%	0.7%
All required exams passed	58	60.42%	46.7%	46.6%
Registered prior to LARE requirement	16	16.37%	14.7%	20.5%
Registered via Reciprocal Registration/Senior Practitioner from a jurisdiction where LARE is not required			6.0%	N/A
Answered question	96			
Skipped question	14			

13. In which year range did you first become a Registered Landscape Architect in British Columbia? (Please choose the most appropriate year-range.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
2015-2017	14	17.0%	N/A	N/A
2010-2014	17	20.7%	17.0%	N/A
2005-2009	13	15.9%	28.0%	16.67%
2000-2004	7	8.5%	7.0%	14.91%
1995-1999	10	12.2%	20.0%	19.30%
1990-1994	4	4.9%	12.0%	16.67%
1985-1989	5	6.1%	7.0%	15.79%
1980-1984	4	4.9%	2.0%	8.77%
1975-1979	3	3.7%	3.0%	5.26%
1970-1974	1	1.2%	4.0%	1.75%
1950 or earlier -1954	1	1.2%	0.0%	0.88%
Currently on the "Road to Registration"	3	3.7%	N/A	26.45%
Answered question	82			
Skipped question	28			

4.0 Work Experience

Observations:

- In 2017, 21.8% of respondents' commenced full time employment in a landscape architecture related position in 2005-2009. 20.8% of respondents commenced full time employment in a landscape architecture related position in 2010-2014.
- The distribution of respondents with between 0-14 years of experiences is evenly distributed.
- The majority of respondents working in the private sector have been in their position 1-14 years, less than a year in the education public sector and 1-4 years in the public sector government positions.

14. 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.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
2015-2017	8	7.9%		
2010-2014	21	20.8%	10.0%	N/A
2005-2009	22	21.8%	18.7%	10.78% (2005-2007)
2000-2004	7	6.9%	19.3%	23.35%
1995-1999	15	14.9%	13.3%	13.77%
1990-1994	9	8.9%	6.0%	12.57%
1985-1989	8	7.9%	12.0%	17.96%
1980-1984	4	4.0%	7.3%	10.78%
1975-1979	5	5.0%	5.3%	7.19%
1970-1974	2	2.0%	5.3%	2.4%
1965-1969	0	-	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.	N/A		2.0%	N/A
Answered question	101			171
Skipped question	9			14

15. 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.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Count
0-4	19	18.6%	19.3%	25.14%
5-9	18	17.6%	18.7%	21.14%
10-14	21	20.6%	18.0%	10.29%
15-19	11	10.8%	12.7%	14.29%
20-24	12	11.8%	7.3%	12.57%
25-29	6	5.9%	10.7%	9.71%
30-34	7	6.9%	6.0%	3.43%
35-39	6	5.9%	4.7%	1.71%
40-44	3	2.9%	0.7%	0.00%
45-49	0	-	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.			0.7%	N/A
Answered question	102			
Skipped question	8			

16. How many years full-time work experience have you worked in the following sectors?														
	Number of Years													Response Count
	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	1.0% (1)	28.7% (29)	21.8% (22)	18.8% (19)	10.9% (11)	5.9% (6)	4.0% (4)	3.0% (3)	5.0% (5)	1.0% (1)	-	-	-	101
Public Sector Education	63.2% (12)	26.3% (5)	10.5% (2)	-	-	-	-	-	-	-	-	-	-	19
Public Sector Government	7.5% (4)	43.4% (23)	22.6% (12)	5.7% (3)	9.4% (5)	1.9% (1)	1.9% (1)	3.8% (2)	1.9% (1)	1.9% (1)	-	-	-	53

<i>Answered question</i>														104
<i>Skipped question</i>														6

Note: (2012: Q18; 2007: Q16)

17. How many full-time landscape related positions (included self-employment) have you held since commencing studies in landscape architecture? (Please choose one.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
0	0		2.0%	N/A
1-2	35		30.0%	28.7%
3-4	42		38.0%	40.9%
5-6	14		18.7%	17.0%
7-8	8		4.7%	5.8%
9-10	2		3.3%	4.1%
11-12	0		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+	1		1.3%	0.6%
<i>Answered question</i>	103			
<i>Skipped question</i>	7			

5.0 Current Job

Observations:

- 57.4% of survey respondents work in a Partnership/Corporation with a steady increase in the number of respondents employed in the public sector since 2007.
- 31.9% of survey respondents work in Public Sector – Government.
- 80.1% of respondents have been in their current position for 1-4 years.
- 46.9% of respondents work with 1-6 landscape architecture trained employees, including the respondent, principals, and office support staff.
- 25.8% of respondents earn an hourly salary from \$41.00-\$50.99.
- In 2017 majority of respondents received a 2% salary increase, unlike in 2012 and 2007 where the majority of respondents received no yearly salary percentage increase.
- In 2017, 63.2% of respondents received a raise in 12 months or less with only 34% of respondents receiving a raise in 12 months or less in 2012 and 60% in 2007.
- The standard work week is 36-37.5 hours for 43% of respondents. 23% of respondents have a 40 hour work week.
- 24.7% of respondents typically work 5-6 hours of overtime per week, which is an increase from zero overtime hours worked for the majority of respondents in the 2007 survey.
- 50.0% of respondents are compensated with Time off in lieu for overtime hours.
- 90.7% of respondents receive medical, extended health and prescription drug benefits from their employer or have these benefits financed through their company.
- 79.6% of respondents have employers or their business pay for their BCSLA annual professional dues.
- 47.7% of respondents do not have pension plans provided from their employer/paid by their company.
- Since 2007 there has been more than a 15% increase in employers paying for transit expenses to and from work for employees.

18. Please identify which of the following best describes the sector of the profession you are currently employed in. (Please check all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Design/Build	0	-	10.1%	N/A
Non-Governmental Agency	0	-	1.4%	N/A
Partnership/Corporation	54	57.4%	50.7%	52.2%
Public Sector – Government	30	31.9%	20.9%	19.3%

Public Sector – Educational	3	3.2%	1.4%	4.3%
Sole Practitioner/Self Employed	8	8.5%	17.6%	21.7%
I am currently unemployed.	0	-	2.0%	N/A
Identify Other Organization	3	3.2%	4.1%	4.3%-7.1% (multiple answers were allowed for this option)
Answered question	94			
Skipped question	16			

19. Job Title: What is the title of the job position you hold? (Please select the most appropriate title.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Adjunct or Sessional Faculty	2	2.1%	0.0%	1.3%
Associate	6	6.4%	5.4%	7.5%
Intern	14	14.9%	3.4%	20.0%
Landscape Architect	22	23.4%	19.6%	13.8%
Landscape Designer	N/A	-	13.5%	N/A
Landscape Technician	N/A	-	2.7%	N/A
Planner	N/A	-	6.8%	N/A
Principal	27	28.7%	17.6%	32.5%
Professor	0	-	0.7%	3.1%
Senior Landscape Architect	8	8.5%	12.2%	10.0%
Other	28	29.8%	18.2%	21.9%
Answered question	94			
Skipped question	16			

20. How many years have you been in your current position?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
<1	10	10.6%	14.9%	N/A
1-2	28	29.8%	24.3%	31.0%
3-4	21	22.3%	20.3%	22.2%
5-6	4	4.3%	7.4%	7.6%
7-8	4	4.3%	8.1%	6.3%
9-10	4	4.3%	4.1%	5.7%
11-12	0	-	4.7%	3.2%
13-14	2	2.1%	0.7%	5.1%
15-16	4	4.3%	3.4%	2.5%
17-18	6	6.4%	3.4%	3.2%
19-20	2	2.1%	0.7%	1.9%
21-22	3	3.2%	2.0%	4.7%
23-24	0	-	2.7%	1.9%
25-26	0	-	1.4%	1.3%
27-28	3	3.2%	0.7%	0.6%
29-30	1	1.1%	0.7%	0.6%
31+	2	2.1%	0.7%	1.2%
Answered question	94			
Skipped question	16			

21. How many landscape architecture trained employees, including yourself, principals and office support staff, are employed in your place of work?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
1-2	15	16.0%	31.1%	31.6%
3-4	14	14.9%	14.9%	18.1%
5-6	15	16.0%	10.8%	14.8%
7-8	8	8.5%	6.1%	7.1%
9-10	4	4.3%	4.7%	4.5%

11-12	6	6.4%	7.4%	3.9%
13-14	4	4.3%	6.8%	3.2%
15-16	5	5.3%	1.4%	4.5%
17-18	2	2.1%	2.0%	1.3%
19-20	3	3.2%	1.4%	0.6%
21-22	2	2.1%	0.7%	0.6%
23-24	0	-	1.4%	3.2%
25-26	0	-	2.7%	1.9%
27-28	1	1.1%	0.7%	0.6%
29-30	7	7.4%	4.1%	2.6%
31-49	6	6.4%	3.4%	0.6%
50-60	1	1.1%	0.0%	0.6%
61+	1	1.1%	0.7%	N/A
Answered question	94			
Skipped question	16			

22. 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.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
<\$15.00	0	-	0.0%	0.6%
\$15.01-\$17.99	1	1.1%	0.7%	0.0%
\$18.00-\$20.99	1	1.1%	1.4%	5.0%
\$21.00-\$23.99	2	2.2%	6.8%	5.0%
\$24.00-\$26.99	5	5.6%	8.8%	13.0%
\$27.00-\$29.99	9	10.1%	8.8%	10.6%
\$30.00-\$32.99	5	5.6%	10.8%	9.3%
\$33.00-\$35.99	6	6.7%	4.1%	8.1%
\$36.00-\$40.99	8	9.0%	16.2%	9.9%
\$41.00-\$45.99	13	14.6%	12.8%	6.2%

\$46.00-\$50.99	10	11.2%	6.8%	6.2%
\$51.00-\$55.99	4	4.5%	5.4%	5.0%
\$56.00-\$60.99	4	4.5%	1.4%	4.3%
\$61.00-\$65.99	5	5.6%	1.4%	3.1%
\$66.00-\$70.99	2	2.2%	4.7%	0.6%
\$71.00-\$75.99	3	3.4%	0.7%	3.7%
\$76.00-\$80.99	2	2.2%	0.0%	1.2%
\$81.00-\$85.99	0	-	2.7%	1.2%
\$86.00-\$90.99	0	-	0.7%	2.5%
\$91.00-\$95.99	0	-	0.7%	0.0%
\$96.00-\$100.99	2	2.2%	2.7%	5.6%
\$101.00+	7	7.9%	2.7%	N/A
Answered question	89			
Skipped question	21			

23. Salary Increases: What percentage increase in salary did you last receive from your current employer?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
N/A	21	25.3%	39.2%	30.6%
1%	6	7.2%	3.4%	0.7%
2%	23	27.7%	10.8%	5.8%
3%	7	8.4%	14.2%	15.3%
4%	2	2.4%	3.4%	6.6%
5%	9	10.8%	7.4%	11.7%
6%	2	2.4%	2.0%	2.2%
7%	1	1.2%	4.1%	2.2%
8%	2	2.4%	4.1%	2.9%
9%	1	1.2%	0.7%	2.2%
10%	5	6.0%	5.4%	7.3%
11%-19%	3	3.6%	2.0%	10.3%
20%-29%	0	-	1.4%	0.7%
30%-39%	0	-	0.7%	0.7%
40%-49%	0	-	0.0%	N/A

50%+	0	-	1.4%	0.7%
Answered question	83			
Skipped question	27			

24. Salary Increase Frequency: How frequently has your salary typically been reviewed/increased by your current employer?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
1-6 months	4	4.6%	2.0%	1.78%
7-12 months	55	63.2%	32.4%	58.4%
13-18 months	3	3.4%	9.5%	5.0%
19-24 months	5	5.7%	3.4%	6.6%
25-36 months	1	1.1%	7.4%	2.2%
37-48 months	3	3.4%	0.7%	0.7%
49-60 months	1	1.1%	1.4%	0.7%
My salary has yet to be reviewed	1	1.1%	9.5%	2.2%
Varies	2	2.3%	12.8%	2.9%
Not applicable	11	12.6%	20.9%	16.8%
Answered question	87			
Skipped question	23			

25. Salary Reviews: Your salary is reviewed:	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
On an individual ad-hoc basis	36	43.9%	55.4%	47.7%
On an organization-wide basis	46	56.1%	44.6%	53.1%
Answered question	82			
Skipped question	28			

26. Work Week: How long is your standard work week (excluding overtime)?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
1-15 hours	1	1.1%	2.7%	2.6%
16-30 hours	4	4.3%	5.4%	8.4%
31-35 hours	12	12.9%	17.6%	14.9%
36-37.5 hours	43	46.2%	37.2%	40.3%
38-39 hours	2	2.2%	6.1%	1.3%
40 hours	23	24.7%	20.3%	25.3%
41-50 hours	5	5.4%	7.4%	5.8%
51-60 hours	2	2.2%	2.7%	0.6%
61-70 hours	1	1.1%	0.7%	0.6%
Answered question	93			
Skipped question	17			

27. Paid Holidays: How many paid holidays are you entitled to take each year, excluding statutory holidays?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Not applicable	6	6.7%	21.6%	6.8%
% in lieu of paid holidays	1	1.1%	2.0%	1.4%
No limit	1	1.1%	1.4%	1.4%
1-3 days	1	1.1%	0.7%	1.4%
4-6 days	2	2.2%	0.7%	0.7%
7-9 days	1	1.1%	0.7%	2.1%
10-12 days	10	11.2%	12.8%	19.1%
13-15 days	32	36.0%	24.3%	23.8%
16-18 days	2	2.2%	3.4%	2.1%
19-21 days	18	20.2%	14.2%	15.6%
22-24 days	2	2.2%	4.7%	N/A
25-27 days	4	4.5%	5.4%	8.2%
28-30 days	5	5.6%	5.4%	3.5%
31+ days	4	4.5%	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%
Answered question	89			
Skipped question	21			

28. 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.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
NA	2	2.2%	16.9%	6.1%
None	20	21.5%	10.1%	23.8%
1-2 hours	13	14.0%	20.3%	15.0%
3-4 hours	12	12.9%	17.6%	10.2%
5-6 hours	23	24.7%	16.2%	15.6%
7-8 hours	0	-	9.5%	6.1%
9-10 hours	5	5.4%	5.4%	13.6%
11-12 hours	0	-	0.0%	2.7%
13-14 hours	0	-	0.7%	1.4%
15-16 hours	2	2.2%	2.0%	0.7%
17-20 hours	2	2.2%	0.0%	2.7%
21+ hours	1	1.1%	1.4%	0.7%
Varies	13	14.0%	N/A	1.4%
Answered question	93			
Skipped question	17			

29. Overtime Pay: How are you compensated for overtime hours? (Please choose all that apply or all options that your employer offers.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
No compensation	27	30.0%	26.9%	30.1%
Time off in lieu	45	50.0%	53.7%	39.2%
Paid at regular hourly rate	17	18.9%	26.9%	24.8%
Paid at enhanced hourly rate: 1.5 times hourly pay	21	23.3%	13.9%	17.6%
paid at enhanced hourly rate: double hourly pay	N/A	-	4.6%	
Answered question	90			
Skipped question	20			

30. Personal Days: How many paid personal days per year are you entitled to for reasons such as sickness, family emergencies etc.	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Not defined	3	3.4%	20.3%	2.9%
As needed	5	5.7%	20.9%	9.3%
0 days	13	14.9%	6.1%	21.4%
1 day	0	-	0.7%	N/A
2 days	1	1.1%	4.7%	6.4%
3 days	8	9.2%	5.4%	
4-5 days	20	23.0%	14.2%	15.0%
6-7 days	5	5.7%	7.4%	7.1%
8-9 days	0	-	0.7%	0.7%
10-11 days	4	4.6%	5.4%	2.1%
12-13 days	7	8.0%	2.7%	4.3%
14-15 days	6	6.9%	5.4%	3.6%

16-17 days	0	-	0.0%	2.1%
18-19 days	0	-	0.7%	2.1%
20-21 days	4	4.6%	2.7%	4.3%
22+ days	5	5.7%	2.7%	4.2%
Not known	3		3.4%	N/A
N/A	3		3.4%	N/A
Answered question	87			
Skipped question	23			

31. How much total combined money did all members of your HOUSEHOLD earn in 2016? This includes money from jobs; net income from business, farm, or rent; pensions; dividends; interest; social security payments; and any other money income received by members of your HOUSEHOLD that are EIGHTEEN (18) years of age or older. Please report the total amount of money earned - do not subtract the amount you paid in taxes or any deductions listed on your tax return.	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Less than \$20,000	0		N/A	N/A
\$20,000 - \$34,999	1	1.2%	N/A	N/A
\$35,000 - \$49,999	3	3.5%	N/A	N/A
\$50,000 - \$74,999	11	12.8%	N/A	N/A
\$75,000 - \$99,999	14	16.3%	N/A	N/A
\$100,000 - \$149,999	30	34.9%	N/A	N/A
\$150,000+	27	31.4%	N/A	N/A
Answered question	86			
Skipped question	24			

Note: Question not asked in 2012 or 2007 survey.

32. Benefits: Which of the following benefits do you receive from your employer or finance through your company? (Please select all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
None	-	-	29.3%	N/A
Life Insurance	55	64.0%	46.9%	63.7%
Short term disability	46	53.5%	36.1%	46.9%
Long term disability	50	58.1%	42.9%	61.9%
Dental Insurance	75	87.2%	61.2%	80.5%
Vision care	60	69.8%	45.6%	54.0%
Medical, extended health and prescription drugs	78	90.7%	63.3%	88.5%
Other	27	31.4%	5.4%	15.9%
<i>Answered question</i>	86			113
<i>Skipped question</i>	24			72

33. Registration Costs: Does your employer or your business pay for your BCSLA annual professional dues?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Yes	74	79.6%	75.5%	68.6%
No	17	18.3%	20.4%	30.1%
Part	2	2.2%	4.1%	2.6%
<i>Answered question</i>	93			153
<i>Skipped question</i>	17			32

34. Pensions: Which of the following pension plans are provided to you by your employer/paid by your company? (Please select all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
None	42	47.7%	62.6%	64.8%
Company/municipal pension plan	32	36.4%	24.5%	20.4%
Group RRSP	6	6.8%	6.1%	9.9%
Employer contributions to RRSP	16	18.2%	9.5%	19.7%
Other	0	-	4.1%	9.2%
Answered question	88			142
Skipped question	22			43

35. Continuing Education Opportunities: How does your employer support attendance at the Annual BCSLA Conference? (Please select all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Unpaid time off	22	24.4%	24.5%	N/A
Paid time off	45	50.0%	42.9%	
Part Registration Costs	17	18.9%	12.2%	
Full Registration Costs	42	46.7%	39.5%	
No support offered	11	12.2%	18.4%	
Answered question	90			
Skipped question	20			

36. Continuing Education Opportunities: How does your employer support staff in taking the Landscape Architectural Registration Exams (LAREs)? (Please choose all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent
Unpaid time off for study	20	30.8%	23.1%
Paid time off for study	6	9.2%	6.8%
Unpaid time off for exams	15	23.1%	19.0%
Paid time off for exams	17	23.2%	21.8%
Part Registration costs	6	9.2%	2.7%
Full Registration costs	26	40.0%	9.5%
Full registration costs – only on first try/only if Exam is passed	7	10.8%	19.7%
Don't know	2	3.1%	23.1%
None	25	38.5%	17.0%
Other support	2	3.1%	7.5%
Answered question	65		
Skipped question	45		

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

37. Continuing Education Opportunities: How does your employer support your attendance at evening seminars and lectures:	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Part Registration costs	11	12.6%	12.9%	8.0%
Full Registration costs	40	46.0%	40.8%	54.0%
None	41	47.1%	37.4%	38.7%
Other support	6	6.9%	11.6%	8.8%
Answered question	87			137
Skipped question	23			48

38. Continuing Education Opportunities: How does your employer support your attendance at conferences during working hours? (Please choose all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Unpaid time off	23	26.4%	19.7%	20.6%
Paid time off	47	54.0%	46.9%	49.6%
Part Registration Costs	15	17.2%	10.9%	11.3%
Full Registration Costs	44	50.6%	30.6%	52.5%
Registration costs on case by case basis	2	2.3%	25.2%	N/A
None	11	12.6%	11.6%	10.6%
Other support	3	3.4%	12.2%	12.8%
Answered question	87			141
Skipped question	23			44

39. Continuing Education Opportunities: How does your employer support your attendance at educational courses of study? (Please choose all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Unpaid time off	23	28.8%	21.8%	27.4%
Paid time off	29	36.3%	33.3%	43.0%
Part Registration Costs	19	23.8%	24.5%	18.5%
Full Registration Costs	37	46.3%	31.3%	51.9%
None	16	20.0%	19.0%	11.1%
Other support	7	8.8%	12.9%	14.1%
Answered question	80			135
Skipped question	30			40

40. Continuing Education Opportunities: Does your employer facilitate “at-work” CE presentations?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Yes	74	80.4%	70.7%	62.9%
No	18	19.6%	29.3%	38.6%
Answered question	92			140
Skipped question	18			45

41. What other benefits are provided by your employer or paid by your company? (Please choose all that apply.)	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Company Vehicle	19	21.1%	18.4%	19.4%
Travel to work (mileage)	3	3.3%	2.7%	5.6%
Travel to work (Transit)	22	24.4%	15.6%	6.9%
Parking at work	31	34.4%	37.4%	36.1%
Cell phone rental	43	47.8%	38.8%	39.6%
Computer at home	11	12.2%	13.6%	15.3%
Internet at home	6	6.7%	6.1%	10.4%
Phone at home	5	5.6%	2.7%	6.3%
Refreshments such as drinks/ snacks in the office	54	60.0%	41.5%	45.1%
Paid time off at Christmas in addition to vacation	36	40.0%	35.4%	37.5%
Christmas Party	62	68.9%	61.2%	66.7%
Other social events	46	51.1%	43.5%	52.8%
Meal costs relating to working overtime	38	42.2%	29.9%	36.8%
Travel costs relating to working overtime	31	34.4%	24.5%	20.1%
Day Care Costs	0	-	0.7%	0.7%
Flexible Work Hours	49	54.4%	50.3%	55.6%
N/A	1	1.1%	10.9%	N/A

Other	7	7.8%	12.9%	13.9%
<i>Answered question</i>	90			144
<i>Skipped question</i>	20			41

6.0 Self Employed / Employers / Managers

Observations:

- Majority of respondents only have 1 registered landscape architect at their company/department with majority having no part-time or contracted staff.
- Majority of respondents did not hire any landscape architectural staff in the last year.
- Over 66% of respondents have not searched for landscape architectural personnel in the last year. Those who have hired had a 60% success rate in filling advertised positions.
- The number of Sole Practitioners has consistently decreased since 2007 and the number of partnerships have increased.
- 33.3% of respondents have 26-30 hours a week as billable, with 1-5 hours non-billable. Total work week between 36-40 hours (47.2% of respondents).
- Salaries for Landscape Architects with over 10 years' experience is between \$41-45/hr.
- Salaries for Landscape Architects with 7-10 years' experience is between \$36-40/hr.
- Salaries for Landscape Architects with over 4-6 years' experience is between \$27-29/hr.
- Salaries for Landscape Architects with over 0-3 years' experience is between \$30-32/hr.
- Salaries for Landscape Interns with 2-3 years' experience is between \$24-26/hr.
- Salaries for Landscape Interns with less than 1 year experience is between \$21-26/hr.

42. Full Time Staff: Including yourself, how many people are currently employed full-time (more than 35 hours per week) by your company/department?																		
	Number of Full-Time 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)	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)	-	-	-	-	-	-	-	-	47
BCSLA Landscape Architect Member(s)	85.1% (40)	8.5% (4)	4.3% (2)	2.1% (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	47
BCSLA Intern(s)	66.0% (31)	12.8% (6)	4.3% (2)	4.3% (2)	2.1% (1)	6.4% (3)	2.1% (1)	-	2.1% (1)	-	-	-	-	-	-	-	-	47
BCSLA Associate(s)	85.1% (40)	8.5% (4)	4.3% (2)	2.1% (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	47

Administrative Staff	61.7% (29)	17.0% (8)	12.8% (6)	8.5% (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	47
Employee(s) with other qualifications related to landscape design	57.4% (27)	27.7% (13)	6.4% (3)	-	2.1% (1)	-	-	4.3% (2)	-	-	-	-	-	-	-	-	2.1% (1)	47
Skipped Question																	107	

Note: (2012: Q60; 2007: Q43)

43. Part Time Staff: How many people are currently employed on a part-time basis (fewer than 35 hours per week) by your company/department?																		
	Number of Part-Time Employees																	Response Count
	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+	
BCSLA Registered Landscape Architect(s)	87.2% (41)	8.5% (4)	4.3% (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	47
BCSLA Landscape Architect Member(s)	97.9% (46)	-	2.1% (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	47
BCSLA Intern(s)	97.9% (46)	2.1% (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	47
BCSLA Associate(s)	100.0% (47)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	47
Administrative Staff	85.1% (40)	12.8% (6)	2.1% (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	47
Employee(s) with other qualifications related to landscape design	89.4% (42)	4.3% (2)	2.1% (1)	2.1% (1)	-	-	-	2.1% (1)	-	-	-	-	-	-	-	-	-	47

Skipped Question		107
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Note: (2012: Q61; 2007: Q44)

44. Contract Staff: How many people do you currently employ / manage on a temporary contract basis?																		
	Contracted Employees																Response Count	
	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+	
BCSLA Registered Landscape Architect(s)	77.1% (27)	11.4% (4)	8.6% (3)	2.9% (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	35
BCSLA Intern(s)	80.0% (28)	11.4% (4)	8.6% (3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	35
Employee(s) with other qualifications related to landscape design	62.9% (22)	(6)	17.1% (5)	2.9% (1)	-	2.9% (1)	-	-	-	-	-	-	-	-	-	-	-	35
Skipped Question																	75	

Note: (2012: Q62; 2007: Q45)

45. Recruitment: Have you searched for landscape architectural personnel in the past year?								
	Number of Job Openings						Response Count	
	0	1	2	3	4	5	6+	
Entry level	72.4% (21)	33.3% (13)	5.1% (2)	-	2.6% (1)	5.1% (2)	-	39
2 to 3 years' experience	71.8% (28)	15.4% (6)	7.7% (3)	-	2.6% (1)	2.6% (1)	-	39
3 to 5 years' experience	71.8% (28)	20.5% (8)	-	5.1% (2)	-	2.6% (1)	-	39
> 5 years' experience	66.7% (26)	28.2% (11)	5.1% (2)	-	-	-	-	39
Skipped Question							71	

Note: (2012: Q64; 2007: Q46)

46. Have you had difficulty filling landscape architectural related positions in the past year?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Yes	16	40.0%	31.9%	54.2%
No	24	60.0%	68.1%	47.5%
Answered question	40			59
Skipped question	70			126

47. On average, how long does it take to fill landscape architecture related positions at your company?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
<1 month	7	20.0%	43.5%	17.4%
1-2 months	14	40.0%	21.7%	45.7%
3-6 months	10	28.6%	23.9%	17.4%
7-9 months	3	8.6%	6.5%	4.3%
10-12 months	2	5.7%	0.0%	0.0%
>12 months	n/a	-	4.3%	N/A
Not successful	1	2.9%	N/A	21.7%
Answered question	35			46
Skipped question	75			139

48. Education: In the last two years, what percentage of your hires received their education in Landscape Architecture outside of British Columbia?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent (refers to 2005 and 2006)
0%	15	36.6%	34.8%	42.1%
1-25%			8.7%	
26-50%	11	26.8%	8.7%	21.1%

51-75%	3	7.3%	10.9%	8.8%
76-100%	12	29.3%	26.1%	29.8%
Not sure	0	-	10.9%	N/A
Answered question	41			57
Skipped question	69			128

49. UBC Graduates: How many of your current professional staff hold UBC Landscape Architecture degrees?													
	Number of Staff with a MLA or BLA from UBC												
	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21+	Response Count
Entry level	71.2% (30)	24.4% (10)	2.4% (1)	-	-	-	-	-	-	-	-	-	41
2 to 3 years' experience	78.0% (32)	12.2% (5)	7.3% (3)	2.4% (1)	-	-	-	-	-	-	-	-	41
3-5 years' experience	65.9% (27)	24.4% (10)	7.3% (3)	2.4% (1)	-	-	-	-	-	-	-	-	41
Senior level	34.1% (14)	51.2% (21)	12.2% (5)	2.4% (1)	-	-	-	-	-	-	-	-	41
Partners	87.7% (36)	12.2% (5)	-	-	-	-	-	-	-	-	-	-	41
Skipped Question													69

Note: (2012: Q69; 2007: Q50)

50. UBC Program: In your opinion, does the UBC Master of Landscape Architecture Program graduate enough students to fill the demand in BC?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Yes	25	64.1%	78.7%	49.2%
No	14	35.9%	21.3%	50.8%
Answered question	39			61
Skipped question	71			124

51. 2016 Billings: What were your firm's billings for 2016?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent (refers to firm billings for 2006)
Don't Know	1	5.6%	24.1%	6.5%
Nil	-	-	0.0%	4.3%
\$1-\$25,000	-	-	6.9%	4.3%
\$25,001-\$50,000	3	16.7%	3.4%	4.3%
\$50,001-\$75,000	-	-	3.4%	4.3%
\$75,001-\$100,000	1	5.6%	0.0%	0.0%
\$100,001-\$150,000	2	11.1%	3.4%	15.2%
\$150,001-\$200,000	3	-	3.4%	4.3%
\$200,001-\$250,000	-	-	6.9%	2.2%
\$250,001-\$500,000	2	11.1%	10.3%	17.4%
\$500,001-\$750,000	1	5.6%	3.4%	2.2%
\$750,001-\$1,000,000	1	5.6%	0.0%	6.5%
\$1,000,001-\$1,500,000	-	-	3.4%	4.3%
\$1,500,001-\$2,000,000	1	5.6%	10.3%	4.3%
\$2,000,001-\$2,500,000	-	-	3.4%	6.5%
\$2,500,001-\$3,000,000	1	5.6%	0.0%	2.2%
\$3,000,001-\$4,000,000	-	-	6.9%	N/A
\$4,000,001+	2	11.1%	10.3%	N/A
N/A			N/A	10.9%
Answered question	18			48
Skipped question	92			137

52. 2017 Billings: For private practices, what are your firm's projected billings for 2017?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Don't Know	1	5.6%	31.0%	6.7%
Nil	-	-	0.0%	0.0%
\$1-\$25,000	-	-	6.9%	4.4%
\$25,001-\$50,000	3	16.7%	3.4%	6.7%
\$50,001-\$75,000	1	5.6%	3.4%	4.4%
\$75,001-\$100,000	-	-	0.0%	8.9%
\$100,001-\$150,000	-	-	3.4%	11.1%
\$150,001-\$200,000	2	11.1%	3.4%	6.7%
\$200,001-\$250,000	2	11.1%	6.9%	2.2%
\$250,001-\$500,000	2	11.1%	10.3%	13.3%
\$500,001-\$750,000	1	5.6%	3.4%	6.7%
\$750,001-\$1,000,000	-	-	0.0%	2.2%
\$1,000,001-\$1,500,000	1	5.6%	0.0%	8.9%
\$1,500,001-\$2,000,000	1	5.6%	17.2%	2.2%
\$2,000,001-\$2,500,000	1	5.6%	0.0%	0.0%
\$2,500,001-\$3,000,000	1	5.6%	0.0%	6.7%
\$3,000,001-\$4,000,000	-	-	3.4%	N/A
\$4,000,001+	2	11.1%	6.9%	2.2%
N/A			N/A	6.7%
Answered question	18			48
Skipped question	92			137

53. Corporate Structure: What is the corporate structure of your company?	2017 Response Count	2017 Response Percent	2012 Response Percent	2007 Response Percent
Sole Practitioner	5	19.2%	26.7%	48.5%
Partnership	15	57.7%	40.0%	30.3%
Employee Owned	1	3.9%	13.3%	3.0%
Publicly Owned Company	2	7.7%	0.0%	6.1%
Other	3	11.5%	20.0%	13.6%
Answered question	26			66
Skipped question	84			119

54. 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	51-55	56-60	61-65	66-70	71-75	76-80	81+	Response Count
Billable	5.6 % (2)	-	2.8 % (1)	2.8 % (1)	5.6 % (2)	11.1 % (4)	33.3 % (12)	27.8 % (10)	11.1 % (4)	-	-	-	-	-	-	-	-	-	36
Non Billable	13.9 % (5)	27.8 % (10)	22.2 % (8)	5.6 % (2)	13.9 % (5)	5.6 % (2)	8.3 % (3)	-	-	2.8 % (1)	-	-	-	-	-	-	-	-	36
Total hours	5.6 % (2)	-	2.8 % (1)	-	-	2.8 % (1)	-	2.8 % (1)	47.2 % (17)	11.1 % (4)	13.9 % (5)	5.6 % (2)	2.8 % (1)		2.8 % (1)	-	-	-	36
Skipped Question																			74

Note: (2012: Q71; 2007: Q54)

55. Charge-out Rates: What hourly charge-out rates do you charge for yourself or staff? (Provide ranges if necessary)					
Rate	Principal	Associate	Landscape Architect	Landscape Intern	Technician
N/A	12.0% (3)	52.0% (13)	24.0% (6)	24.0% (6)	24.0% (6)
>\$45	-	-	-	4.0% (1)	4.0% (1)
\$50	-	-	-	-	4.0% (1)
\$55	-	-	-	-	-
\$60	-	-	-	4.0% (1)	8.0% (2)
\$65	-	-	-	-	-
\$70	-	-	4.0% (1)	-	-
\$75	-	4.0% (1)	-	4.0% (1)	8.0% (2)
\$80	-	4.0% (1)	4.0% (1)	-	4.0% (1)
\$85	-	-	-	4.0% (1)	4.0% (1)
\$90	-	-	8.0% (2)	12.0% (3)	12.0% (3)
\$95	-	-	-	12.0% (3)	20.0% (5)
\$100	4.0% (1)	4.0% (1)	-	28.0% (7)	-
\$105	8.0% (2)	4.0% (1)	4.0% (1)	-	4.0% (1)
\$110	4.0% (1)	-	16.0% (4)	-	-
\$115	4.0% (1)	-	-	4.0% (1)	4.0% (1)
\$120	4.0% (1)	-	8.0% (2)	-	-
\$125	4.0% (1)	-	8.0% (2)	4.0% (1)	-
\$130	4.0% (1)	8.0% (2)	8.0% (2)	-	4.0% (1)
\$135	-	-	-	-	-
\$140	4.0% (1)	4.0% (1)	8.0% (2)	-	-
\$145	4.0% (1)	-	-	-	-
\$150	12.0% (3)	8.0% (2)	8.0% (2)	-	-
\$155	-	4.0% (1)	-	-	-
\$160	4.0% (1)	-	-	-	-
\$165	4.0% (1)	-	-	-	-
\$170	-	-	-	-	-
\$175	4.0% (1)	-	-	-	-
\$180	-	-	-	-	-
\$185	4.0% (1)	-	-	-	-
\$190	-	-	-	-	-
\$195	-	-	-	-	-
\$200	-	8.0% (2)	-	-	-
\$205+	20.0% (5)	-	-	-	-

Answered Question	25	25	25	25	25
Skipped Question	85	85	85	85	85

Note: (2012: Q72; 2007: Q55)

56. 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	
Principal	36.8% (7)	-	5.3% (1)	-	15.8% (3)	5.3% (1)	10.5% (2)		15.8% (3)	-	5.3% (1)	-	5.3% (1)	19
Associate	57.9% (11)	-		-	-	-	10.5% (2)	15.8% (3)	5.3% (1)	5.3% (1)	5.3% (1)	-	-	19
Landscape Architect	47.4% (9)	-		-	-	-	10.5% (2)	21.1% (4)	10.5% (2)	5.3% (1)	5.3% (1)	-	-	19
Landscape Intern	-	-		-	-	-	10.5% (2)	10.5% (2)	15.8% (3)	5.3% (1)	5.3% (1)	-	-	19
Technician	-	-		-	-	5.3% (1)	15.8% (3)	5.3% (1)	15.8% (3)	5.3% (1)	10.5% (2)	-	-	19
Multipliers not used	21.1% (4)	-		-	-	-	-	-	-	-	-	-	-	19
Skipped Question														91

Note: (2012: Q73; 2007: Q57)

57. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?									
Dollars Per Hour	<u>Principal</u>	<u>Associate</u>	<u>Landscape Architects >10 years experience post registration</u>	<u>Landscape Architects 7-10 years post registration</u>	<u>Landscape Architects 4-6 years post registration</u>	<u>Landscape Architects 0-3 years post registration</u>	<u>Landscape Interns 2-3 years experience</u>	<u>Landscape Interns < 1 year experience</u>	<u>Technical Support</u>
N/A	33.3% (7)	66.7% (14)	52.4% (11)	47.6% (10)	38.1% (8)	47.6% (10)	38.1% (8)	47.6% (10)	57.1% (12)
\$9-\$17	-	-	-	-	-	-	-	4.8% (1)	14.3% (3)
\$18-\$20	-	-	-	-	-	-	9.5% (2)	9.5% (2)	-
\$21-\$23	-	-	-	-	-	4.8% (1)	4.8% (1)	14.3% (3)	4.8% (1)
\$24-\$26	4.8% (1)	-	-	4.8% (1)	4.8% (1)	9.5% (2)	19.0% (4)	14.3% (3)	9.5% (2)
\$27-\$29	-	-	-	-	19.0% (4)	4.8% (1)	9.5% (2)	-	4.8% (1)
\$30-\$32	-	-	4.8% (1)	9.5% (2)	4.8% (1)	23.8% (5)	9.5% (2)	4.8% (1)	4.8% (1)
\$33-\$35	4.8% (1)	4.8% (1)	9.5% (2)	4.8% (1)	14.3% (3)	-	4.8% (1)	-	-
\$36-\$40	9.5% (2)	9.5% (2)	4.8% (1)	19.0% (4)	14.3% (3)	4.8% (1)	-	-	-
\$41-\$45	4.8% (1)	14.3% (3)	14.3% (3)	9.5% (2)	-	-	-	-	-
\$46-\$50	9.5% (2)	-	9.5% (2)	-	-	-	-	-	-
\$51-\$55	4.8% (1)	-	-	-	-	-	-	-	-
\$56-\$60	4.8% (1)	-	-	-	-	-	-	-	-
\$61-\$65	4.8% (1)	-	-	-	-	-	-	-	-
\$66-\$70	4.8% (1)	-	-	-	-	-	-	-	-
\$71+	14.3% (3)	4.8% (1)	4.8% (1)	4.8% (1)	4.8% (1)	4.8% (1)	4.8% (1)	4.8% (1)	4.8% (1)
Answered Question	21	21	21	21	21	21	21	21	21
Skipped Question	89	89	89	89	89	89	89	89	89

Note: (2012: Q74; 2007: Q55)