



British Columbia Society of  
**LANDSCAPE ARCHITECTS**

2022 BCSLA

# PROFESSIONAL PRACTICE SURVEY REPORT

### **Acknowledgments**

The BCSLA would like to acknowledge and thank all those who participated in the 2022 Professional Practice Survey. Your time, knowledge and contribution is greatly appreciated.

# INTRODUCTION

## Survey Purpose and History

The Professional Practice Survey is undertaken every five years to provide an overall picture of the profession of landscape architecture in the province of BC. It helps identify trends and changes within the practice, as well as workplace dynamics. There is information relevant to young professionals just starting out (salary and characteristics of different sectors) as well as seasoned professionals (comparison with peer groups, understanding of those entering the profession).

Since 1989, the BCSLA has evaluated the broader state of the profession of Landscape Architecture in British Columbia. In 1990, RK House & Associates published the first BCSLA practice survey. In 2007, the BCSLA Workplace Survey was first conducted. In 2012 and 2017 the Professional Practice Survey was conducted. Although some questions have changed, added, or removed, the overall survey remains consistent.

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.

## Survey Contents

Following in the footsteps of the 2012 and 2017 Professional Practice Surveys, the 2022 Survey combines questions from the surveys and reports that proceeded it. These include questions about levels of experience, compensation, benefits and work hours.

In addition, the 2022 survey asks questions to help paint a picture of the demographic make up

of BCSLA members. This information will allow BCSLA to understand how identity factors such as gender, age and race impact the experience of BCSLA members. Other questions to understand how the Covid-19 pandemic have impacted the way that we practice have also be added to the 2022 survey.

## Survey Platform

The survey was carried out using an online survey tool (SurveyMonkey). Dedicated broadcast emails were sent to BCSLA members in July, 2022 as well as several email reminders in the BCSLA Friday File.

## Survey Format

The Professional Practice Survey Report is divided into eight sections:

Section	Page
1.0 Membership	2
2.0 Demographics	5
3.0 Education and Experience	9
4.0 Current Employment	11
5.0 Compensation	18
6.0 Profiles by Job Title	28
7.0 Gender Equity	32
8.0 Charge Out Rates & Hiring	34

Appendix A: Work BC Information (2016)

Appendix B: Full Survey Results

# 1.0 Membership

The survey was sent out to BCSLA Registered Landscape Architects, Landscape Architect Members, Inactive Landscape Architects, Interns, Retired Landscape Architects, and Associates (BCSLA had 856 members as of November 2022). Responses were also allowed from non-members that are working in a landscape architecture related position. The response rate was approximately 18% (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:

This survey is voluntary and therefore is not a representative sample. The number of total responses has remained consistent over the years at 100-200, but the profession has grown. The 2022 survey captured 25% of registered landscape architects and 17% of Interns, who make up the largest membership categories.

Membership Category	Number of Responses/ Total Possible Responses	2022 Response Rate	2017 Response Rate	2012 Response Rate	2007 Response Rate
Registered Landscape Architect	99/400	25%	25%	34%	44%
Landscape Architect Member	11/16	68%	8%	113%*	140%**
Inactive Landscape Architect	2/68	3%	N/A	7%	0%
Intern	36/209	17%	15%	31%	48%
Retired	3/37	8%	5%	8%	?***
Associate	1/28	4%	10%	33%	N/A
Student	1/35	3%	0%	N/A	N/A
None of the Above	5/				
OVERALL	154/856	18%	34%	33%	45%

Compared to 2017 data from BCSLA, all membership categories have increased. The two largest categories have seen the greatest gains with the Intern category gaining 74 members (55% increase) and Registered Landscape Architect category gaining 67 members (20% increase).

How many years have you held your current BCSLA status? (Please check one.)	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
>1	12	8%	5%	13%	46%
1-4	43	29%	31%	34%	
5-9	29	20%	19%	15%	12%
10-14	23	16%	12%	9%	18%
15-19	11	8%	12%	12%	11%
20-24	7	5%	8%	9%	7%
25-29	9	6%	6%	3%	3%
30-34	4	3%	2%	3%	1%
35-39	4	3%	2%	2%	1%
40-59+	1	1%	2%	-	1%
Answered question	146		103	146	170
Skipped question	23		7	8	13

Are you a Registered Landscape Architect in another jurisdiction other than British Columbia?	2022 Response Count	2022 Response Percentage	2017 Response Percentage	2012 Response Percent	2007 Response Percent
Yes	38	70%	77%	19%	24%
No	112	30%	23%	82%	76%
Answered question	150	-	106		185
Skipped question	19	-	4		0

Please indicate the jurisdiction(s) other than British Columbia where you are a Registered Landscape Architect. (Please choose all that apply.)	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent
Alberta	17	53%	50%	21%
Ontario	11	34%	31%	21%
Other Canadian province	7	22%	22%	4%
United States	7	22%	47%	46%
Asia	1	3%	3%	4%
Europe	1	3%	6%	11%
Other	2	6%	-	11%
Answered question	32	-	32	28
Skipped question	137	-	78	126

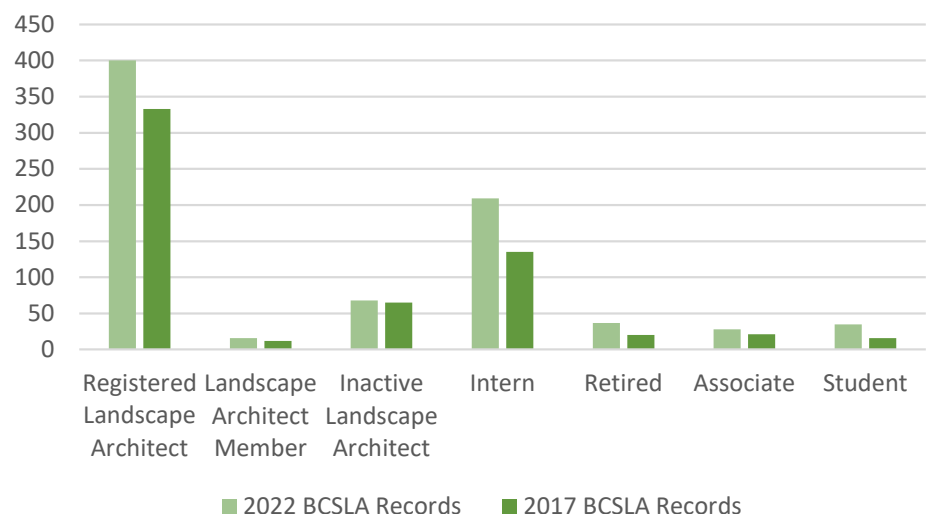
## Barriers to Registration

The following question is new to the survey and is intended to help identify barriers to registration, as this is an important aspect of professional development, BCSLA's mandate to further and maintain proper standards of professional practice, but may also have relevance as the profession moves into a new era under the Professional Governance Act.

Have you experienced any barriers to registration? Select all that apply.	2022 Response Count	2022 Response Percent
None of the above	74	50%
Cost of LARE exams	39	26%
Passing LARE exams	24	16%
Fulfilling contract administration work experience requirements	19	13%
Cost/access to textbooks or study materials	19	13%
Other (please specify)	15	10%
Fulfilling contract documents work experience requirements	14	10%
Fulfilling regulatory review work experience requirements	9	6%
Fulfilling office practice work experience requirements	8	5%
Passing Oral exam	7	5%
Fulfilling design development work experience requirements	6	4%
Fulfilling detailed design work experience requirements	6	4%
Language barrier	3	2%
Answered question	148	-
Skipped question	21	-

Some participants specified "Other" challenges, including: exam location, exam question structure, a lack of reciprocity, CLARB registration cost, and work/life balance.

Membership Category



# 2.0 Demographics

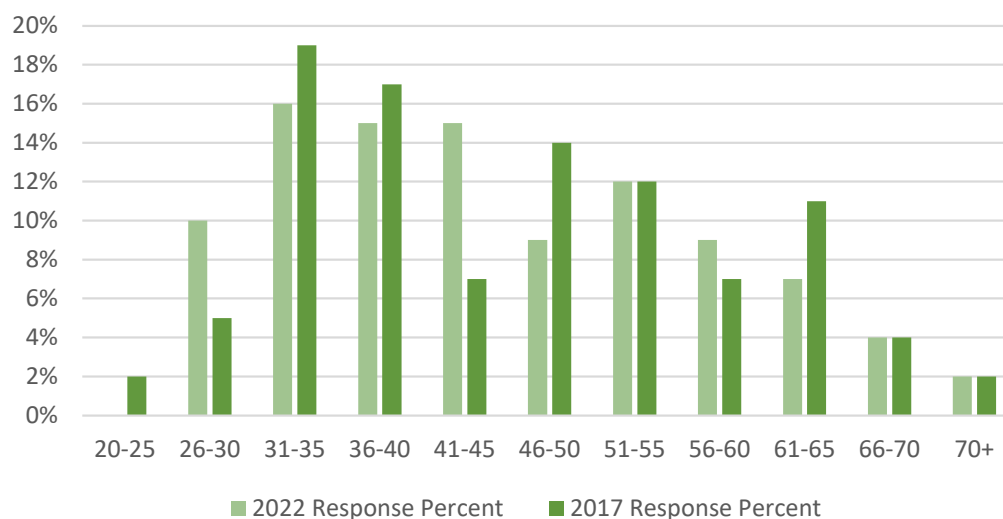
BCSLA does not track demographic information of its members, so the demographic data presented in this section is only for those who responded to the survey.

## Age

Overall, the largest number of responses came from those age 31-45 (46%). Those over 65 made up only 6% of the survey responses.

1. Please indicate your age.	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
20-25	0	0%	2%	1%	2%
26-30	13	10%	5%	12%	12%
31-35	21	16%	19%	18%	15%
36-40	20	15%	17%	12%	16%
41-45	20	15%	7%	14%	14%
46-50	12	9%	14%	11%	16%
51-55	16	12%	12%	14%	18%
56-60	12	9%	7%	12%	4%
61-65	10	7%	11%	4%	2%
66-70	5	4%	4%	1%	1%
70+	2	2%	2%	1%	1%
Prefer not to say	2	2%	2%	1%	N/A
Answered question	134	-	109	154	185
Skipped question	35	-	1	0	0

Age of Respondents



## Gender

The survey results consistently show gender equity over the years in terms of total numbers. Further analyses about women in the profession are highlighted throughout this report.

Gender: How do you identify?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
Female	67	50%	52%	49%	51%
Non-binary	1	1%	-	-	-
Male	64	48%	48%	50%	49%
Prefer not to say	2	2%	-	1%	N/A
Answered question	134	-	110	154	184
Skipped question	35	-	0	0	1

## Ethnic Origin

The survey results continue to show that the profession is dominated by people of European ethnic origin. While this percentage is comparable to the 2021 Census data that showed approximately 70% of the population as "white", but in most urban centres this number is significantly lower (Vancouver - 42%, for example) (Statistics Canada, 2022). With a low number of other ethnic groups, it is difficult to draw any further analysis out in other survey questions.

What do you consider your ethnic origin or that of your ancestors (parents, grandparents)? Select all that apply	2022 Response Count	2022 Response Percent
First Nations, Metis, Inuit	0	0%
European (e.g., British Isles, German, French, Greek)	103	77%
East Asian (e.g., Chinese, Filipino, Korean)	16	12%
South Asian (e.g., Punjabi, Indian, Pakistani)	2	2%
Latin/South American (e.g., Mexican, El Salvadorian, Argentinian)	2	2%
African (e.g., Moroccan, Ghanaian, South African)	1	1%
Middle Eastern (e.g., Lebanese, Iranian, Syrian)	1	1%
Caribbean (e.g., Cuban, Jamaican, Bajan)	0	0%
Oceania (e.g., Australian, New Zealand)	0	0%
Prefer not to say	6	5%
None of the above. I identify as	3	2%
Answered question	134	-
Skipped question	35	-



## Location

The distribution of respondents has shifted since 2017. There has been an increase of more than 10% in the number responders who live on Vancouver Island and the Sunshine Coast, while there was a 10% decrease in the number of people responding from the Lower Mainland. This may reflect overall migration patterns over the past 2.5 years with people moving to more rural and suburban areas during the Covid-19 pandemic. However, this data is not necessarily representative as the BCSLA does not track locations of its members.

Where do you live?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
Lower Mainland, BC	86	64%	74%	75%	69%
Vancouver Island/Sunshine Coast/Islands, BC	25	19%	8%	12%	16%
Interior, BC	11	8%	8%	7%	8%
Northern, BC	3	2%	1%	1%	
Alberta	3	2%	3%	3%	3%
Saskatchewan	0	-	-	-	1%
Manitoba	1	1%	-	-	1%
Ontario	4	3%	2%	3%	1%
Elsewhere in Canada	1	1%	-	-	-
USA	1	1%	-	1%	1%
Overseas	0	-	1%	1%	1%
Answered question	135	-	106	154	180
Skipped question	34	-	4	0	0

## Inclusion of those with disabilities

The following questions are new to the survey and are intended to provide a snapshot of the current state, as well as a baseline to monitor trends over time. In 2022, 7% of respondents identified as someone with a disability. It is estimated that 22% of Canadians aged 15 years or over have one more disabilities (Morris, 2018). Suggestions for support included better starting wages, support/waiving LARE exam fees, and ensuring overtime laws are followed.

Do you identify as someone with a disability? (e.g. chronic illness, learning disability, physical disability, or other condition.)	2022 Response Count	2022 Response Percent
Yes	9	7%
No	126	93%
Answered question	135	-
Skipped question	34	-

If yes, has this impacted your ability to become registered with the BCSLA?	2022 Response Count	2022 Response Percent
Yes	3	33%
No	5	56%
Not sure	1	11%
Answered question	9	-
Skipped question	0	-

If yes, is there a way that the BCSLA could support you better in becoming registered (or could have supported you better if you are already registered)?	2022 Response Count	2022 Response Percent
Yes	3	38%
No	2	25%
Not sure	3	38%
Answered question	8	-
Skipped question	1	-

If you answered "Yes", please tell us more.

- Better starting wages and working standards would be helpful so if you have to pay for exams and you are not well off or have family support it is not so difficult - less stressful too.
- Waive LARE fees, provide support for LARE fees. Same thing for Indigenous groups.
- Reiterate that employers should follow overtime laws.

# 3.0 EDUCATION + EXPERIENCE

Most survey respondents held a Masters degree in Landscape Architecture (55%) and the second most common level of education was an undergraduate degree in Landscape Architecture (29%). The proportion of respondents with masters degrees has remained consistent since 2012. Other degrees cited included applied arts, bachelor of arts, diploma in horticulture, and masters degrees in related disciplines such as urban design, community planning, urban studies, architecture, and planning.

What is the HIGHEST LEVEL of education you have received?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
Undergraduate degree in Landscape Architecture	47	29%	28%	28%	45%
Masters degree in Landscape Architecture	89	55%	57%	58%	44%
PhD in Landscape Architecture	1	1%	3%	-	1%
Other (please specify)	23	14%	12%	14%	11%
Answered question	161		106	153	181
Skipped question	8		4	1	4

How many full-time landscape related positions (including self-employment) have you held in landscape architecture?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
0	1	1%	2%	2%	N/A
1-2	55	38%	30%	30%	29%
3-4	46	32%	38%	38%	41%
5-6	28	19%	19%	19%	17%
7-8	6	4%	5%	5%	6%
9-10	4	3%	3%	3%	4%
11+	6	4%	3%	3%	4%
Answered question	146			150	173
Skipped question	23			4	12

Those who responded to the survey represented the full range of different years of experience, and nearly all had some experience in the private sector (99%). Of survey respondents, 68% cited at least some experience in the public sector-government.

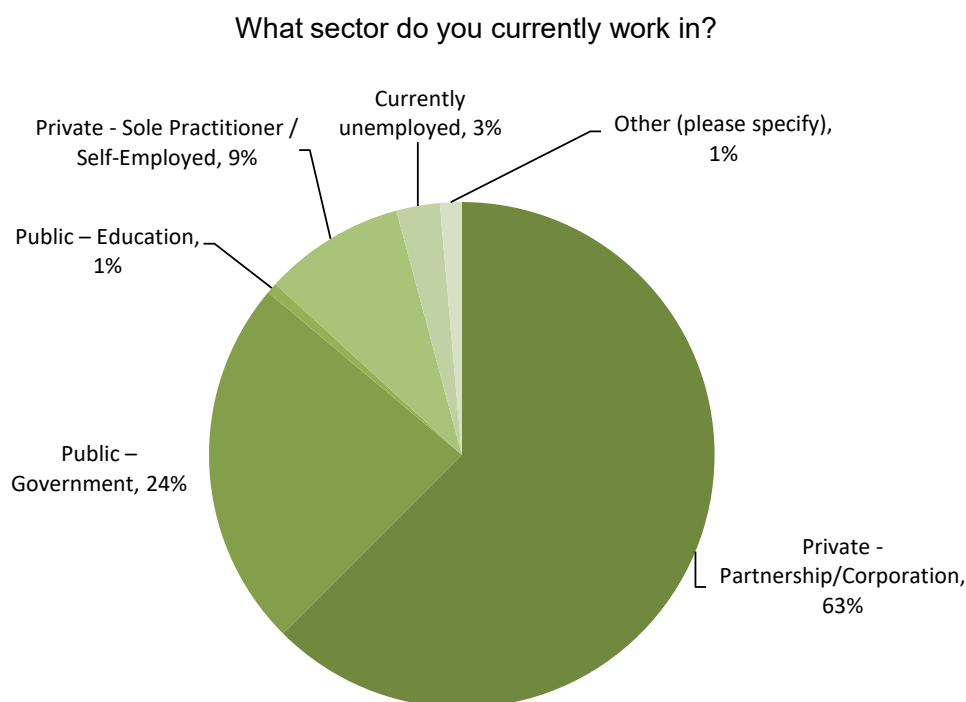
How many total years of full-time work experience have you gained in Landscape Architecture?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Count
0-4	24	16%	19%	19%	25%
5-9	30	21%	18%	19%	21%
10-14	22	15%	21%	18%	10%
15-19	16	11%	11%	13%	14%
20-24	23	16%	12%	7%	13%
25-29	11	8%	6%	11%	10%
30+	20	14%	16%	13%	7%
Answered question	146	-	102	150	175
Skipped question	23	-	8	4	10

How many years of experience do you have in each of the following sectors?	Number of Years										
	0	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45+
Private Sector	1%	27%	23%	16%	8%	8%	5%	5%	3%	1%	1%
Public Sector - Education	71%	16%	7%	4%	0%	0%	2%	0%	0%	0%	0%
Public Sector - Government	32%	27%	14%	12%	6%	6%	1%	1%	0%	0%	0%
Not-for-Profit Sector	79%	18%	3%	0%	0%	0%	0%	0%	0%	0%	0%

# 4.0 CURRENT EMPLOYMENT

## Sectors of Work

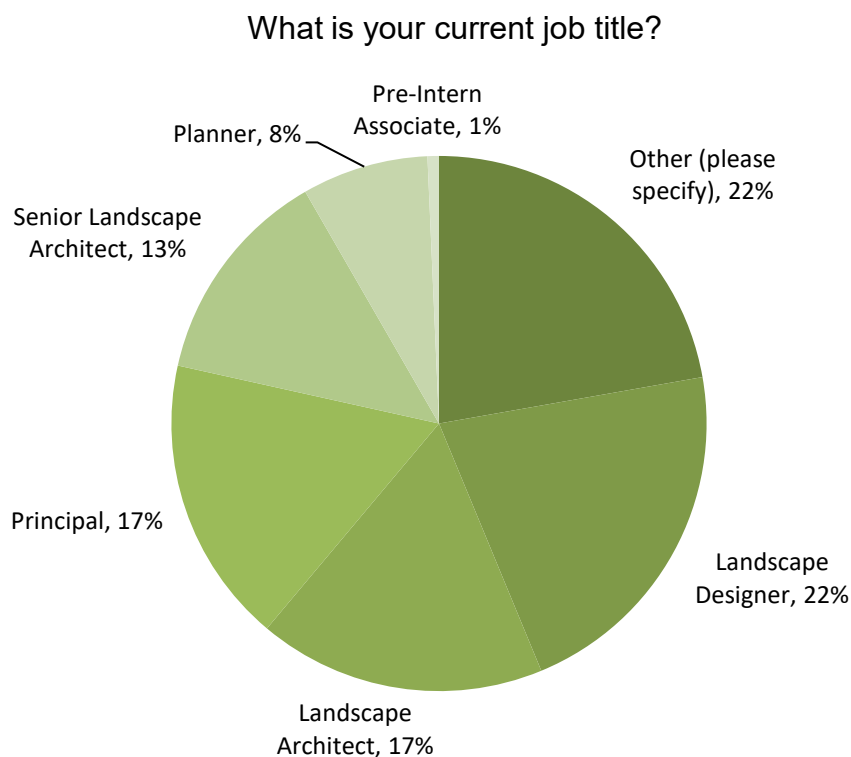
Most survey respondents currently work in the private sector (63% partnership/corporation; 9% sole practitioner/self employed). The public sector - government had the second highest number of respondents (24%). The number of respondents in private practice has been the highest percentage consistently since 2007. Most survey respondents have been at their current place of work between 0 and 9 years (62%).



What sector do you currently work in?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
Design/Build	N/A	N/A		10%	N/A
Partnership/Corporation	90	63%	57%	51%	52%
Public Sector – Government	34	24%	32%	21%	19%
Public Sector – Educational	1	1%	3%	1%	4%
Sole Practitioner/Self Employed	13	9%	9%	18%	22%
I am currently unemployed.	4	3%	-	2%	N/A
Other	2	1%	3%	6%	4%-7%
Answered question	144		94	148	161
Skipped question	25		16	6	24

## Current Job Title

Most survey respondents are "Landscape Designers" (21%), "Landscape Architects (17%), or Principals (17%).

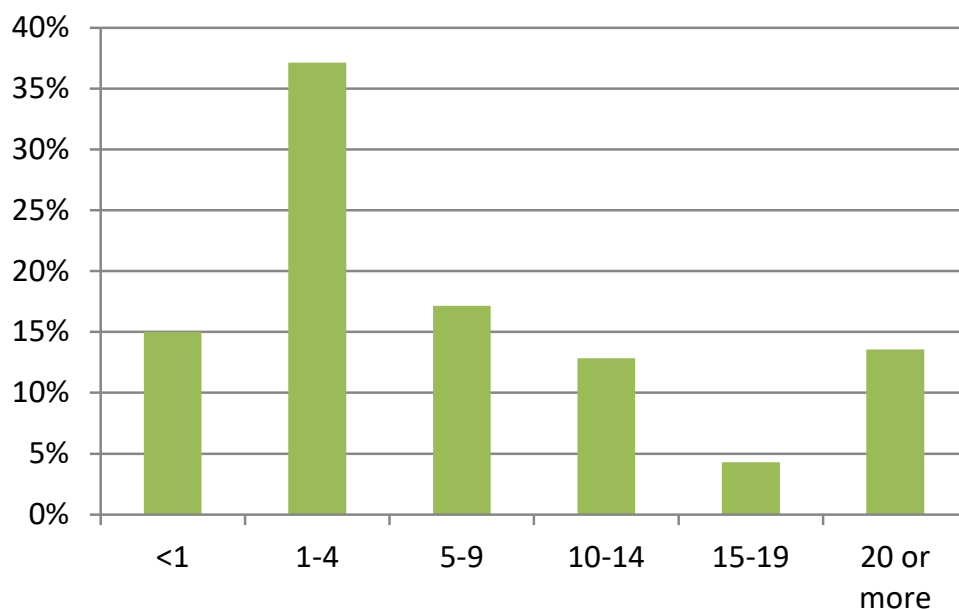


What is your current job title?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
Intern	0	0%	15%	3%	20%
Landscape Technician	0	0%	-	3%	N/A
Landscape Designer	31	21%	-	14%	N/A
Landscape Architect	25	17%	23%	20%	14%
Senior Landscape Architect	19	13%	9%	12%	10%
Associate	1	1%	6%	5%	8%
Principal	25	17%	29%	18%	33%
Planner	11	8%	-	7%	N/A
Adjunct or Sessional Faculty	0	0%	2%	-	1%
Professor	0	0%	-	1%	3%
Other	34	23%	30%	18%	22%
Answered question	146		94	148	160
Skipped question	23		16	6	25

## Years at Current Place of Employment

The vast majority of respondents have been at their place of employment and in their current position for 4 years or less. Most survey respondents see opportunities for advancement at their current place of work.

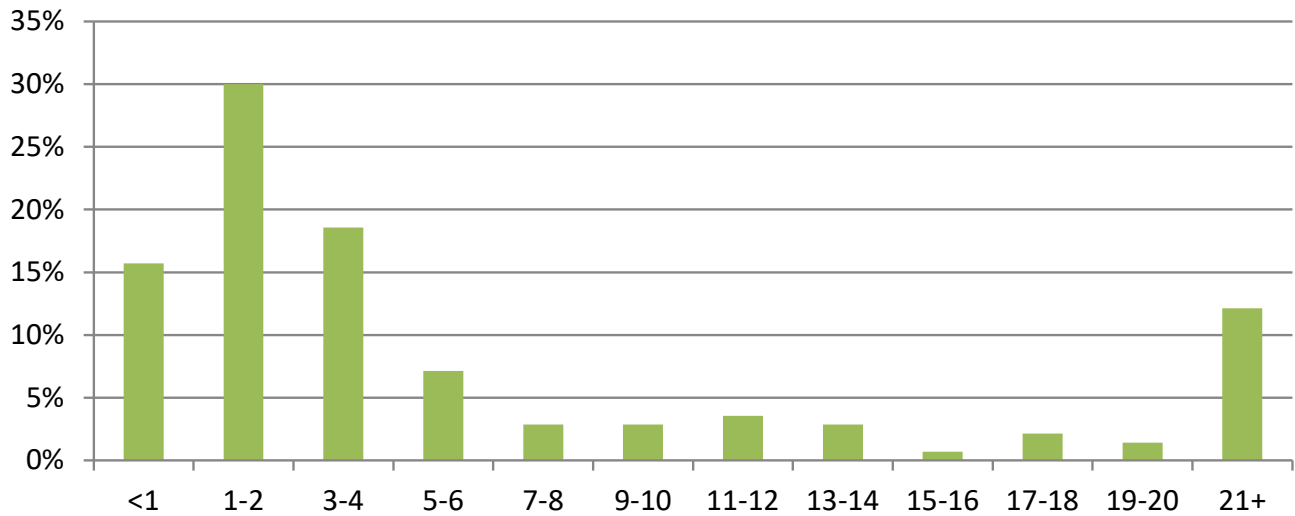
How many years have you been at your current place of employment?



How many years have you been at your current place of employment?	2022 Response Count	2022 Response Percent
<1	21	15%
1-4	52	37%
5-9	24	17%
10-14	18	13%
15-19	6	4%
20+	19	14%
Answered question		
Skipped question		

## Years at Current Position

How many years have you been at your current position?

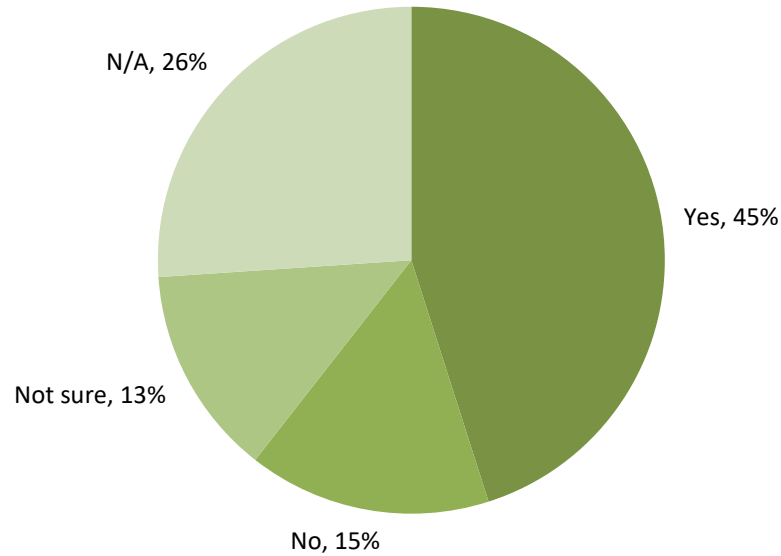


How many years have you been at your current position?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
<1	22	16%	11%	15%	N/A
1-2	42	30%	30%	24%	31%
3-4	26	19%	22%	20%	22%
5-6	10	7%	4%	7%	8%
7-8	4	3%	4%	8%	6%
9-10	4	3%	4%	4%	6%
11-12	5	4%	-	4%	3%
13-14	4	3%	2%	1%	5%
15-16	1	1%	4%	3%	3%
17-18	3	2%	6%	3%	3%
19-20	2	1%	2%	1%	2%
21+	17	12%	9%	8%	10%
Answered question			94	148	160
Skipped question			16	6	25



## Opportunities for Advancement

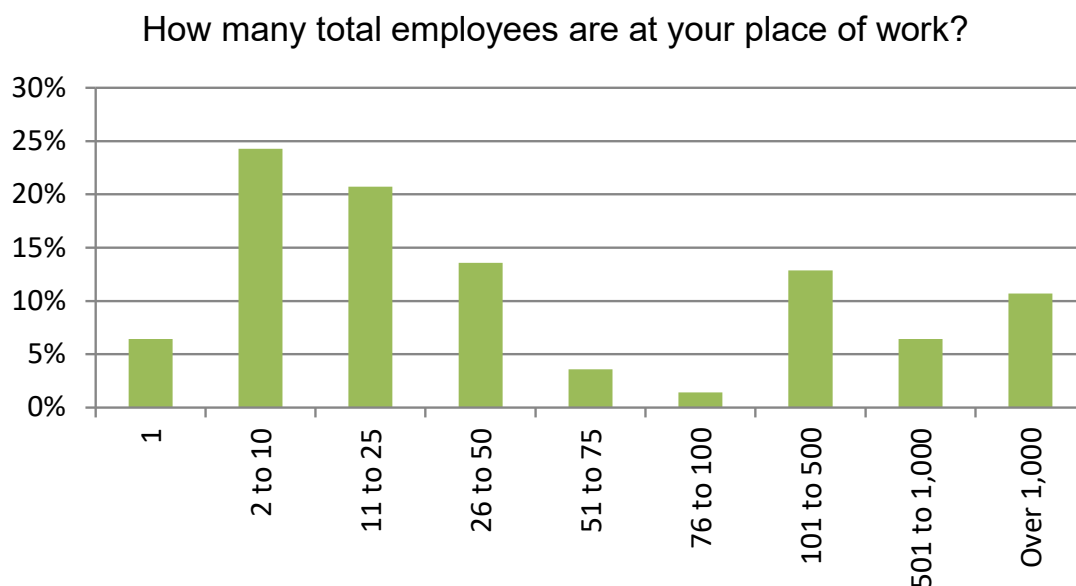
Do you see opportunities for advancement at your current place of work? (If you are a Principal / Owner, please answer N/A)



Do you see opportunities for advancement at your current place of work? (If you are a Principal / Owner, please answer N/A)	2022 Response Count	2022 Response Percent
Yes	64	45%
No	22	16%
Not sure	19	13%
N/A	37	26%
Answered question	142	
Skipped question	27	

## Size of Organization/Place of Work

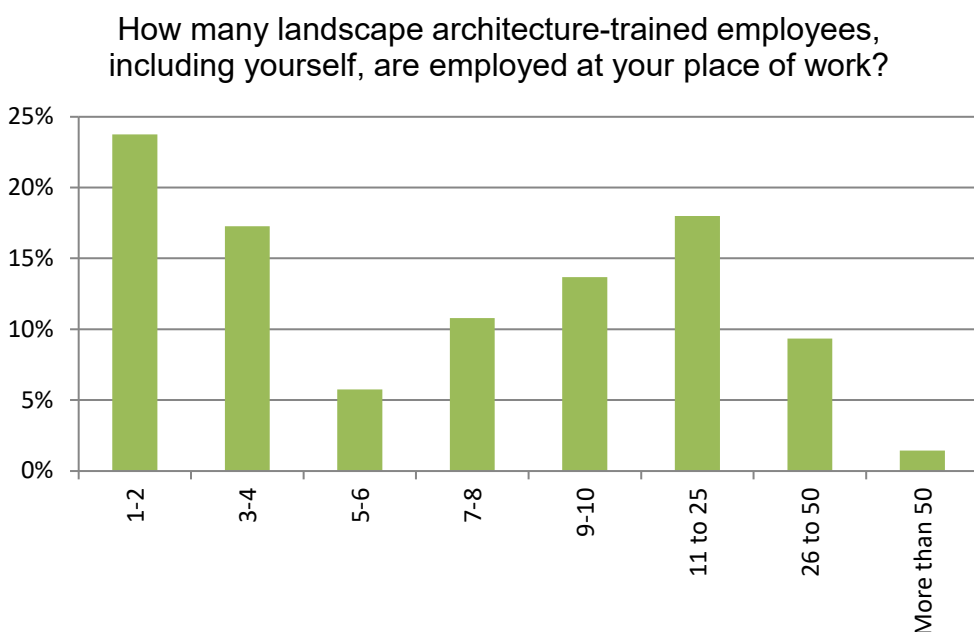
The responses to the question about total employees shows that a high proportion of respondents work in small businesses or organizations, while 30% work at places with over 100 people. Public sector respondents were most likely to cite more than 100 people in their organization (73%), while most private sector respondents have 2-25 people in their organization (57%).



How many total employees are at your place of work?	2022 Response Count	2022 Response Percent
1	9	6%
2-10	34	24%
11-25	29	21%
26 - 50	19	14%
51 - 75	5	4%
76 - 100	2	1%
101 - 500	18	13%
501 - 1000	9	6%
Over 1000	15	11%
Answered question	140	
Skipped question	29	

## Landscape Architecture-Trained Staff

Of respondents, 72% said they have fewer than 10 landscape architecture trained employees at their place of work; 18% said between 11-25; 9% said 26-50; and only 2% said 51+. Private sector respondents were more likely to have other landscape architects at their place of work compared to public sector respondents.



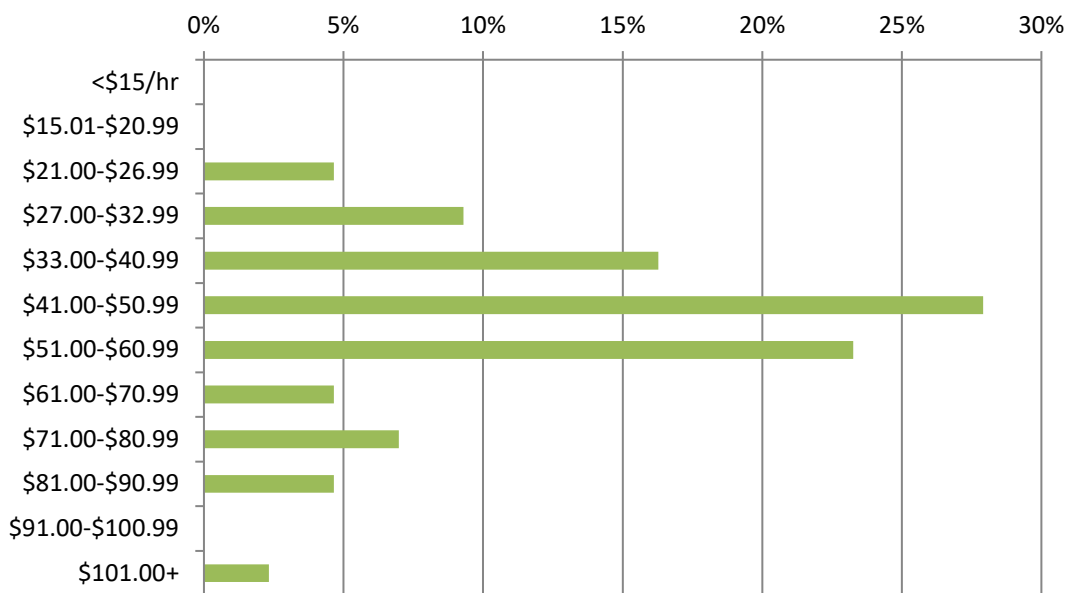
How many landscape architecture-trained employees, including yourself, are employed at your place of work?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
1-2	33	24%	16%	31%	32%
3-4	24	17%	15%	15%	18%
5-6	8	6%	16%	11%	15%
7-8	15	11%	9%	6%	7%
9-10	19	14%	4%	5%	5%
11 - 25	25	18%	23%	21%	17%
26 - 50	13	9%	14%	11%	6%
51+	2	2%	2%	1%	1%
Answered question	139		94	148	161
Skipped question	30		16	6	24

# 5.0 COMPENSATION

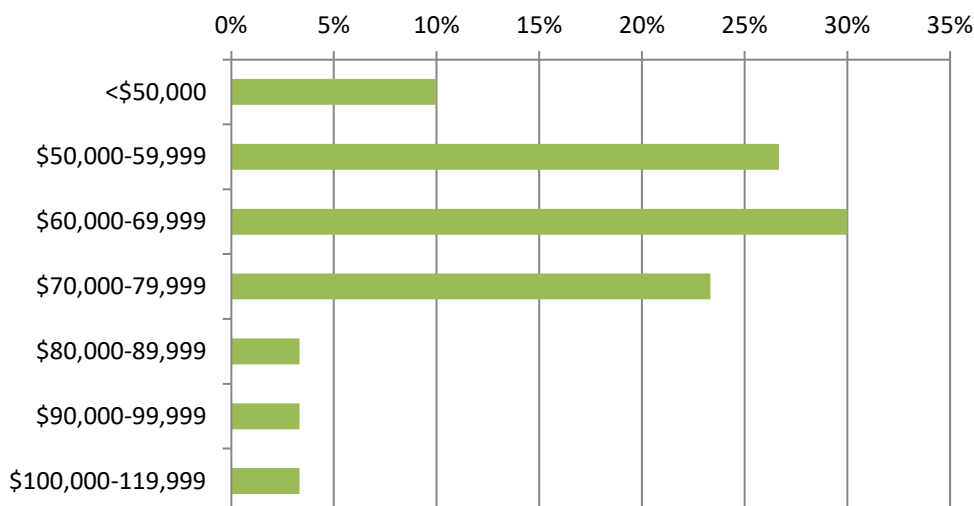
## Current Income

Of survey respondents, 68% are paid by annual salary compared with 32% who are paid by the hour. The largest salary brackets are \$90,000-99,999 and \$100,000-119,999 (22% and 15% respectively). The median of the survey respondents is in the vicinity of \$80,000 with 45% of respondents earning less than \$80,000. Additional breakdowns are provided for different titles, although the sample size is smaller for each subcategory: Landscape Designers (36), Landscape Architects (25), Senior Landscape Architects (19), and Principals (25).

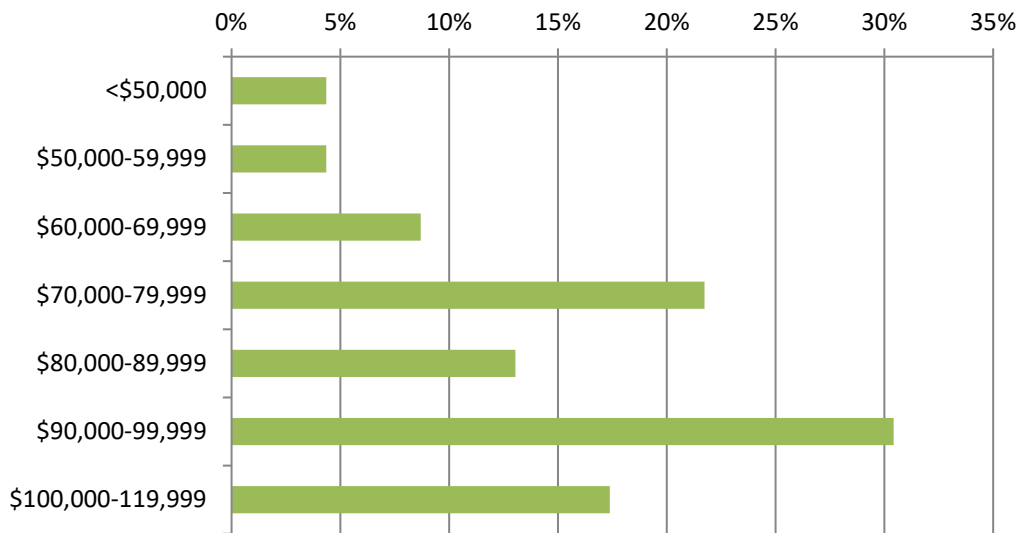
What is your current income in dollars per hour (pre-tax, excluding overtime and benefits)?



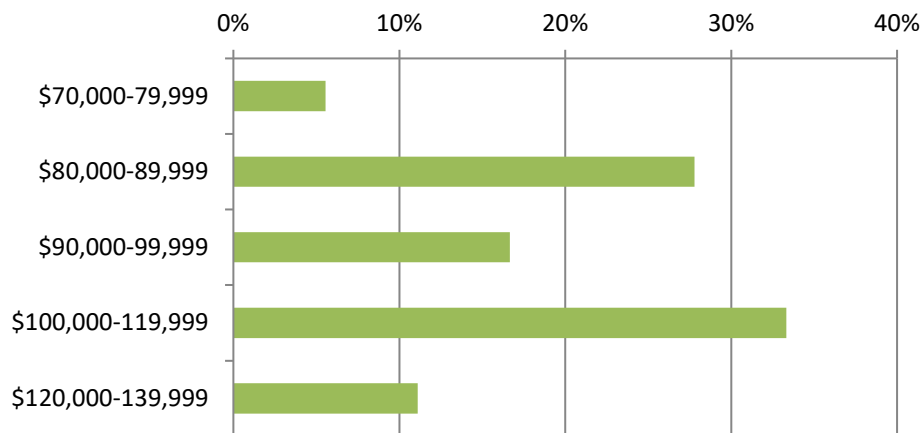
## Landscape Designers: Pre-tax Income



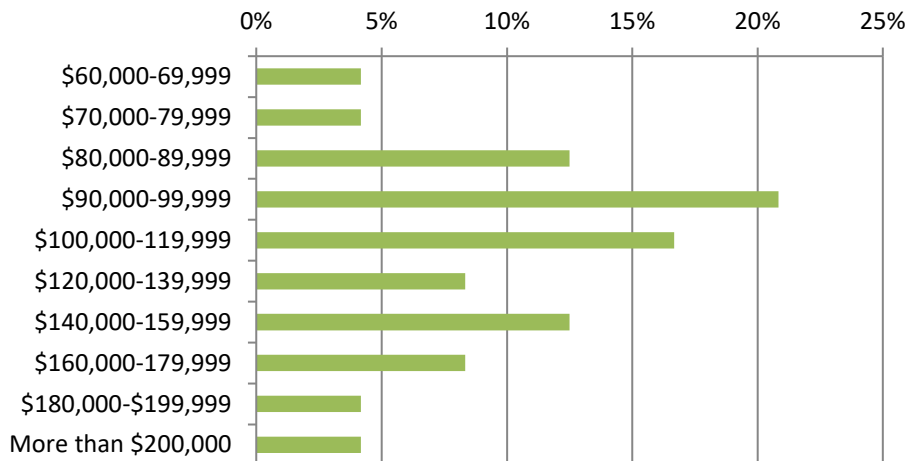
### Landscape Architects: Pre-tax Income



### Senior Landscape Architects: Pre-tax Income



### Principals: Pre-tax Income



What is your current income in dollars per hour (pre-tax, excluding overtime and benefits)? Note: This is not your billable rate.	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
<\$15.00	0	-		-	1%
\$15.01 - 20.99	0	-	2%	2%	5%
\$21.00 - \$26.99	2	5%	8%	16%	18%
\$27.00 - \$32.99	4	9%	16%	20%	20%
\$33.00 - \$40.99	7	16%	16%	20%	18%
\$41.00 - \$50.99	12	28%	26%	20%	12%
\$51.00 - \$60.99	10	23%	9%	7%	9%
\$61.00-\$70.99	2	5%	8%	6%	4%
\$71.00 - 80.99	3	7%	6%	1%	5%
\$81.00-\$90.99	2	5%	-	3%	4%
\$91.00-\$100.9	0	-	2%	3%	6%
\$101.00+	1	2%	8%	3%	N/A
Answered question		43	89	148	161
Skipped question		126	21	6	24

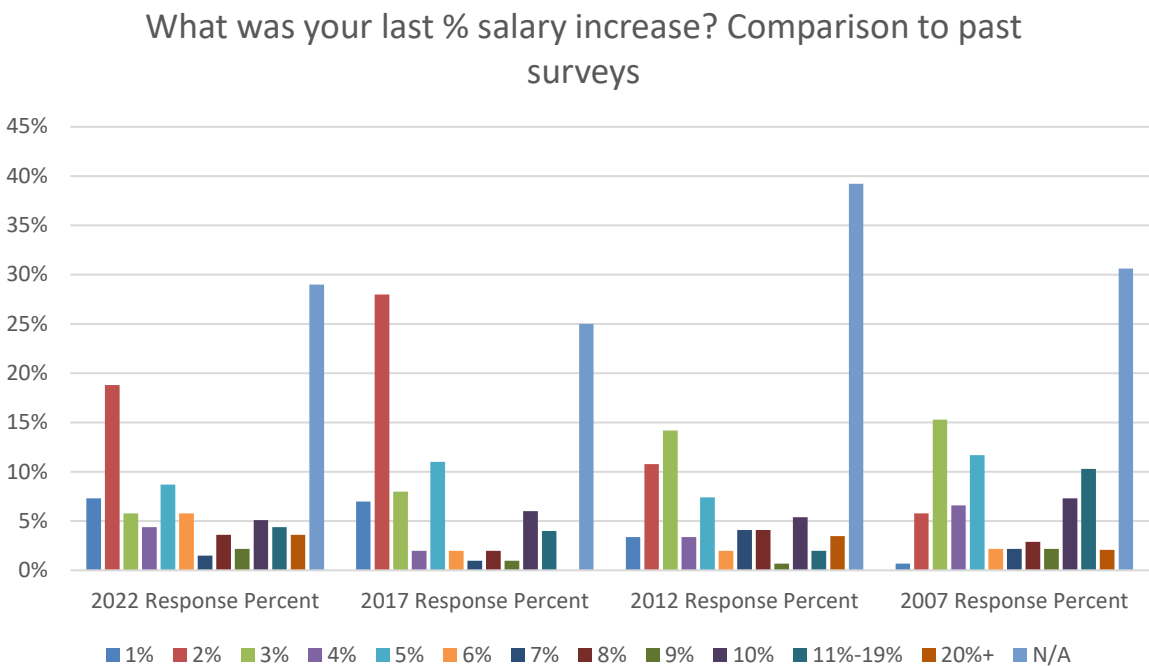
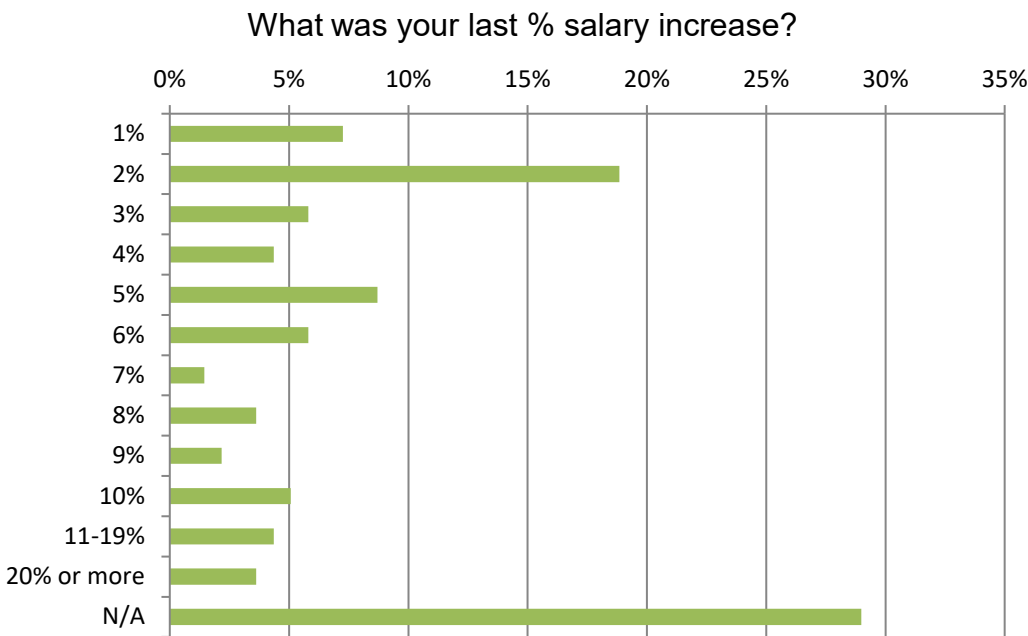
What is your current pre-tax income? (salary ranges assume full time employment and do not include profit sharing, dividends or bonus)	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
<\$50,000	6	4%			
\$50,000-59,999	10	7%			
\$60,000-69,999	13	10%			
\$70,000-79,999	16	12%			
\$80,000-89,999	18	13%			
\$90,000-99,999	29	21%			
\$100,000-119,999	21	15%			
\$120,000-139,999	10	7%			
\$140,000-159,999	6	4%			
\$160,000-179,999	5	4%			
\$180,000-\$199,999	2	2%			
More than \$200,000	1	1%			
Answered question	137				
Skipped question	32				

## Performance reviews and pay increases

The most common pay increase of respondents was 2% (19% of responses). The second most common pay increase was 5% (7% of responses). 29% of respondents chose "N/A". About half of respondents have performance reviews annually (49%).

In 2017, the most common pay increases were also 2% (28% of responses) and 5% (7% of responses).

In 2012 and 2013, the most common pay increase was 3% (14% and 15% respectively).



What was your last % salary increase?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
1%	10	7.3%	7%	3%	1%
2%	26	18.8%	28%	11%	6%
3%	8	5.8%	8%	14%	15%
4%	6	4.4%	2%	3%	7%
5%	12	8.7%	11%	7%	12%
6%	8	5.8%	2%	2%	2%
7%	2	1.5%	1%	4%	2%
8%	5	3.6%	2%	4%	3%
9%	3	2.2%	1%	1%	2%
10%	7	5.1%	6%	5%	7%
11%-19%	6	4.4%	4%	2%	10%
20%+	5	3.6%	-	4%	2%
N/A	40	29.0%	25%	39%	31%
Answered question	138		83	148	143
Skipped question	31		27	6	42

Note: Response options to this question have been consolidated from previous years with all options above 20% being consolidated into one response option.

Approximately how often do you have a performance/salary review?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
Every 6 months	10	7%	5%	2%	2%
Annually	68	49%	63%	32%	58%
Every 1.5 years	3	2%	3%	10%	5%
Every 2 years	3	2%	6%	3%	7%
25 months +	-	-	6%	10%	4%
Varies	20	14%	2%	13%	3%
Other (please specify)	35	25%	-	40%	19%
Answered question	139		87	148	145
Skipped question	30		23	6	40

Note: Response options to this question have been consolidated from previous years. In previous years response options included month increments of 1-6, 7-12, 13 - 18, 19 - 24, 25 - 36, 37- 48, 49-60 months. In the above table, the 1-6 month response option is represented as 'every 6 months' and so on, with 25+ representing consolidated responses for the remaining higher increments. Other response options of 'my salary has yet to be reviewed' and 'not applicable' are consolidated into the 'other' category.



## Work Week and Overtime

Most survey respondents work 36-40 hours per week and a quarter of respondents do not usually work overtime. Around 44% typically work between 1 and 6 hours of overtime per week and 13% said it varies. Of survey respondents, 38% said they do not get compensation for overtime, while 34% said they get time off in lieu.

Work Week: How long is your standard work week (excluding overtime)?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
30 hours and less	13	9%	5%	8%	11%
31-35 hours	25	18%	13%	18%	15%
36 - 40 hours	100	73%	73%	64%	67%
41 hours and more	N/A	N/A	9%	11%	7%
Answered question	138		93	148	158
Skipped question	31		17	6	27

Note: Response options to this question have been consolidated from previous years for simplicity. Hours above and beyond a full work week were not included as a response option since this question specifies that it excludes overtime.

How many hours of overtime do you typically work per week? (overtime hours refers to all hours worked in excess of your regular work hours)	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
NA	7	5%	2%	17%	6%
None	34	25%	22%	10%	24%
1-2 hours	22	16%	14%	20%	15%
3-4 hours	20	14%	13%	18%	10%
5-6 hours	19	14%	25%	16%	16%
7-8 hours	7	5%	-	10%	6%
9-10 hours	2	1%	5%	5%	14%
10+	10	7%	11%	4%	8%
Varies (no values provided)	18	13%	14%	N/A	1%
Answered question	138		93	148	160
Skipped question	30		17	6	25

Note: Response options to this question have been consolidated from previous years for simplicity, with options above 10 hours consolidated into one row.

How are you compensated for overtime hours?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
No compensation	51	38%	30%	27%	30%
Time off in lieu	46	34%	50%	54%	39%
Paid at regular hourly rate	14	10%	19%	27%	25%
Paid at enhanced hourly rate (1.5x hourly pay)	22	16%	23%	14%	18%
Paid at enhanced hourly rate (2x hourly pay)	3	2%	-	5%	
Answered question	136		90	108	153
Skipped question	33		20	46	32

## Working Remotely

The following two questions are new for this survey, as the Covid-19 pandemic had a significant impact on how people work. Half of survey respondents are partially remote (i.e. hybrid) and most plan to continue. Some who said they are currently fully remote do not plan to continue to be fully remote in the foreseeable future.

Do you currently work remotely?	2022 Response Count	2022 Response Percent
Yes, I work remotely all the time	19	14%
Yes, I am partially remote (i.e. hybrid)	69	51%
No	48	35%
Answered question	136	
Skipped question	33	

Do you plan to work remotely in the foreseeable future?	2022 Response Count	2022 Response Percent
Yes, I plan to continue to be fully remote	13	9%
Yes, I plan to continue to be partially remote (i.e. hybrid)	78	57%
No	29	21%
Not sure	18	13%
Answered question	138	
Skipped question	31	

## Paid Time Off

The most responses (30%) fell into the category of 3 weeks / 13-15 days of paid time off each year. There were also 35% of respondents who have 4-5 paid personal days per year.

How many days of paid time off are you entitled to take each year? (This includes vacation and any other paid time off allowances, but does not include statutory holidays or time off in lieu of overtime pay)	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
1 week (0-9 days)	0	0%	5%	2%	4%
2 weeks (10 - 12 days)	17	1%	47%	13%	19%
3 weeks (13 - 15 days)	41	30%	11%	24%	24%
4 weeks (16 - 21 days)	30	22%	22%	18%	18%
5 weeks (22 - 27 days)	14	10%	7%	10%	8%
> 6 weeks (28+ days)	10	7%	10%	8%	4%
Not applicable	19	14%	7%	22%	7%
No limit	5	4%	1%	1%	1%
% in lieu of paid holidays	N/A	N/A	1%	2%	1%
Unsure	2	1.45%	-	N/A	1%
Answered question	138		89	148	149
Skipped question	31		21	6	36

Note: Response options to this question have been consolidated from previous years for simplicity and to reflect typical vacation allowances. The number in brackets indicate the day range of response options for the years from 2007 - 2017.

How many paid personal days per year are you entitled to for reasons such as sickness, family emergencies, etc?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
Not defined	8	6%	3%	20%	3%
As needed	7	5%	6%	21%	9%
0 - 3 days	2	2%	15%	17%	28%
4-5 days	48	35%	-	14%	15%
6 - 9 days	24	17%	1%	8%	8%
10 - 13 days	6	4%	9%	8%	6%
14 - 17 days	5	4%	23%	5%	6%
18 - 21 days	7	5%	13%	3%	6%
>21 days	6	4%	18%	3%	4%
Not known	6	4%	3%	N/A	3%
N/A	19	14%	3%	N/A	11%
Answered question	138		87	148	143
Skipped question	31		23	6	42

## Other Compensation

Most survey respondents receive other compensation beyond their base salary (70%). Additional compensation included performance bonuses/incentive plan (27%), dividends (17%), and profit sharing (13%). Of those who said they receive "other" types of compensation, comments included RRSP/ savings contributions/pensions (6), transit/transportation/vehicle allowance or reimbursement (3).

Additional compensation above base salary was most commonly \$0-2,499.00 annually (59%).

Do you typically receive any other type of compensation beyond base salary (e.x annual bonus, profit share etc.)	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
Yes	95	70%	n/a	46%	47%
No	56	41%	n/a	54%	53%
Answered question	N/A		n/a	148	129
Skipped question	N/A		n/a	6	56

Note: The above question was replaced by the below question on the 2022 survey. For comparison sake, the results are summarized above. The question below provides a more nuanced breakdown of the types of compensation.

Do you receive any other forms of compensation beyond your base compensation for regular working hours? Select all that apply.	2022 Response Count	2022 Response Percent
Performance bonus / incentive plan	37	27%
Profit sharing	18	13%
Dividends	23	17%
None of the above	56	41%
Other	17	13%
Answered question	136	
Skipped question	33	

In total, how much do you typically receive beyond your base compensation annually?	2022 Response Count	2022 Response Percent	2017 Response Percent	2012 Response Percent	2007 Response Percent
0	N/A	N/A		3%	38%
0 - \$2,499	78	59%		51%	38%
\$2,500 - \$4,999	15	11%		13%	11%
\$5,000 - \$9,999	17	13%		7%	3%
\$10,000 - \$14,999	9	7%		3%	2%
\$15,000 - \$19,999	2	2%		2%	2%
\$20,000+	11	8%		3%	2%
Other	N/A	N/A		21%	17%
Answered question	132			68	129
Skipped question	37			86	56

Note: Other was not a question in 2022. This row consolidates response options from 2007 that included 'N/A', 'Don't Know', 'Amount Undefined', 'Gift', and 'By Merit/Profit'. In the 2012 survey the 'Other' row shows responses to the 'By Merit/Profit' response option.

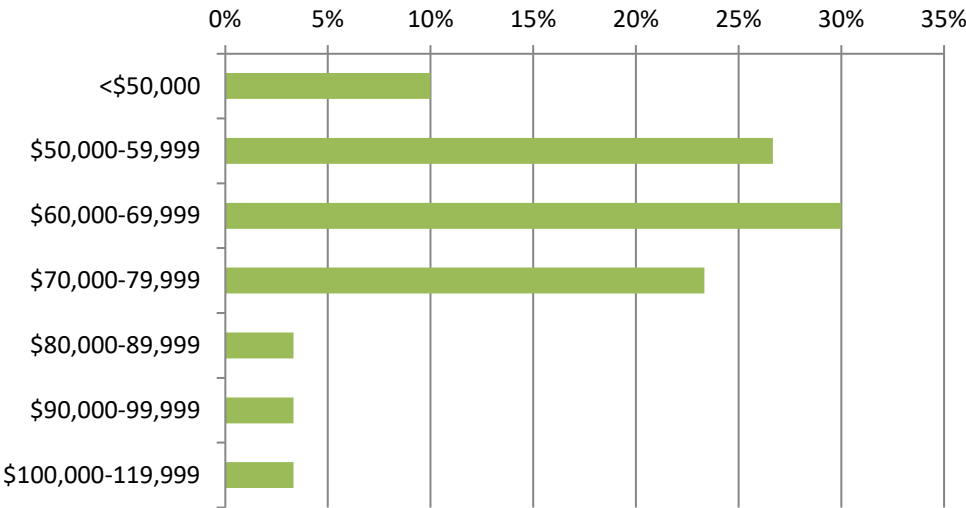
# 6.0 PROFILES BY JOB TITLE

## Landscape Designer Profile

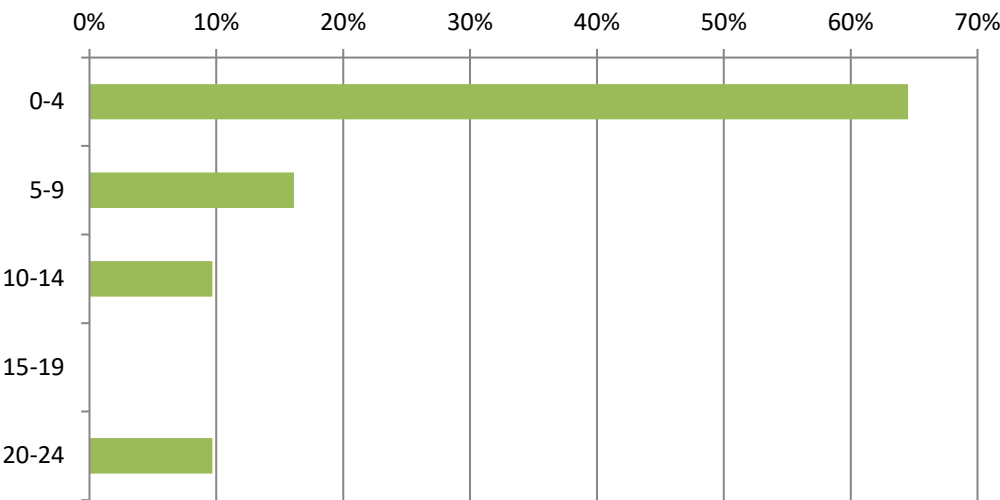
36 respondents

80% have achieved a Masters Degree in Landscape Architecture. Over 60% have between 0-4 years of experience in landscape architecture. 84% of Interns are currently in the private sector and most have the title of Landscape Designer. Most BCSLA Interns make between \$50,000 and 79,999.

Landscape Designers: Pre-tax Income



Landscape Designers:  
How many total years of full-time work experience in  
Landscape Architecture?

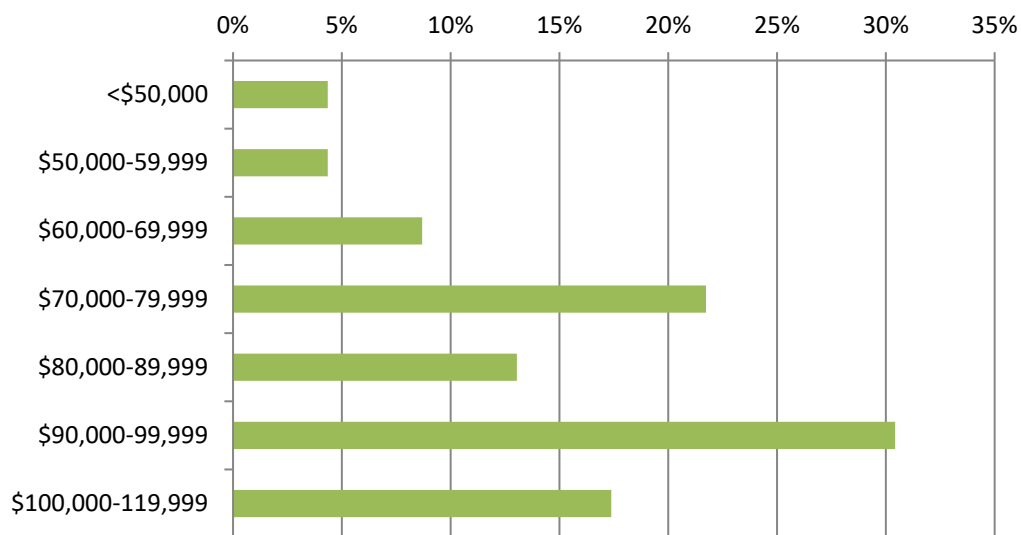


## Landscape Architect Profile

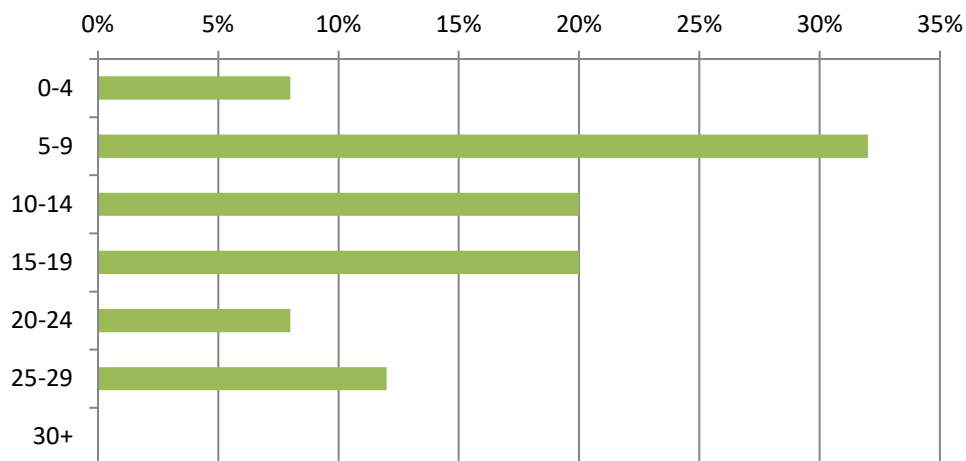
25 respondents

48% have achieved a Masters degree in Landscape Architecture. 32% have an undergraduate degree in Landscape Architecture. 80% are Registered Landscape Architects, while 12% are Landscape Architect Members. Over 30% have between 5-9 years of experience in landscape architecture, but experience also ranges up to 29 years of experience. Over 72% currently work in the private sector and 16% in the public sector. Income for Landscape Architects ranges widely between \$70,000 and \$119,000, likely because of the wide range of years of experience.

Landscape Architects: Pre-tax Income



Landscape Architects: How many total years of full-time work experience have you gained in Landscape Architecture?



## Senior Landscape Architect Profile

19 respondents

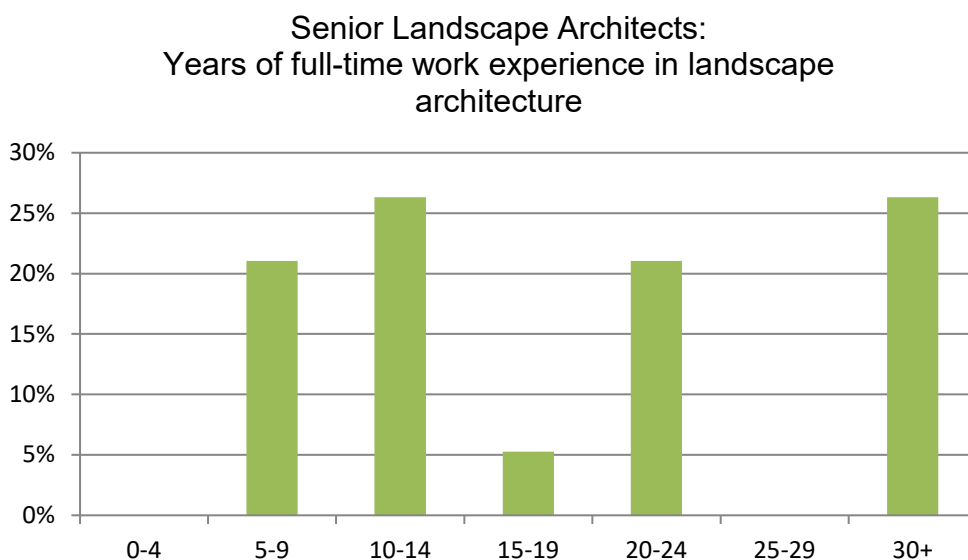
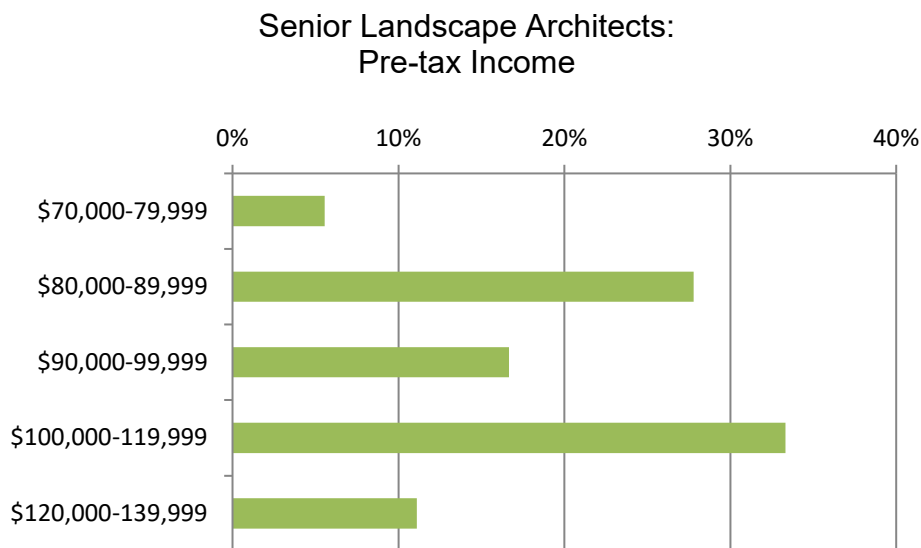
53% have an undergraduate degree in Landscape Architecture. 47% have achieved a Masters degree in Landscape Architecture.

90% are Registered Landscape Architects (remaining are Inactive or Landscape Architect Members).

There is a wide range of years of experience among senior landscape architects from 5-30+.

Of respondents, 84% currently work in the private sector.

Income for Landscape Architects ranges widely between \$70,000 and \$119,000, likely because of the wide range of years of experience.





## Principal Profile

25 respondents

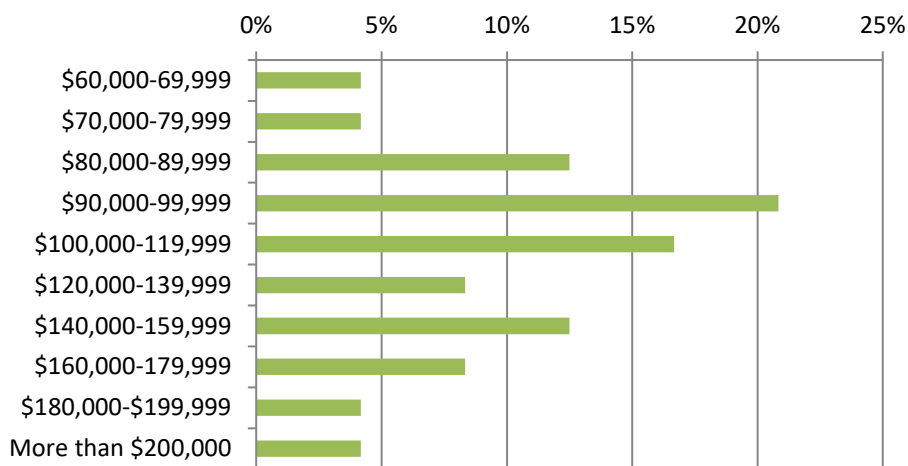
52% have an undergraduate degree in Landscape Architecture. 36% have achieved a Masters degree in Landscape Architecture.

84% are Registered Landscape Architects (remaining are BCSLA Interns, Landscape Architect Members, or Retired Landscape Architects).

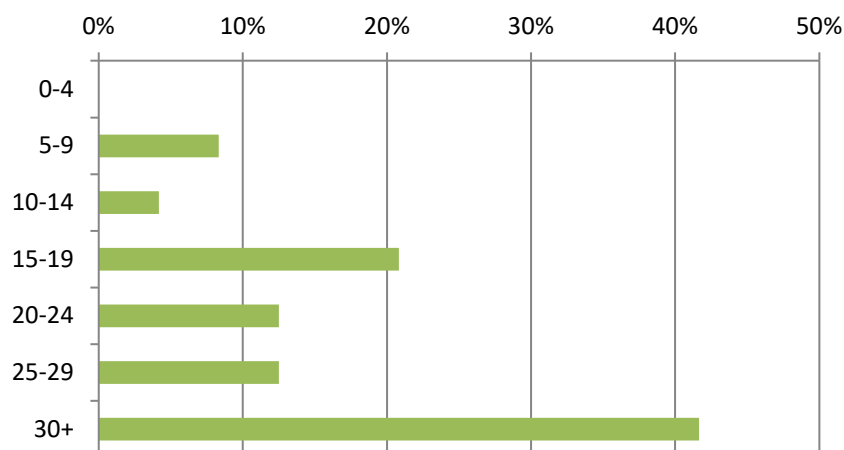
There is a wide range of years of experience among senior landscape architects from 5-30+ with most in the range of 15-30+ years of experience. Over 40% of the principals responding (10 responses) have over 30 years of experience.

Income for Principals ranges widely between \$60,000 and more than \$200,000, likely because of the wide range of years of experience. The highest pay bracket reported was \$90,000-99,999.

Principals: Pre-tax Income



Principals: Years of Experience



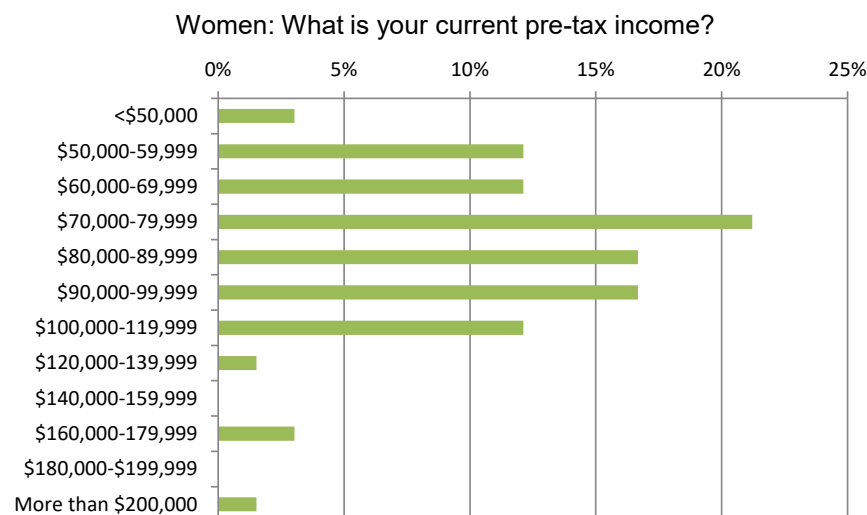
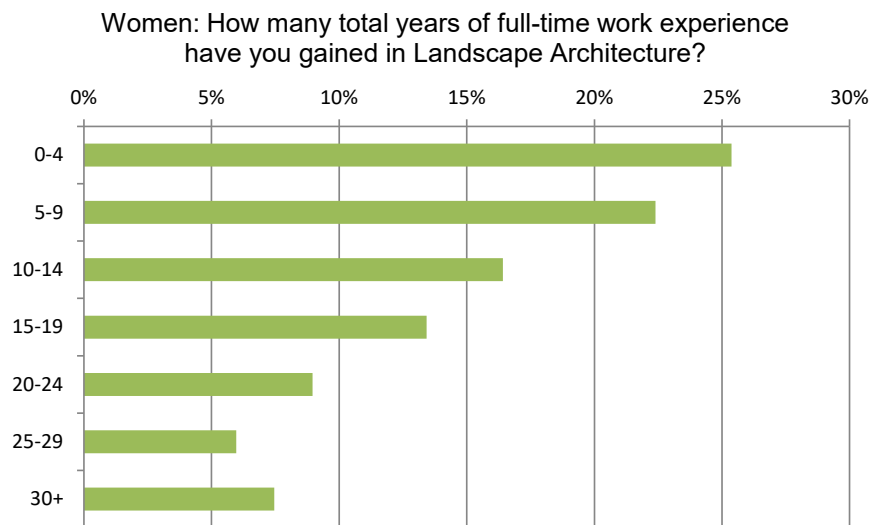
# 7.0 GENDER EQUITY

## Gender Equity

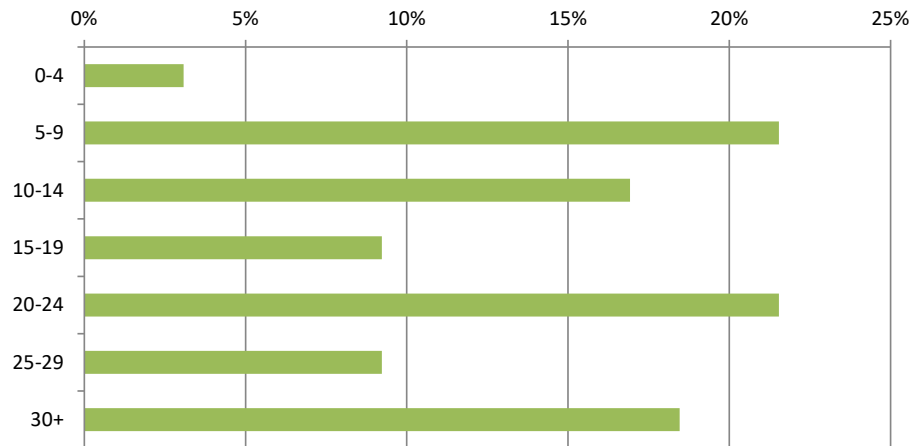
66 female respondents / 65 male respondents

In general, female respondents had fewer years of experience than their male counterparts. They also tended to have lower salaries, but this could be due to the skewing of female respondents in the 0-4 years of experience category. Of those who responded, women were most likely to be Landscape Designers or Landscape Architect while men were most likely to be Principals or Landscape Architects.

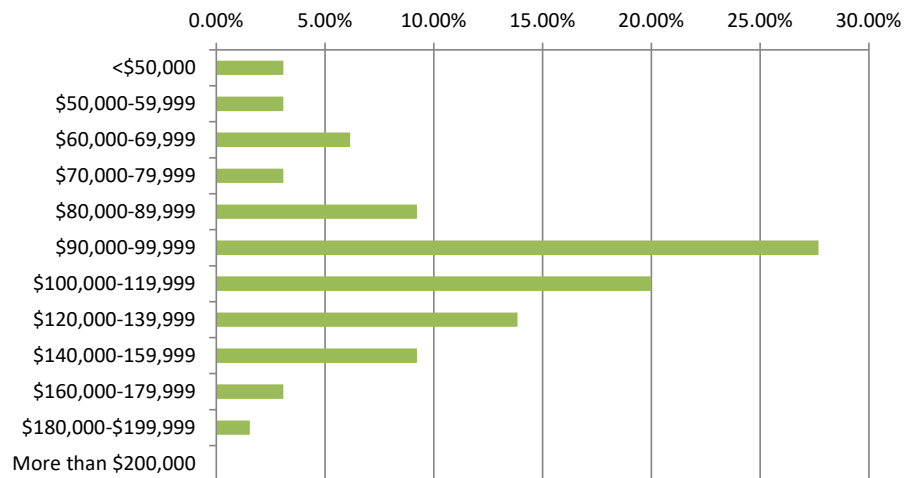
While this is not a statistically valid sample, it will be interesting to see if these gender patterns persist in the next survey and whether the high number of women with 0-4 years of experience is indicative of a shift in the gender make up of the profession in BC.



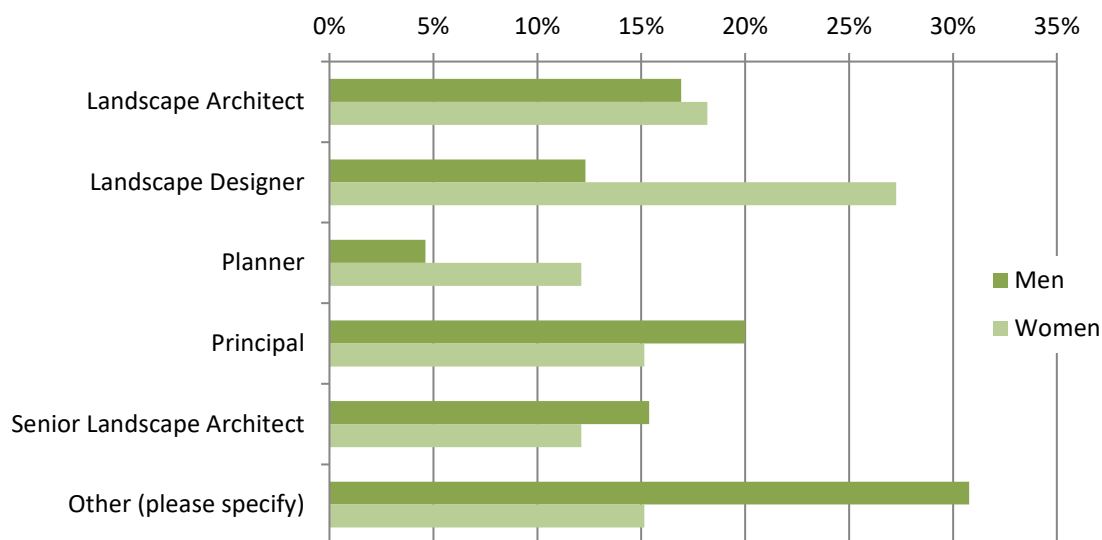
Men: How many total years of full-time work experience have you gained in Landscape Architecture?



Men: What is your current pre-tax income?



What is your current job title?



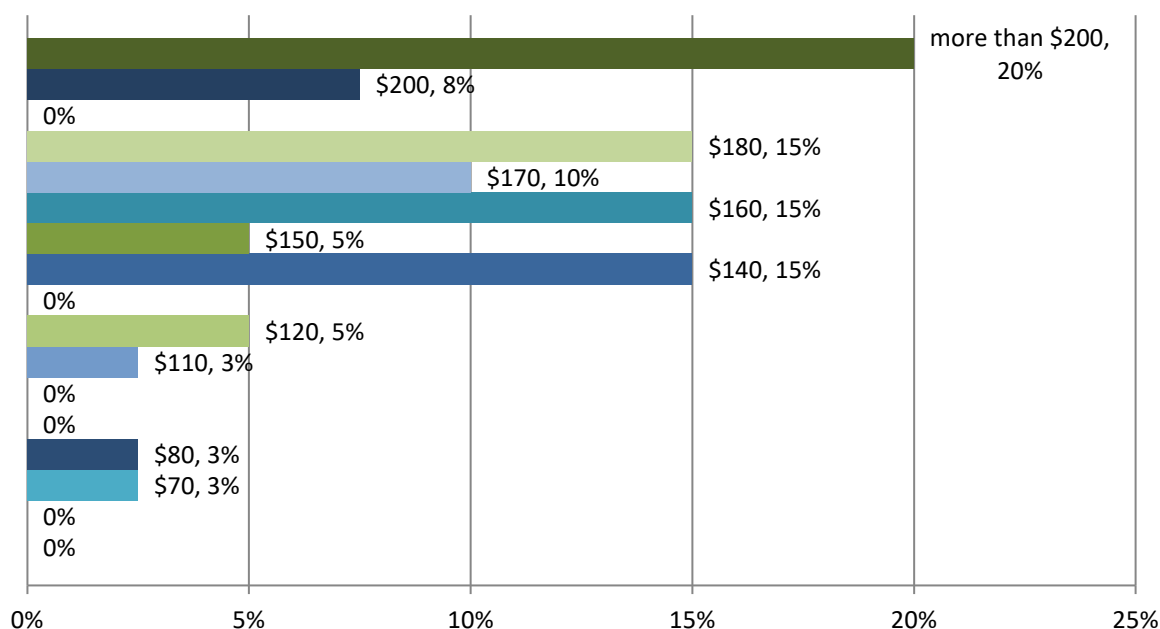
# 8.0 CHARGE OUT RATES & HIRING

## Questions for Company Owners of Landscape Architecture Practices

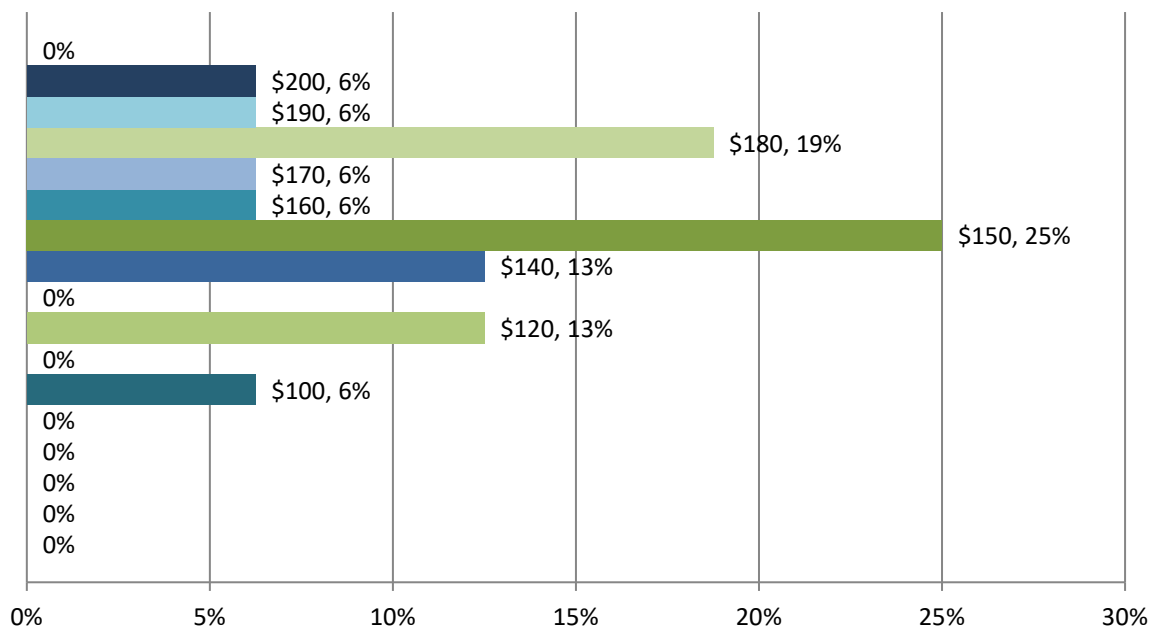
THE FOLLOWING QUESTIONS WERE ASKED OF THOSE WHO SAID THEY WERE OWNERS OF LANDSCAPE ARCHITECTURE PRACTICE. 40 respondents

Of those who indicated they are owners of a Landscape Architecture practice, 34% are sole practitioners and 63% are owners of a partnership or corporation. Only one respondent cited the corporate structure was employee-owned.

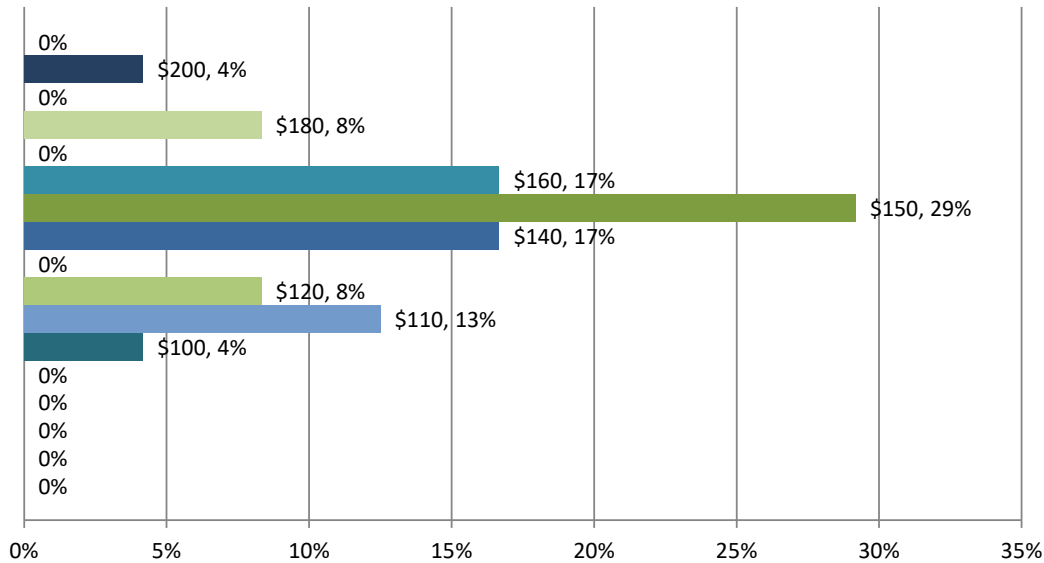
**Principal Charge-Out Rates**



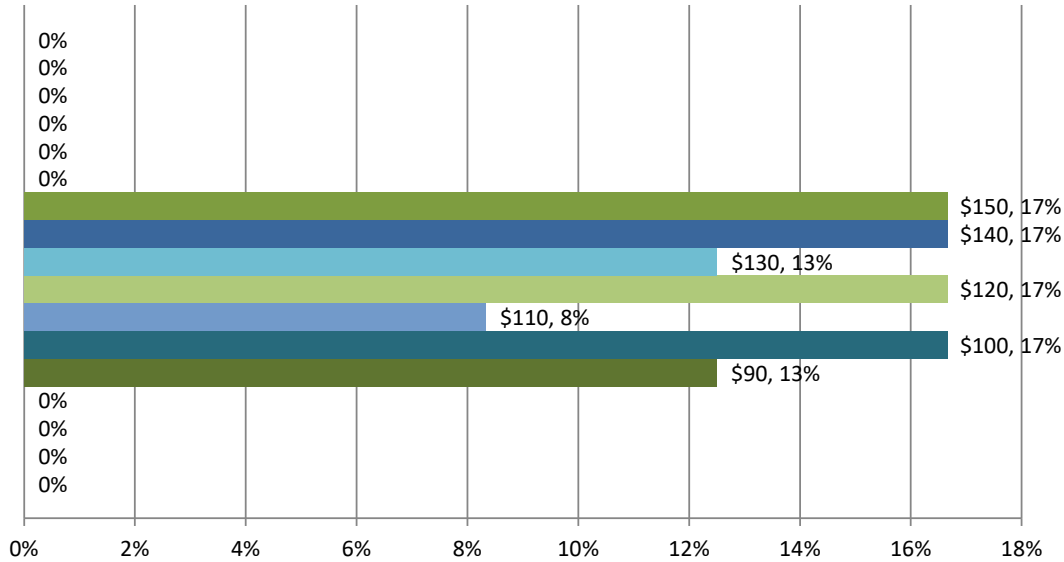
**Associate Charge-Out Rates**



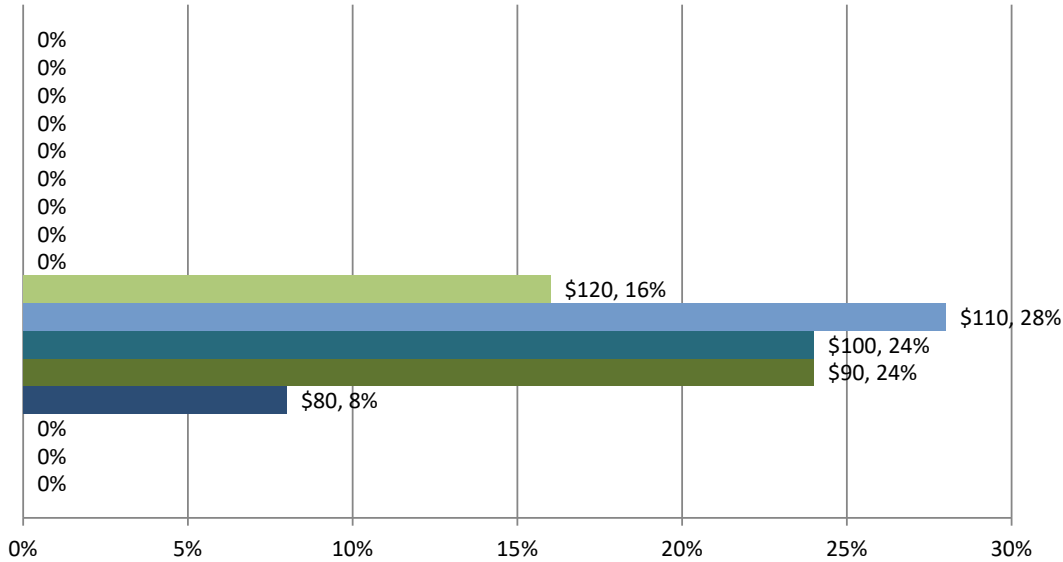
Senior Landscape Architect Charge-Out Rates



Landscape Architect Charge-Out Rates



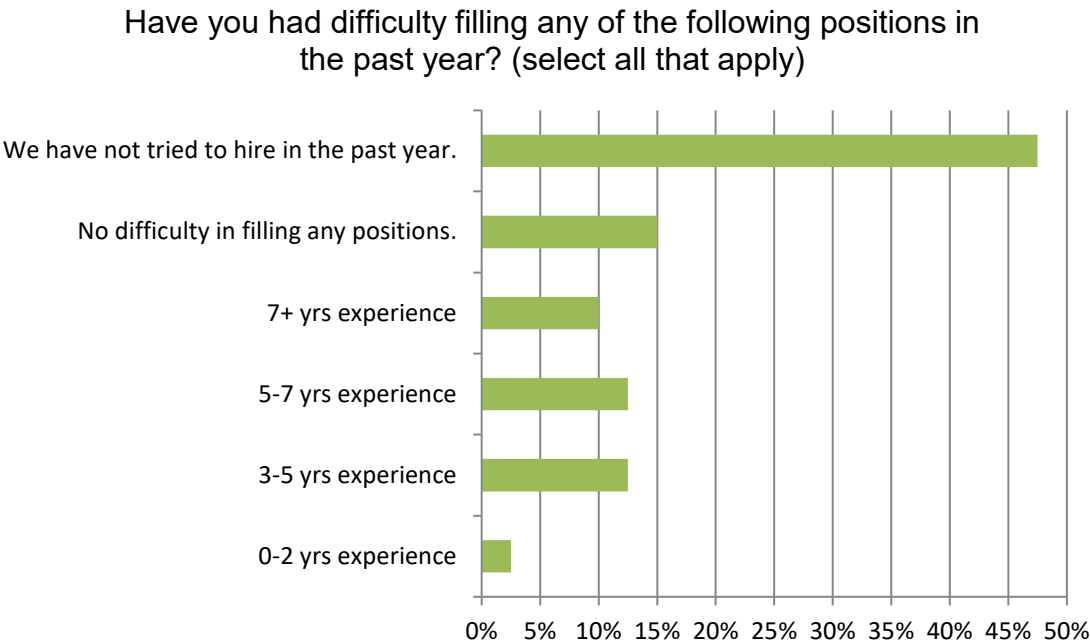
Landscape Intern/Designer Charge-Out Rates



# Questions for Company Owners of Landscape Architecture Practices (continued)

40 respondents

Most owners did not try to hire or did not have difficulty in filling a position in the past year, however there were 4-5 respondents who cited difficulty in hiring those with 3-5, 5-7, or 7+ years of experience.



## References

- Morris, S. e. (2018, November 28). Canadian Survey on Disability Reports: A demographic, employment and income profile of Canadians with disabilities aged 15 years and over, 2017. Retrieved from Statistics Canada: <https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2018002-eng.htm>
- Statistics Canada. (2022, October 26). The Canadian census: A rich portrait of the country's religious and ethnocultural diversity. Retrieved from Statistics Canada: <https://www150.statcan.gc.ca/n1/daily-quotidien/221026/dq221026b-eng.htm>

## Appendix A Work BC Stats



## Work BC Stats based on the 2016 Census (most recent data available)

<https://www.workbc.ca/careers/2152#view-full-profile>

### Earnings

#### Annual provincial median salary

**\$67,135**

**Source:** Estimated median employment income based on 2021 Job Bank median hourly wage rate (median annual salary = hourly wage rate x 40 (hours per week) x 52.14 (weeks per year))

**Note:** Estimated median employment income based on 2021 Job Bank median hourly wage rate (median annual salary = hourly wage rate x 40 (hours per week) x 52.14 (weeks per year))

#### Provincial hourly rate

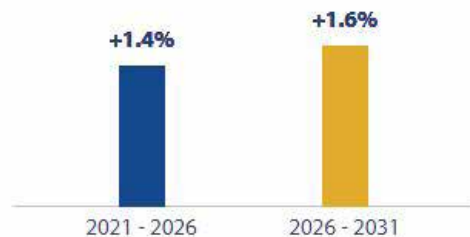


**Source:** 2021 Job Bank Wage Report

### B.C. Labour Market Outlook (2021-2031)

#### Provincial outlook

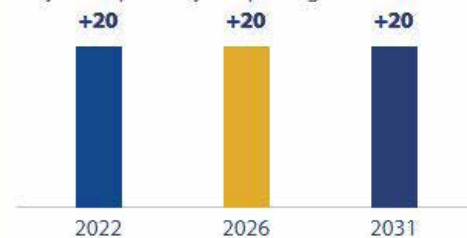
#### Forecasted average employment growth rate



**Source:** B.C. Labour Market Outlook

#### Job openings

10 year expected job openings: **200**



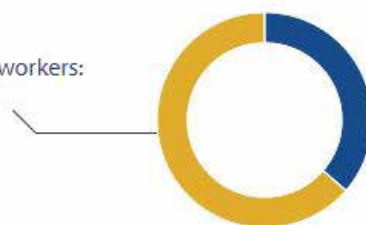
**Source:** B.C. Labour Market Outlook

#### Composition of job openings

Replacement of retiring workers:

**63.2%**

**120 openings**



New jobs due to economic growth:

**36.8%**

**70 openings**

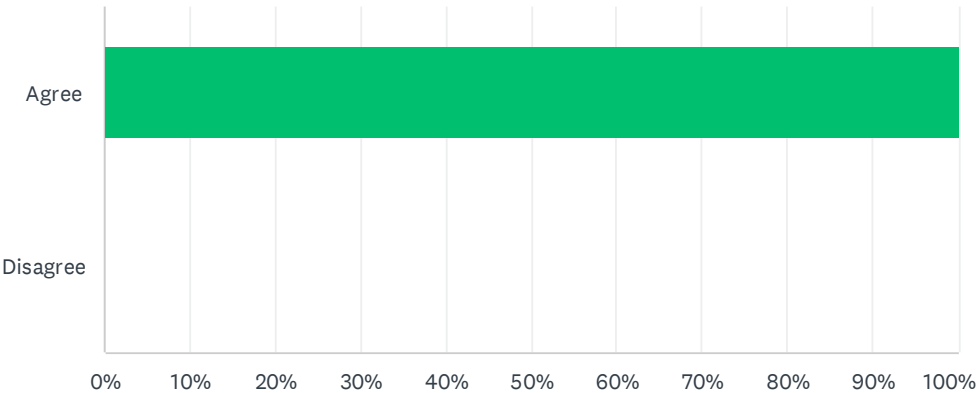
**Source:** B.C. Labour Market Outlook

## **Appendix B**

### **Survey Questions and Full Responses**

Q1 ELECTRONIC CONSENT: Please select your choice below. Clicking on the "agree" button below indicates that: 1. you have read the above information 2. you voluntarily agree to participate 3. you are at least 18 years of age If you do not wish to participate in the research study, you can decline participation by clicking on the "disagree" button.

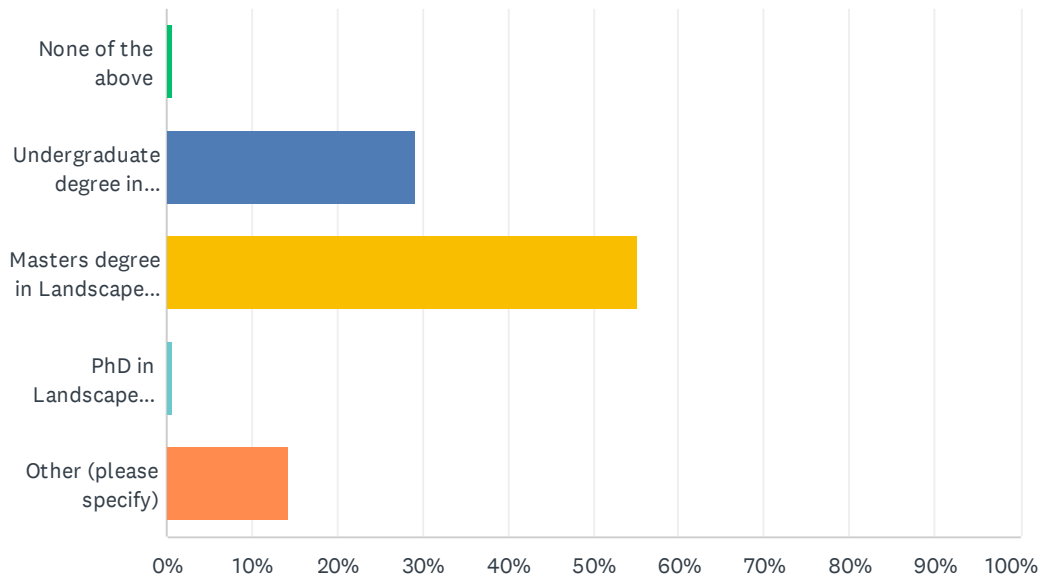
Answered: 169    Skipped: 0



ANSWER CHOICES		RESPONSES	
Agree		100.00%	169
Disagree		0.00%	0
TOTAL			169

## Q2 What is your highest level of education?

Answered: 161    Skipped: 8



ANSWER CHOICES	RESPONSES	
None of the above	0.62%	1
Undergraduate degree in Landscape Architecture	29.19%	47
Masters degree in Landscape Architecture	55.28%	89
PhD in Landscape Architecture	0.62%	1
Other (please specify)	14.29%	23
<b>TOTAL</b>		<b>161</b>

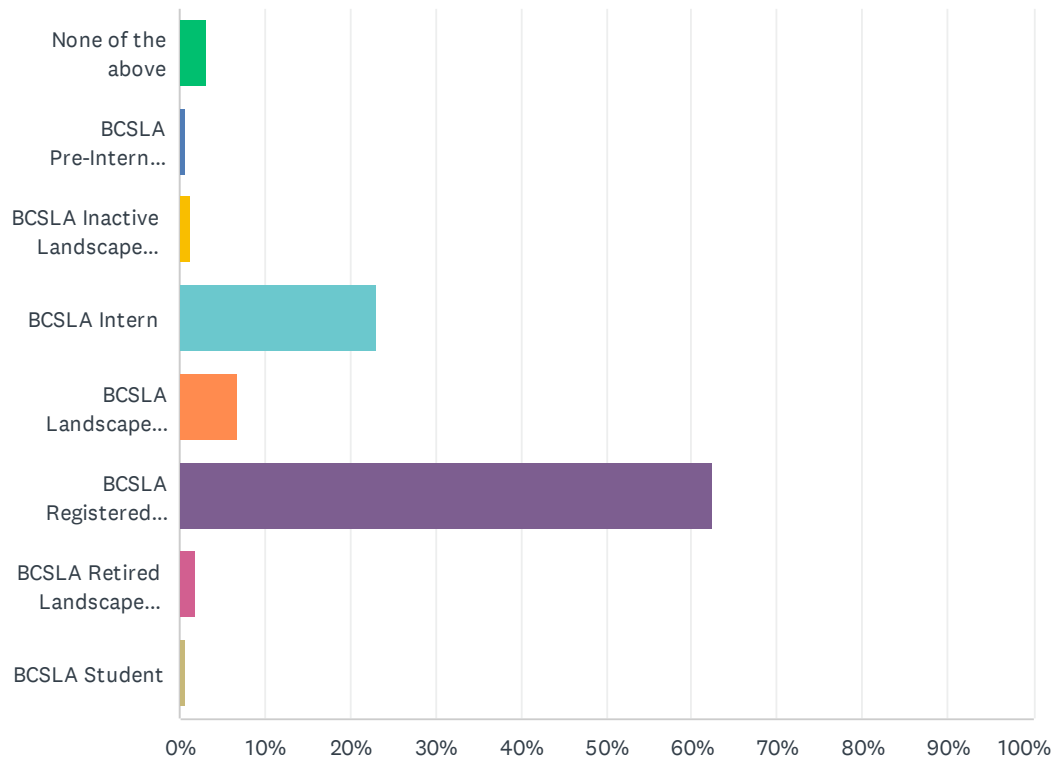
#	OTHER (PLEASE SPECIFY)	DATE
1	Masters degree in Architecture	8/3/2022 11:40 AM
2	Masters in planning	7/31/2022 10:55 AM
3	Diploma in LA	7/29/2022 12:02 PM
4	Dip LAT	7/27/2022 10:43 AM
5	Undergraduate degree	7/27/2022 9:45 AM
6	Masters degree in Architecture	7/27/2022 9:38 AM
7	Masters in planninf	7/27/2022 9:26 AM
8	Masters degree in Urban Planning	7/27/2022 9:20 AM
9	Diploma in Landscape Architectural Technology	7/27/2022 9:11 AM
10	Master of Urban Studies	7/27/2022 8:57 AM
11	LAT diploma	7/26/2022 8:21 PM

## BCSLA Professional Practice Survey 2022

12	Masters degree in Community Planning	7/25/2022 10:08 PM
13	BA, Dip. Hort	7/25/2022 6:14 PM
14	Master degree in Urban Design	7/25/2022 4:23 PM
15	Applied Arts Degree	7/25/2022 12:50 PM
16	Diploma in Landscape Architecture (UK)	7/25/2022 10:20 AM
17	Diploma in Landscape Architecture (Dip. L.A. Glos.- UK)	7/25/2022 10:08 AM
18	3yr Landscape Technology Degree / Registered Landscape Architect	7/25/2022 10:02 AM
19	Undergrad in Arts (Psych), diploma in Landscape Architectural Technology	7/15/2022 11:59 AM
20	Dip Landscape Architectural Technology	7/15/2022 11:20 AM
21	Master of Community Planning degree	7/12/2022 12:21 PM
22	MBA	7/11/2022 6:36 AM
23	Bach. Interior Design	7/8/2022 12:01 PM

### Q3 Which BCSLA title do you currently hold?

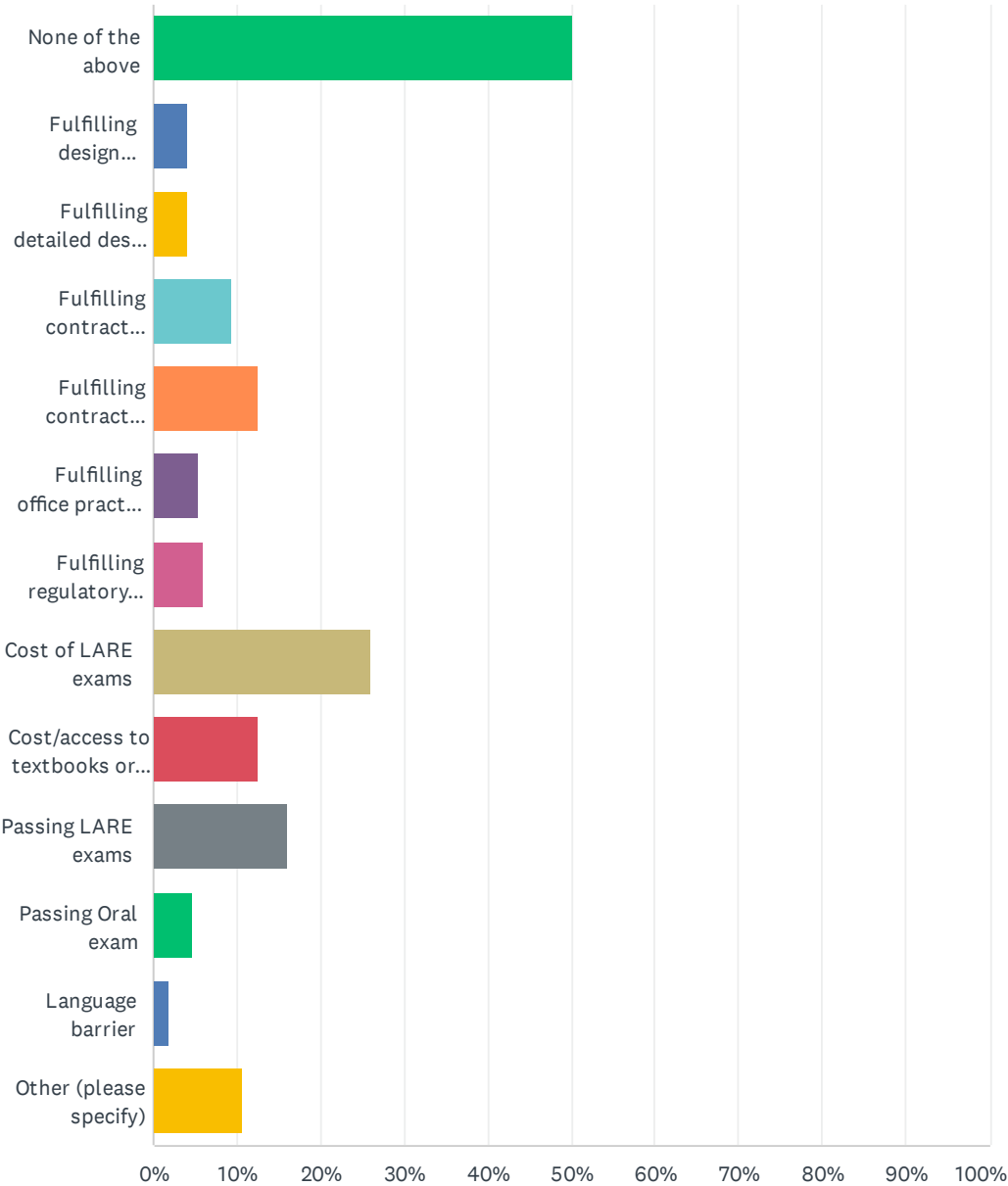
Answered: 160 Skipped: 9



ANSWER CHOICES	RESPONSES	
None of the above	3.13%	5
BCSLA Pre-Intern Associate	0.63%	1
BCSLA Inactive Landscape Architect	1.25%	2
BCSLA Intern	23.13%	37
BCSLA Landscape Architect Member	6.88%	11
BCSLA Registered Landscape Architect	62.50%	100
BCSLA Retired Landscape Architect	1.88%	3
BCSLA Student	0.63%	1
TOTAL		160

Q4 Have you experienced any barriers to registration? Select all that apply.

Answered: 150    Skipped: 19



## BCSLA Professional Practice Survey 2022

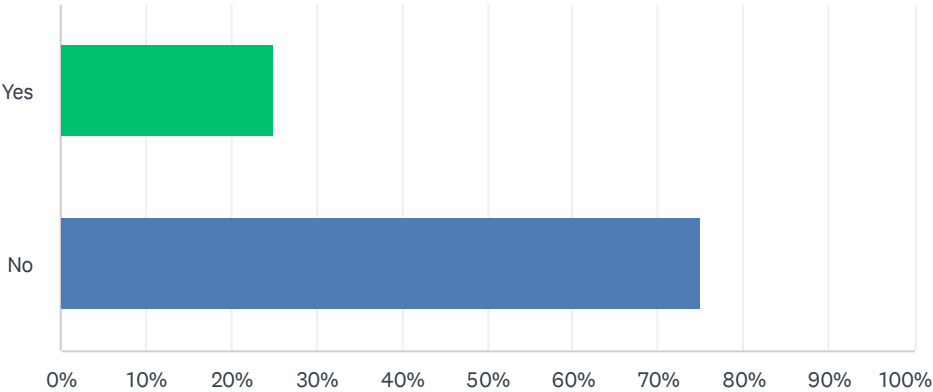
ANSWER CHOICES	RESPONSES	
None of the above	50.00%	75
Fulfilling design development work experience requirements	4.00%	6
Fulfilling detailed design work experience requirements	4.00%	6
Fulfilling contract documents work experience requirements	9.33%	14
Fulfilling contract administration work experience requirements	12.67%	19
Fulfilling office practice work experience requirements	5.33%	8
Fulfilling regulatory review work experience requirements	6.00%	9
Cost of LARE exams	26.00%	39
Cost/access to textbooks or study materials	12.67%	19
Passing LARE exams	16.00%	24
Passing Oral exam	4.67%	7
Language barrier	2.00%	3
Other (please specify)	10.67%	16
Total Respondents: 150		

#	OTHER (PLEASE SPECIFY)	DATE
1	I have owned and operated my own design business for a few years, and have struggled to find a mentor who is willing and able to provide oversight and input. (This now seems resolved after ~ 3years without a mentor)	8/11/2022 8:51 AM
2	professional practice technicality and it is still there.	8/2/2022 4:31 PM
3	Have not taken any of the exams yet.	7/29/2022 4:39 PM
4	Paperwork timelines	7/29/2022 1:02 PM
5	how LARE questions are structured	7/27/2022 9:34 AM
6	Not sure if application went through or not	7/26/2022 6:32 PM
7	location of exams	7/25/2022 3:02 PM
8	exam locations	7/25/2022 3:01 PM
9	NO I am a fully registered LA in BC - The process was long but very straight forward and	7/25/2022 12:51 PM
10	somewhat confusing process despite the many resources	7/22/2022 4:11 PM
11	I started my career in habitat restoration and naturalization, and most of the required intern hours were in DP/ BP, but I wasn't working in a municipal submissions system, so I was unable to capture intern hours even though I was doing work that I considered central to landscape architecture	7/22/2022 12:27 PM
12	Fulfilling work experience requirements	7/19/2022 2:11 PM
13	Government did not ratify the examiners for a year and a half	7/12/2022 11:35 AM
14	aligning reciprocity	7/11/2022 6:36 AM
15	Additional costs of CLARB registration	7/8/2022 2:22 PM
16	The amount of hours it takes to study for the LARES on top of working full time does not promote a healthy lifestyle.	7/8/2022 11:56 AM



Q5 Are you a Registered Landscape Architect in a jurisdiction other than British Columbia?

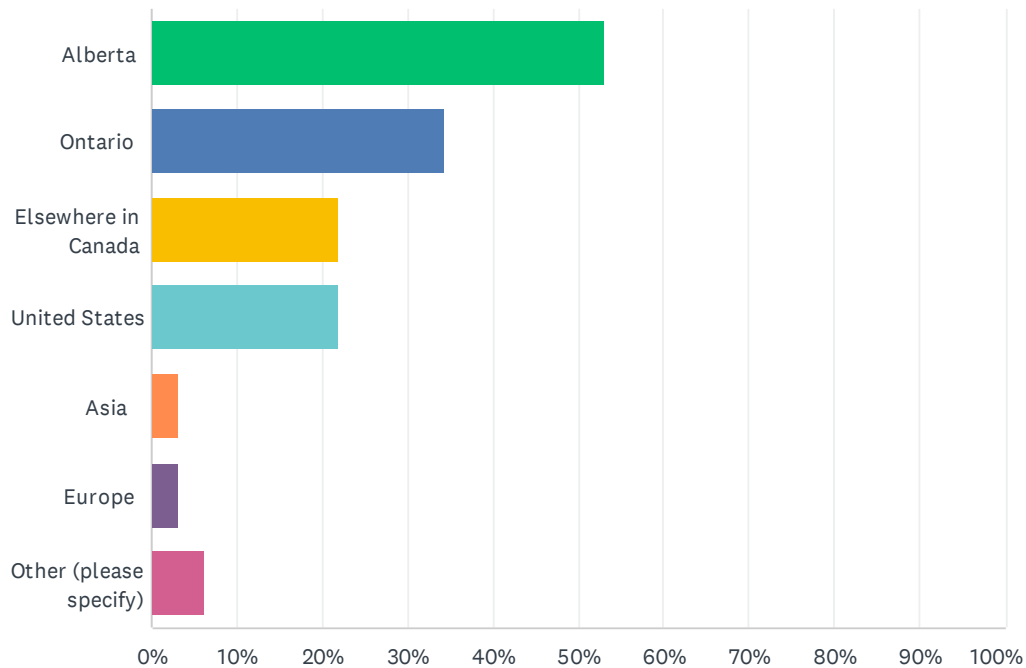
Answered: 152    Skipped: 17



ANSWER CHOICES	RESPONSES	
Yes	25.00%	38
No	75.00%	114
TOTAL		152

## Q6 Where else are you registered?

Answered: 32 Skipped: 137

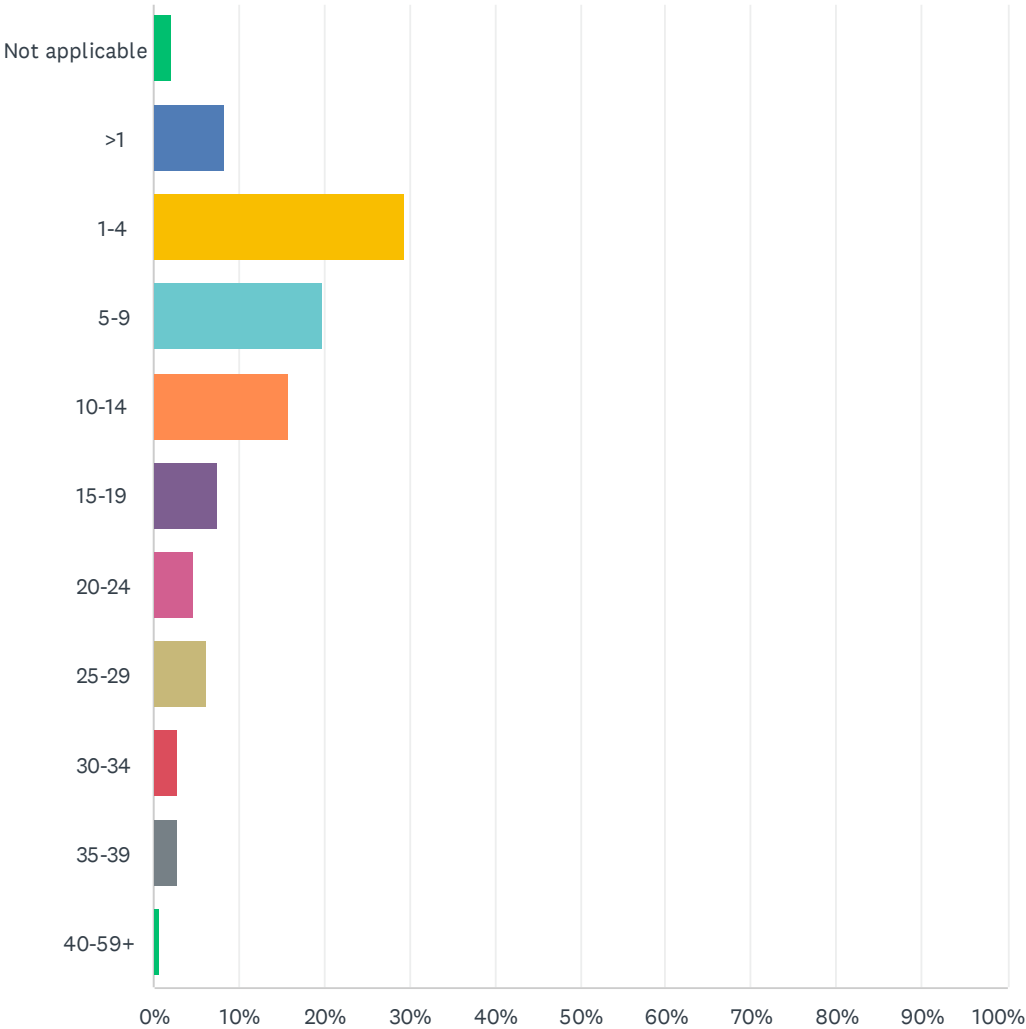


ANSWER CHOICES	RESPONSES	
Alberta	53.13%	17
Ontario	34.38%	11
Elsewhere in Canada	21.88%	7
United States	21.88%	7
Asia	3.13%	1
Europe	3.13%	1
Other (please specify)	6.25%	2
Total Respondents: 32		

#	OTHER (PLEASE SPECIFY)	DATE
1	Manitoba	8/2/2022 4:31 PM
2	Manitoba, Saskatchewan	7/27/2022 9:49 AM

Q7 How many years have you held your current BCSLA membership status?

Answered: 146 Skipped: 23

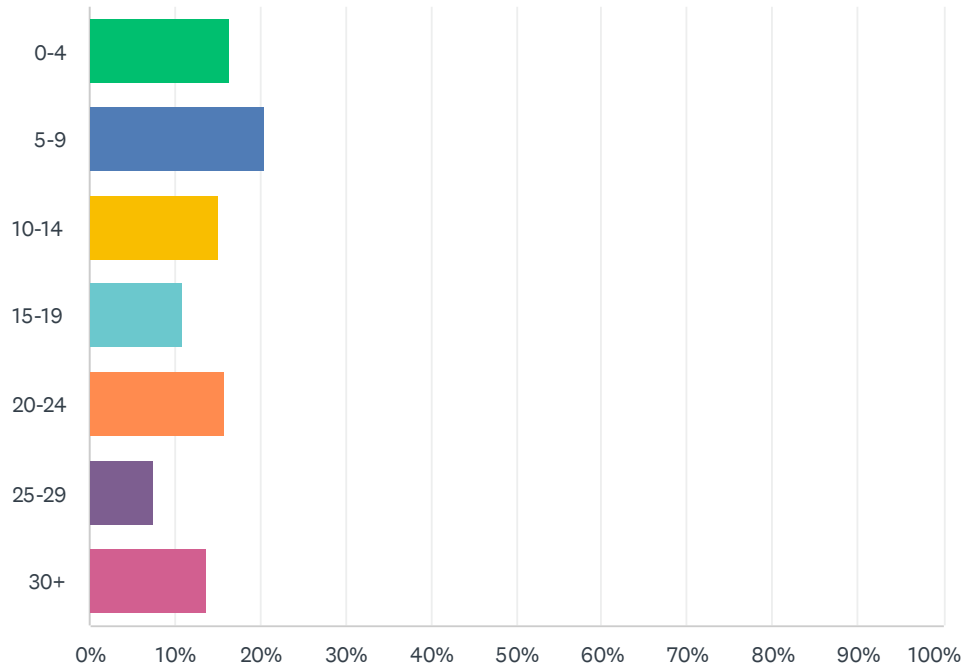


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
Not applicable	2.05%	3
>1	8.22%	12
1-4	29.45%	43
5-9	19.86%	29
10-14	15.75%	23
15-19	7.53%	11
20-24	4.79%	7
25-29	6.16%	9
30-34	2.74%	4
35-39	2.74%	4
40-59+	0.68%	1
TOTAL		146

## Q8 How many total years of full-time work experience have you gained in Landscape Architecture?

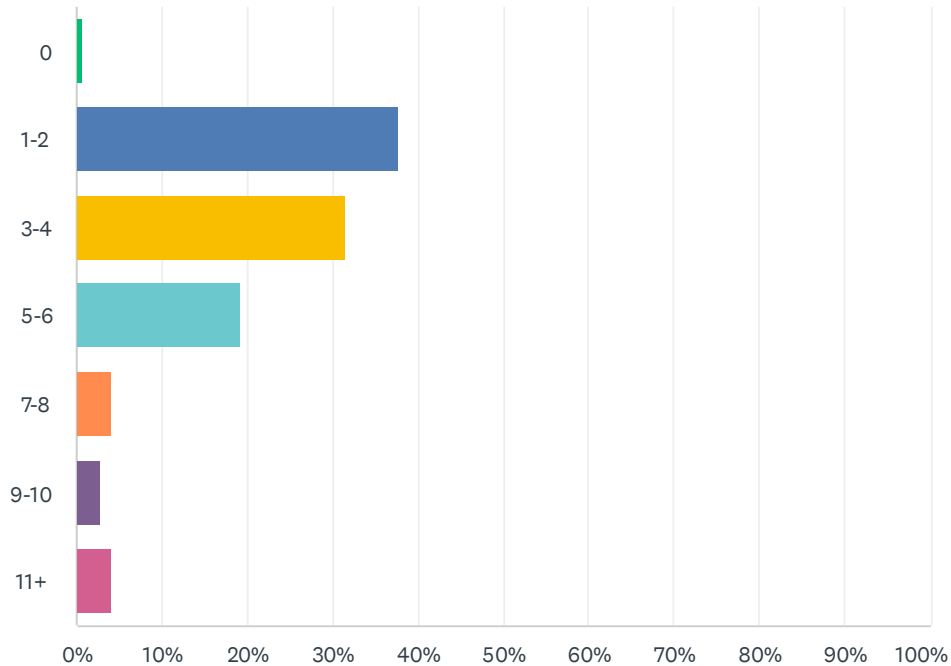
Answered: 146 Skipped: 23



ANSWER CHOICES	RESPONSES	
0-4	16.44%	24
5-9	20.55%	30
10-14	15.07%	22
15-19	10.96%	16
20-24	15.75%	23
25-29	7.53%	11
30+	13.70%	20
TOTAL		146

## Q9 How many full-time landscape related positions (including self-employment) have you held in landscape architecture?

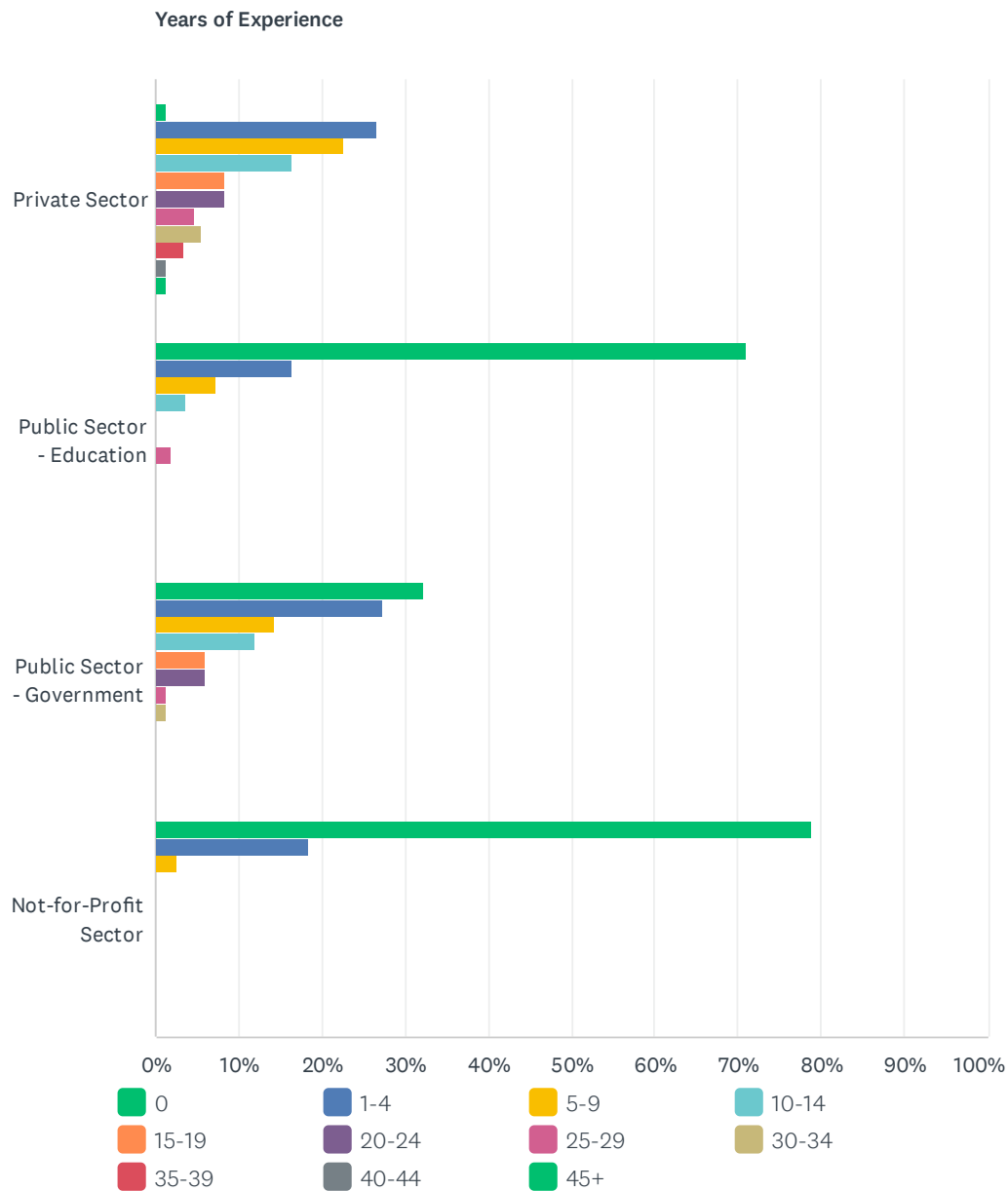
Answered: 146 Skipped: 23



ANSWER CHOICES	RESPONSES	
0	0.68%	1
1-2	37.67%	55
3-4	31.51%	46
5-6	19.18%	28
7-8	4.11%	6
9-10	2.74%	4
11+	4.11%	6
TOTAL		146

## Q10 How many years of experience do you have in each of the following sectors?

Answered: 147 Skipped: 22



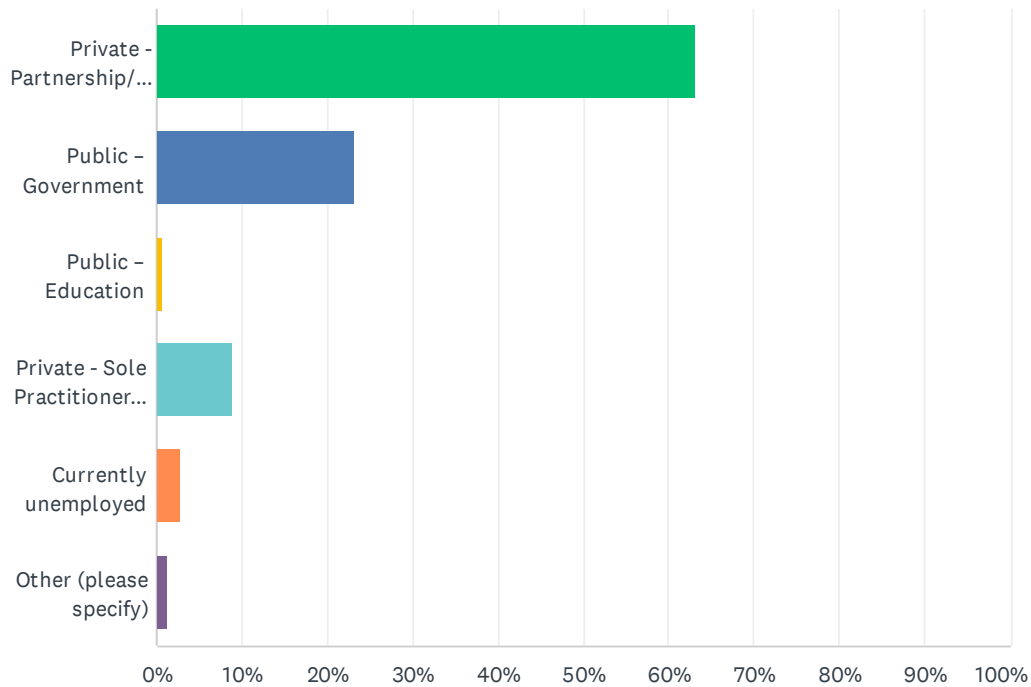
# BCSLA Professional Practice Survey 2022

Years of Experience												
	0	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45+	TOTAL
Private Sector	1.37% 2	26.71% 39	22.60% 33	16.44% 24	8.22% 12	8.22% 12	4.79% 7	5.48% 8	3.42% 5	1.37% 2	1.37% 2	146
Public Sector - Education	70.91% 39	16.36% 9	7.27% 4	3.64% 2	0.00% 0	0.00% 0	1.82% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	55
Public Sector - Government	32.14% 27	27.38% 23	14.29% 12	11.90% 10	5.95% 5	5.95% 5	1.19% 1	1.19% 1	0.00% 0	0.00% 0	0.00% 0	84
Not-for-Profit Sector	78.95% 30	18.42% 7	2.63% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	38



## Q11 What sector do you currently work in?

Answered: 146 Skipped: 23

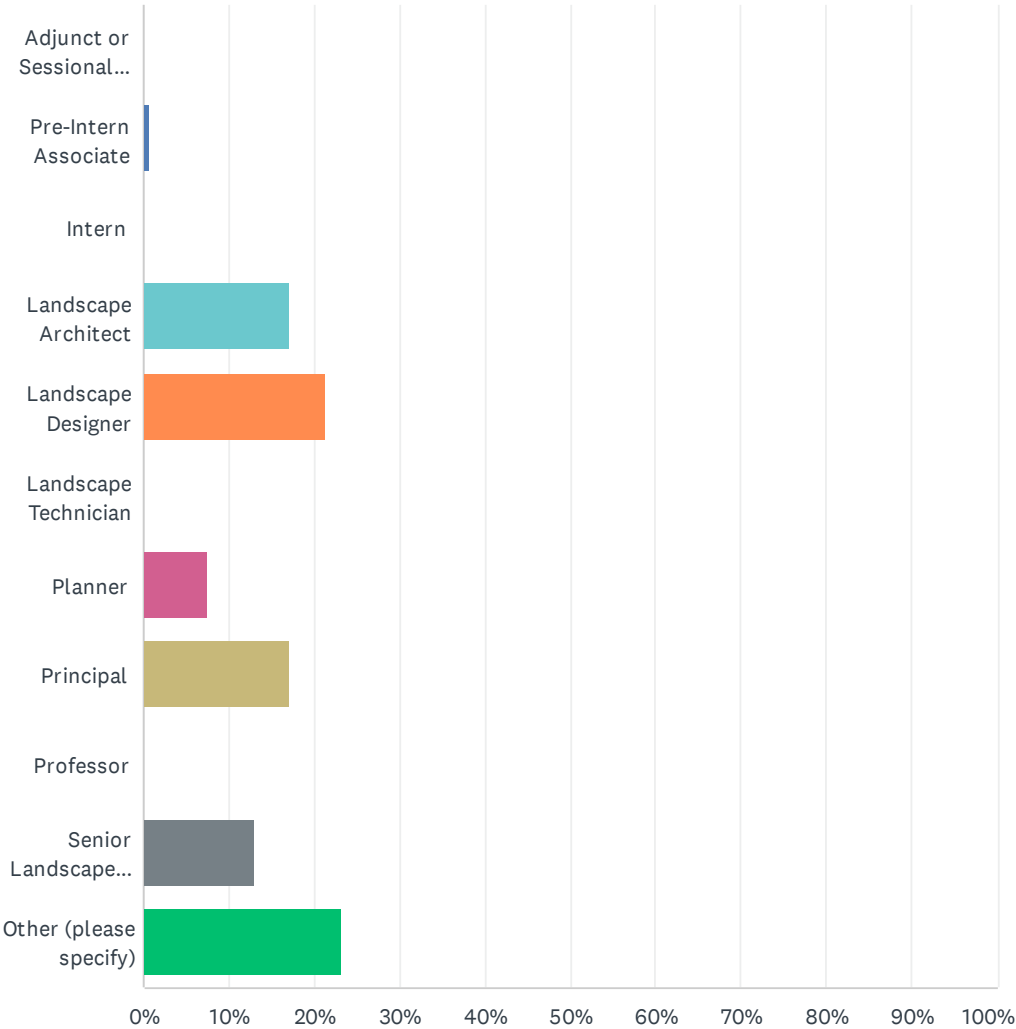


ANSWER CHOICES	RESPONSES	
Private - Partnership/Corporation	63.01%	92
Public – Government	23.29%	34
Public – Education	0.68%	1
Private - Sole Practitioner / Self-Employed	8.90%	13
Currently unemployed	2.74%	4
Other (please specify)	1.37%	2
<b>TOTAL</b>		<b>146</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Retired	7/25/2022 6:17 PM
2	Retired	7/8/2022 12:03 PM

Q12 What is your current job title?

Answered: 146 Skipped: 23



## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
Adjunct or Sessional Faculty	0.00%	0
Pre-Intern Associate	0.68%	1
Intern	0.00%	0
Landscape Architect	17.12%	25
Landscape Designer	21.23%	31
Landscape Technician	0.00%	0
Planner	7.53%	11
Principal	17.12%	25
Professor	0.00%	0
Senior Landscape Architect	13.01%	19
Other (please specify)	23.29%	34
TOTAL		146

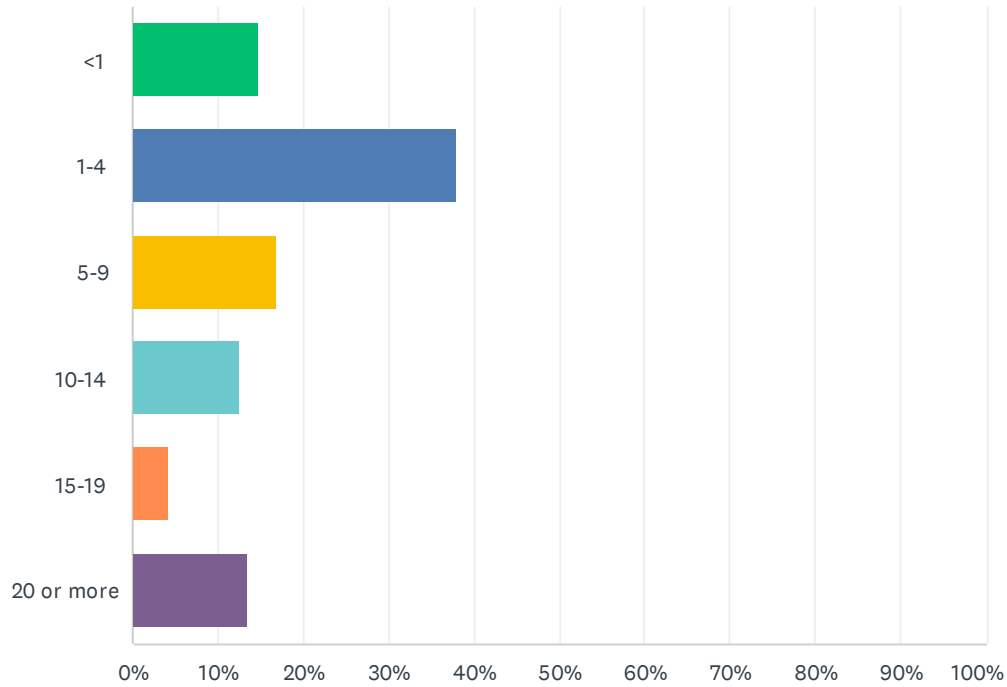
#	OTHER (PLEASE SPECIFY)	DATE
1	Associate	8/22/2022 7:40 AM
2	Landscape Designer & Principal/Owner	8/11/2022 8:53 AM
3	Park Planner II	8/2/2022 6:12 PM
4	Manager park planning and development	7/31/2022 10:58 AM
5	Senior Project Manager	7/31/2022 7:25 AM
6	Associate Landscape Architect	7/30/2022 10:07 PM
7	Manager (why is that not a drop down choice?)	7/29/2022 3:40 PM
8	Senior Urban Planner	7/28/2022 7:39 AM
9	Manager of Parks Planning & Development	7/27/2022 12:53 PM
10	Project Manager - Facility Planning	7/27/2022 11:04 AM
11	Senior Planner and Landscape Architect	7/27/2022 9:51 AM
12	Park Planner	7/27/2022 9:22 AM
13	Senior Landscape Technician	7/27/2022 9:13 AM
14	President	7/27/2022 9:07 AM
15	Management at local government level	7/27/2022 8:59 AM
16	None, retired or volunteer	7/25/2022 6:17 PM
17	Urban Designer & Landscape Designer	7/25/2022 4:25 PM
18	Manager of Special Projects	7/25/2022 3:03 PM
19	Principal & Landscape Architect	7/25/2022 12:53 PM
20	CEO / Lead Landscape Architect	7/25/2022 10:04 AM
21	Manager Resort Parks Planning	7/25/2022 10:02 AM
22	Park Planner + Designer	7/25/2022 9:46 AM

## BCSLA Professional Practice Survey 2022

23	Manager of Parks	7/22/2022 6:52 PM
24	Owner/Principal	7/21/2022 3:57 PM
25	Currently unemployed	7/19/2022 2:14 PM
26	Landscape Architect / Co-owner	7/18/2022 12:04 AM
27	Parks and Open Space Planner	7/15/2022 3:40 PM
28	Parks and Trails Planner	7/12/2022 12:23 PM
29	Landscape Design Coordinator	7/11/2022 12:31 PM
30	Director	7/11/2022 6:38 AM
31	Green Infrastructure Implementation Planner	7/8/2022 3:36 PM
32	Retired	7/8/2022 12:03 PM
33	Manager	7/8/2022 11:52 AM
34	Associate	6/25/2022 9:36 AM

## Q13 How many years have you been at your current place of employment?

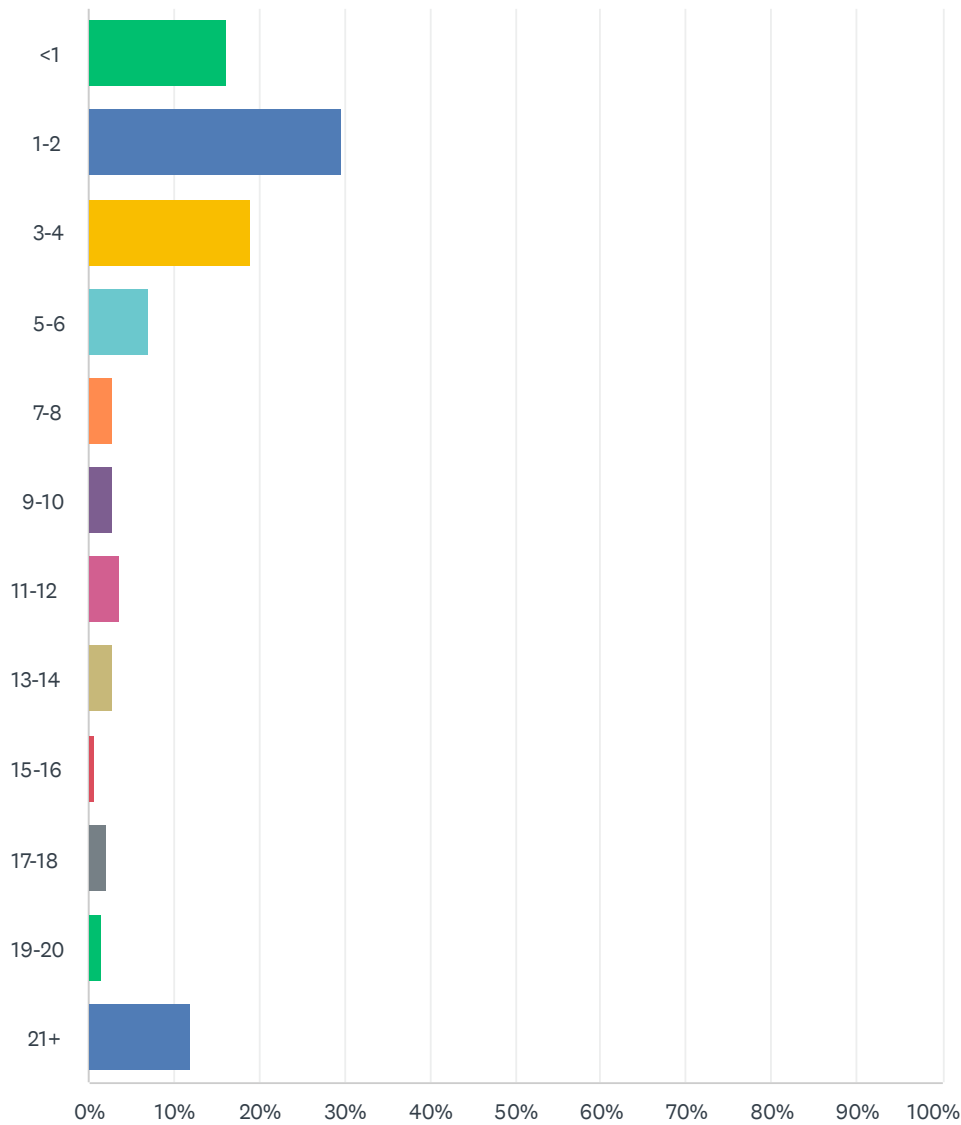
Answered: 142 Skipped: 27



ANSWER CHOICES	RESPONSES	
<1	14.79%	21
1-4	38.03%	54
5-9	16.90%	24
10-14	12.68%	18
15-19	4.23%	6
20 or more	13.38%	19
TOTAL		142

# Q14 How many years have you been at your current position?

Answered: 142    Skipped: 27

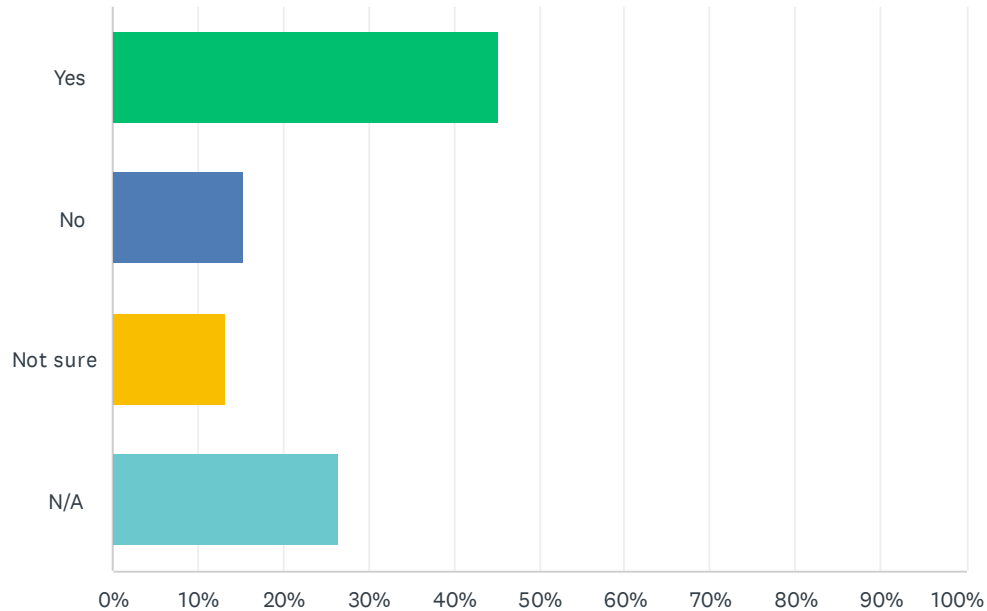


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
<1	16.20%	23
1-2	29.58%	42
3-4	19.01%	27
5-6	7.04%	10
7-8	2.82%	4
9-10	2.82%	4
11-12	3.52%	5
13-14	2.82%	4
15-16	0.70%	1
17-18	2.11%	3
19-20	1.41%	2
21+	11.97%	17
TOTAL		142

## Q15 Do you see opportunities for advancement at your current place of work? (If you are a Principal / Owner, please answer N/A)

Answered: 144 Skipped: 25

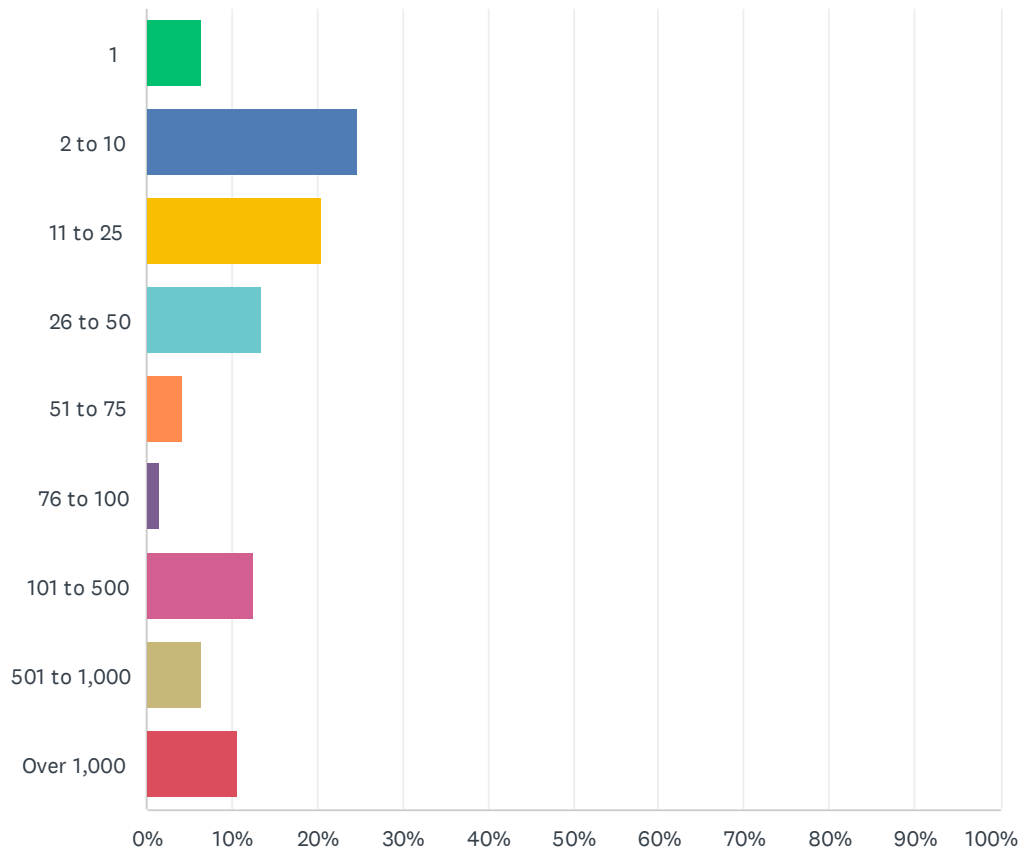


ANSWER CHOICES	RESPONSES	
Yes	45.14%	65
No	15.28%	22
Not sure	13.19%	19
N/A	26.39%	38
TOTAL		144



## Q16 How many total employees are at your place of work?

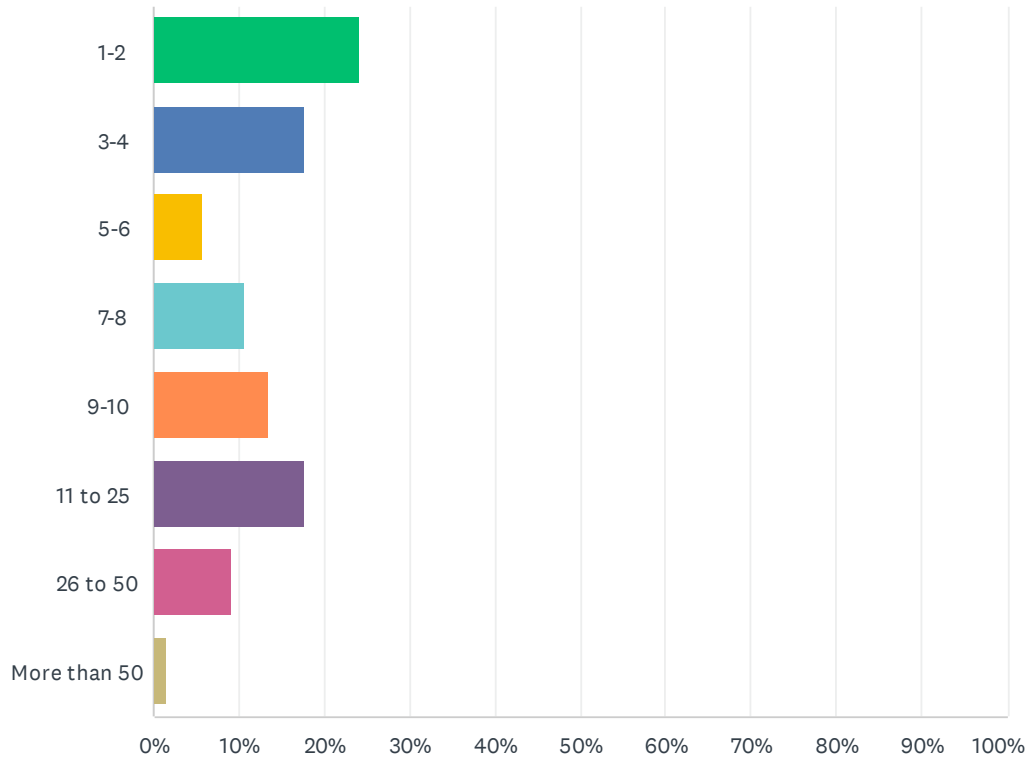
Answered: 142 Skipped: 27



ANSWER CHOICES	RESPONSES	
1	6.34%	9
2 to 10	24.65%	35
11 to 25	20.42%	29
26 to 50	13.38%	19
51 to 75	4.23%	6
76 to 100	1.41%	2
101 to 500	12.68%	18
501 to 1,000	6.34%	9
Over 1,000	10.56%	15
TOTAL		142

## Q17 How many landscape architecture-trained employees, including yourself, are employed at your place of work?

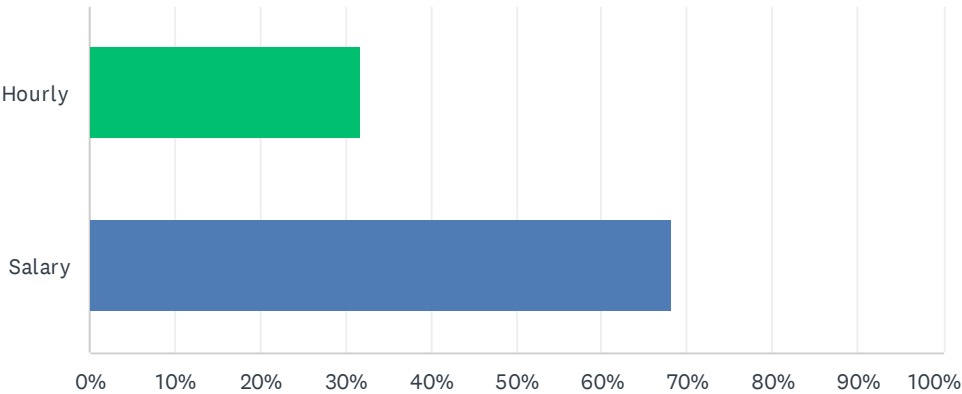
Answered: 141 Skipped: 28



ANSWER CHOICES	RESPONSES	
1-2	24.11%	34
3-4	17.73%	25
5-6	5.67%	8
7-8	10.64%	15
9-10	13.48%	19
11 to 25	17.73%	25
26 to 50	9.22%	13
More than 50	1.42%	2
TOTAL		141

Q18 Are you paid hourly or by annual salary?

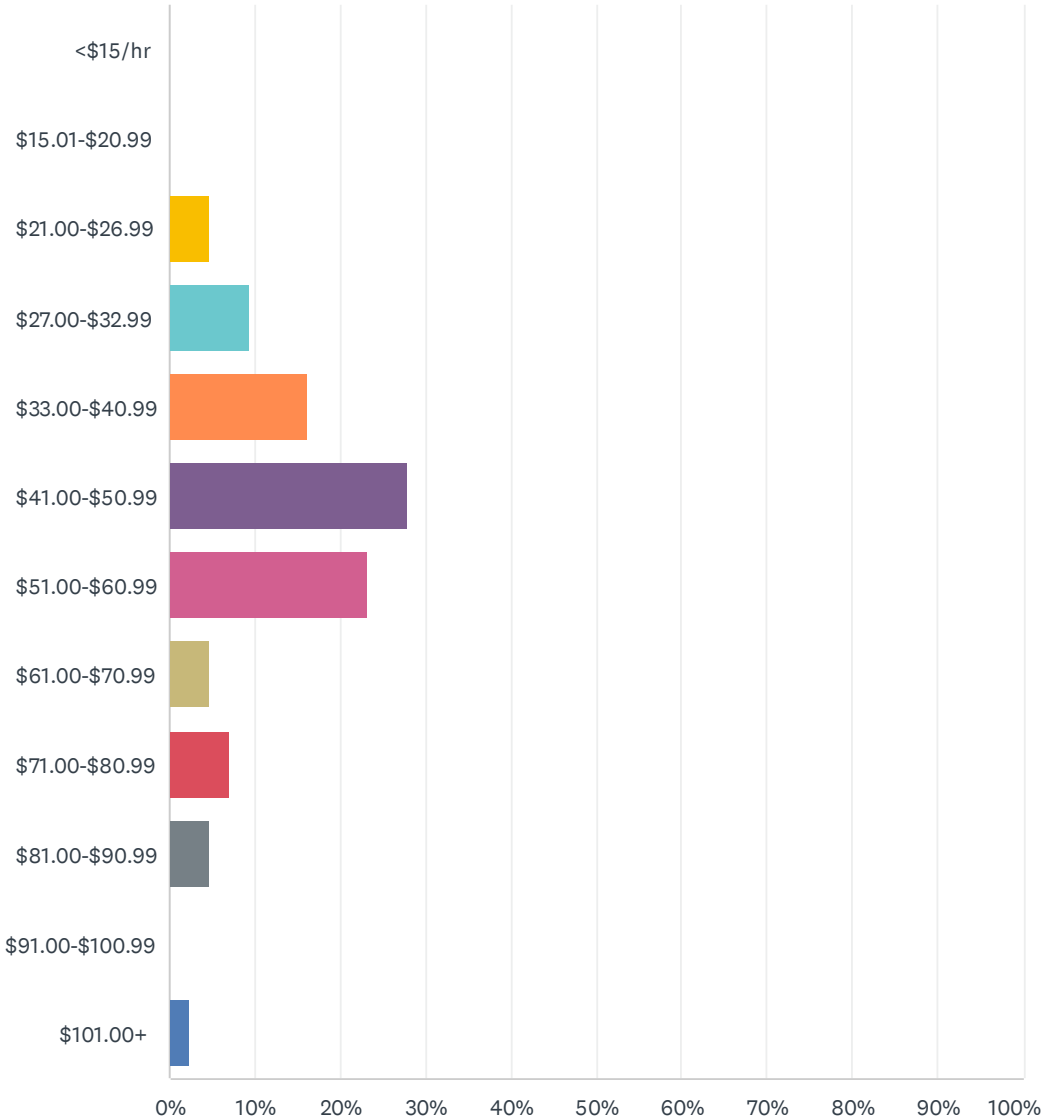
Answered: 142    Skipped: 27



ANSWER CHOICES	RESPONSES	
Hourly	31.69%	45
Salary	68.31%	97
TOTAL		142

Q19 What is your current income in dollars per hour (pre-tax, excluding overtime and benefits)? Note: This is not your billable rate.

Answered: 43 Skipped: 126

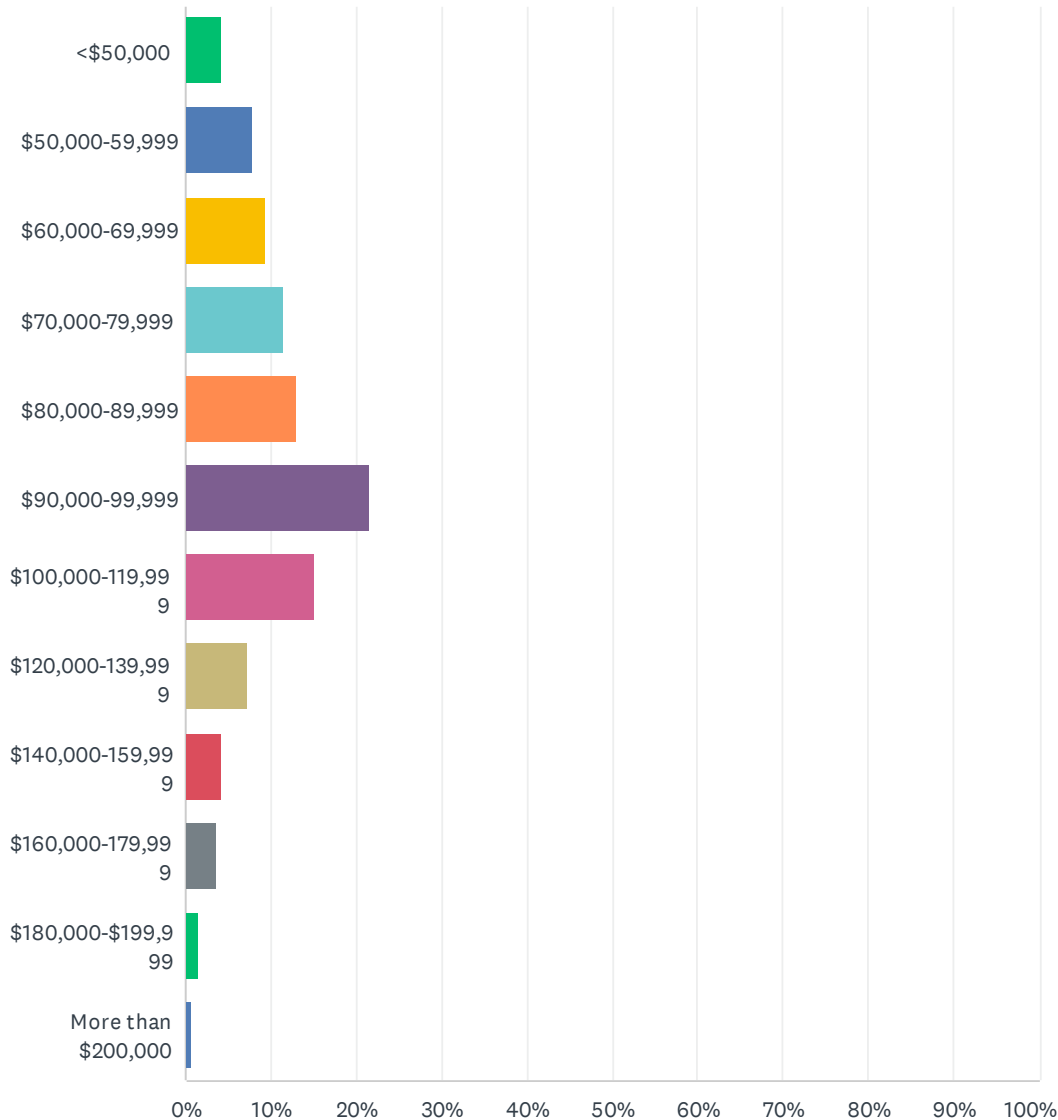


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
<\$15/hr	0.00%	0
\$15.01-\$20.99	0.00%	0
\$21.00-\$26.99	4.65%	2
\$27.00-\$32.99	9.30%	4
\$33.00-\$40.99	16.28%	7
\$41.00-\$50.99	27.91%	12
\$51.00-\$60.99	23.26%	10
\$61.00-\$70.99	4.65%	2
\$71.00-\$80.99	6.98%	3
\$81.00-\$90.99	4.65%	2
\$91.00-\$100.99	0.00%	0
\$101.00+	2.33%	1
TOTAL		43

Q20 What is your current pre-tax income? (salary ranges assume full time employment and do not include profit sharing, dividends or bonus)

Answered: 139    Skipped: 30

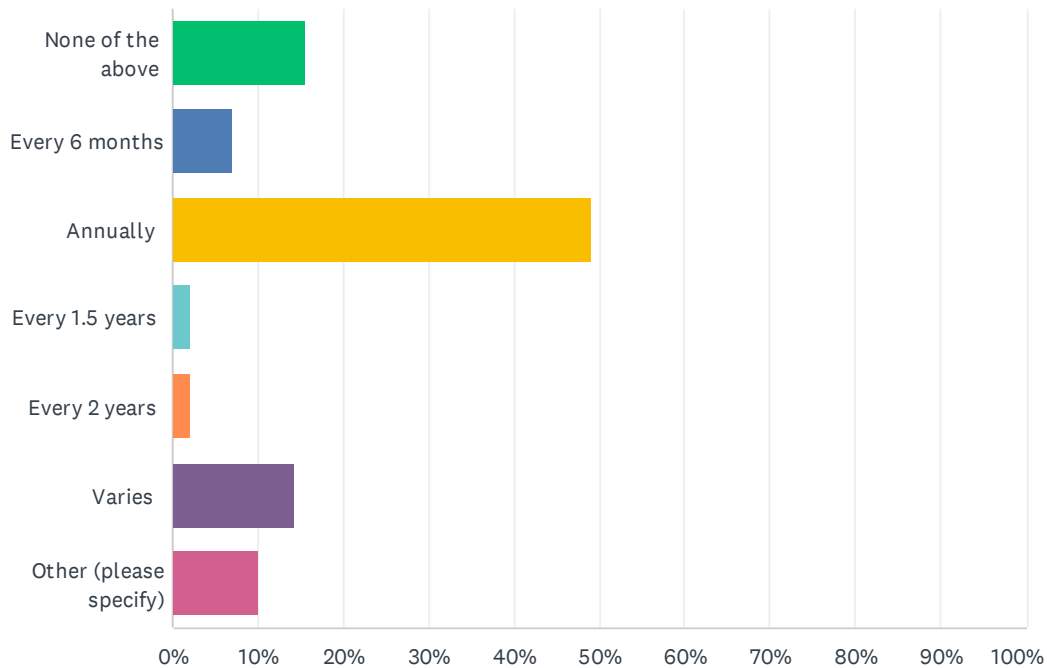


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
<\$50,000	4.32%	6
\$50,000-59,999	7.91%	11
\$60,000-69,999	9.35%	13
\$70,000-79,999	11.51%	16
\$80,000-89,999	12.95%	18
\$90,000-99,999	21.58%	30
\$100,000-119,999	15.11%	21
\$120,000-139,999	7.19%	10
\$140,000-159,999	4.32%	6
\$160,000-179,999	3.60%	5
\$180,000-\$199,999	1.44%	2
More than \$200,000	0.72%	1
TOTAL		139

## Q21 Approximately how often do you have a performance/salary review?

Answered: 141 Skipped: 28



ANSWER CHOICES	RESPONSES	
None of the above	15.60%	22
Every 6 months	7.09%	10
Annually	48.94%	69
Every 1.5 years	2.13%	3
Every 2 years	2.13%	3
Varies	14.18%	20
Other (please specify)	9.93%	14
TOTAL		141

#	OTHER (PLEASE SPECIFY)	DATE
1	As an owner of a small business, this is based on the steady increase of dependable revenue	8/11/2022 8:55 AM
2	Not Sure	7/29/2022 4:47 PM
3	Principal	7/29/2022 12:08 PM
4	performance is various and salary is annually	7/27/2022 9:46 AM
5	have not asked for one	7/26/2022 8:54 AM
6	3	7/25/2022 8:28 AM
7	every month	7/23/2022 11:29 PM

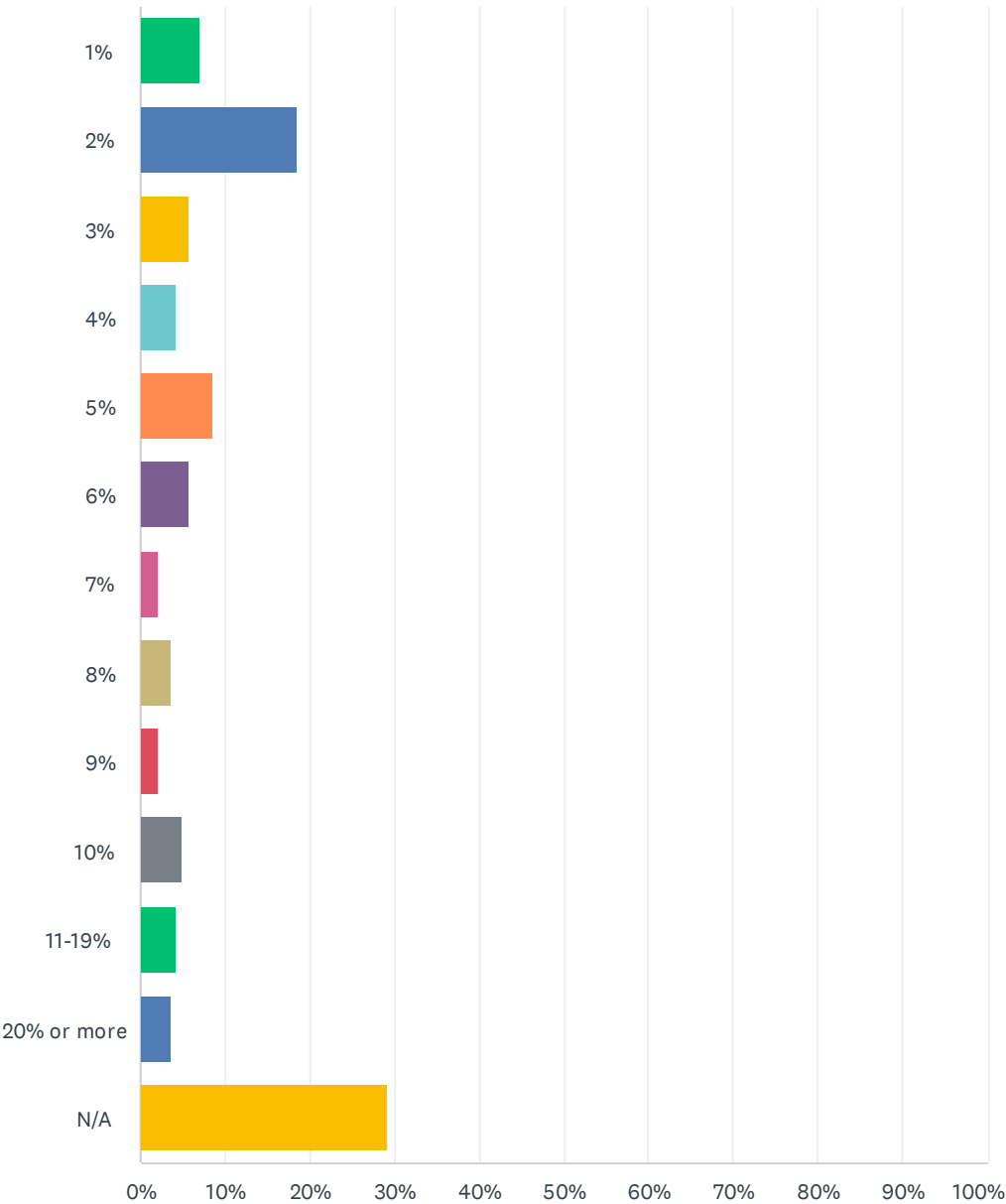


## BCSLA Professional Practice Survey 2022

8	As the principal to a recently rebranded/ taken over company, I don't have performance/ salary reviews so much as cash flow reviews	7/22/2022 12:32 PM
9	union	7/15/2022 12:04 PM
10	Supposed to be every year	7/15/2022 11:42 AM
11	before never, but now I bought a partnership: so we intend annually	7/12/2022 11:38 AM
12	never	7/9/2022 4:58 AM
13	after first 6 months, then never again	7/8/2022 12:05 PM
14	Have not had one ever	6/25/2022 4:23 PM

Q22 What was your last % salary increase?

Answered: 140    Skipped: 29

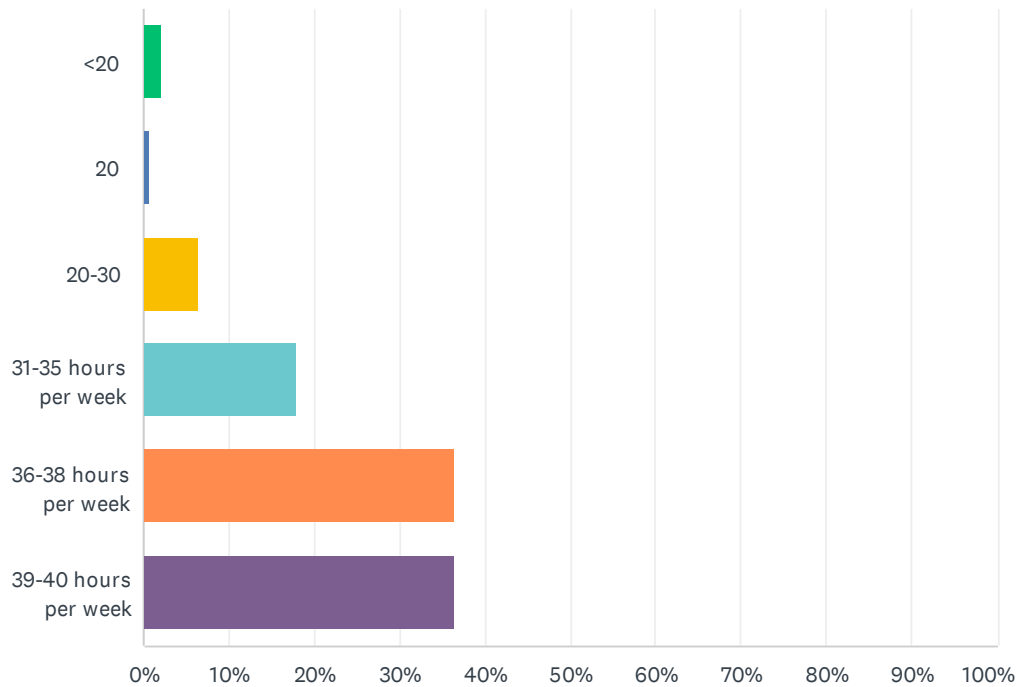


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
1%	7.14%	10
2%	18.57%	26
3%	5.71%	8
4%	4.29%	6
5%	8.57%	12
6%	5.71%	8
7%	2.14%	3
8%	3.57%	5
9%	2.14%	3
10%	5.00%	7
11-19%	4.29%	6
20% or more	3.57%	5
N/A	29.29%	41
TOTAL		140

## Q23 How long is your standard work week? (excluding overtime)

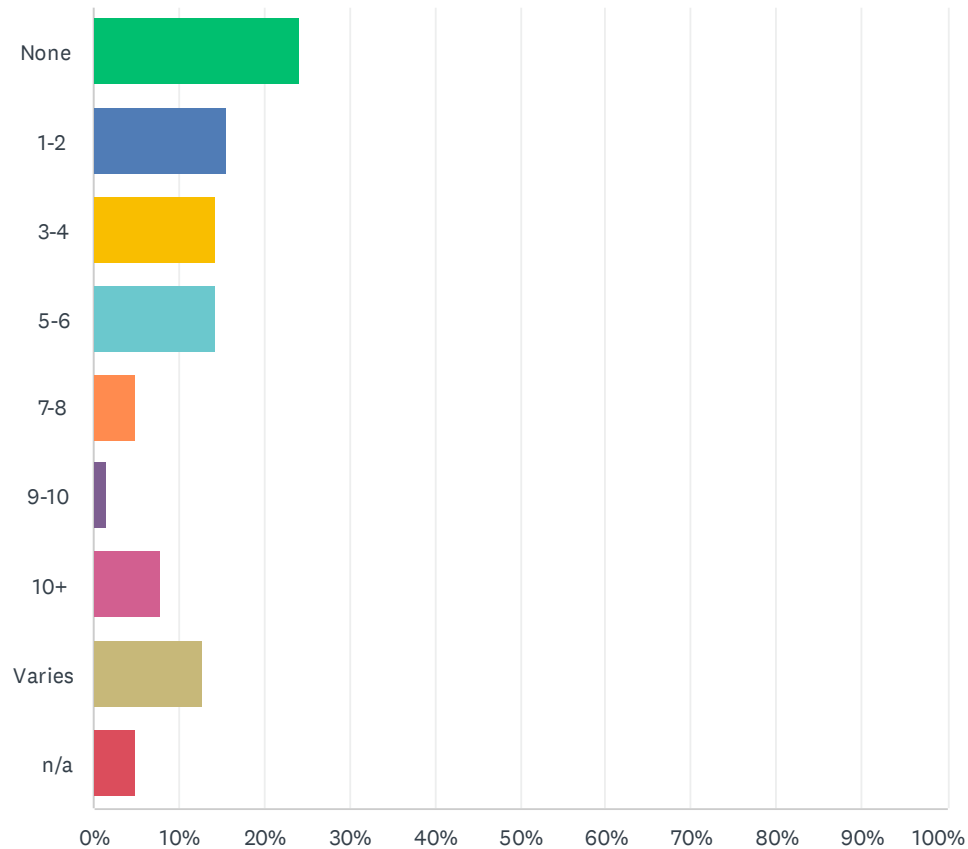
Answered: 140 Skipped: 29



ANSWER CHOICES	RESPONSES	
<20	2.14%	3
20	0.71%	1
20-30	6.43%	9
31-35 hours per week	17.86%	25
36-38 hours per week	36.43%	51
39-40 hours per week	36.43%	51
TOTAL		140

## Q24 How many hours of overtime do you typically work per week? (overtime hours refers to all hours worked in excess of your regular work hours)

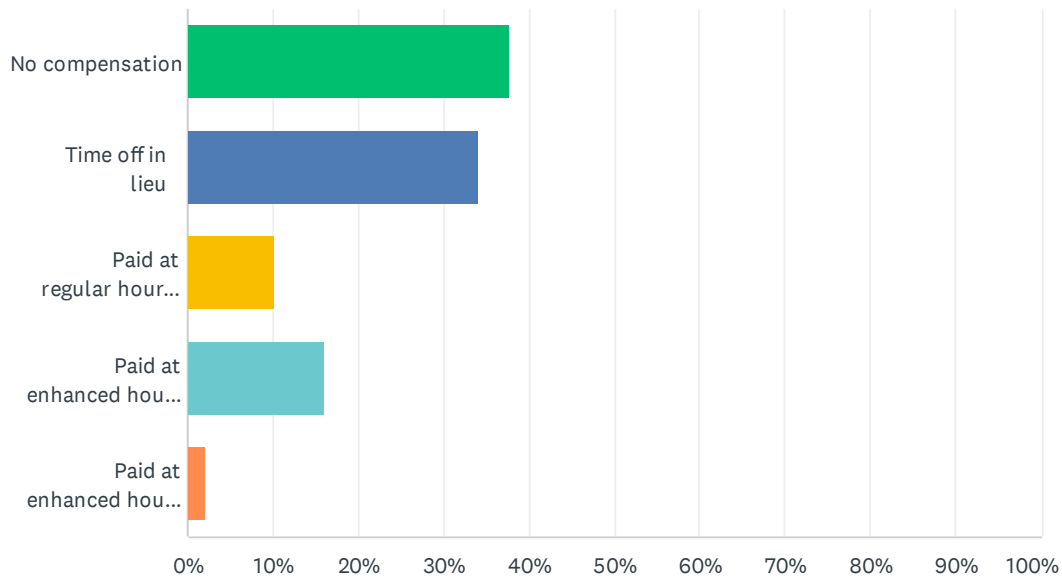
Answered: 141 Skipped: 28



ANSWER CHOICES	RESPONSES	
None	24.11%	34
1-2	15.60%	22
3-4	14.18%	20
5-6	14.18%	20
7-8	4.96%	7
9-10	1.42%	2
10+	7.80%	11
Varies	12.77%	18
n/a	4.96%	7
<b>TOTAL</b>		<b>141</b>

## Q25 How are you compensated for overtime hours?

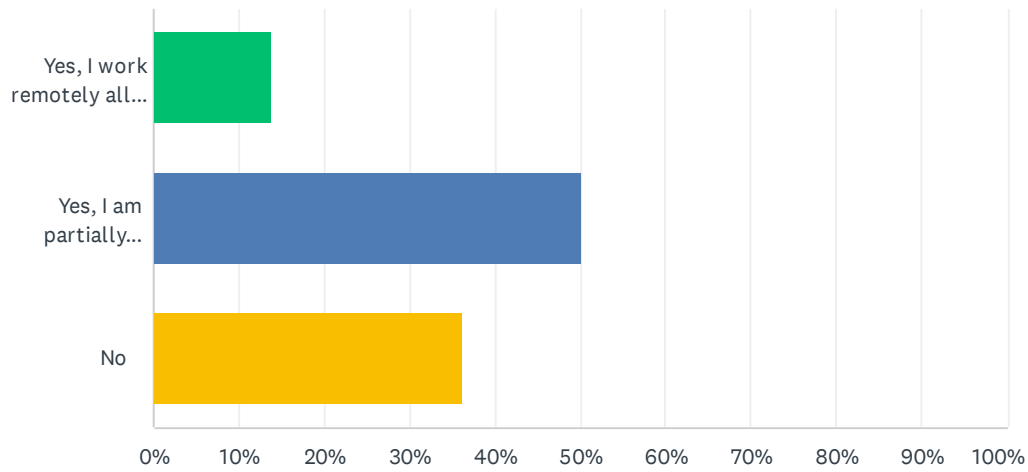
Answered: 138 Skipped: 31



ANSWER CHOICES	RESPONSES	
No compensation	37.68%	52
Time off in lieu	34.06%	47
Paid at regular hourly rate	10.14%	14
Paid at enhanced hourly rate (1.5x hourly pay)	15.94%	22
Paid at enhanced hourly rate (2x hourly pay)	2.17%	3
TOTAL		138

## Q26 Do you currently work remotely?

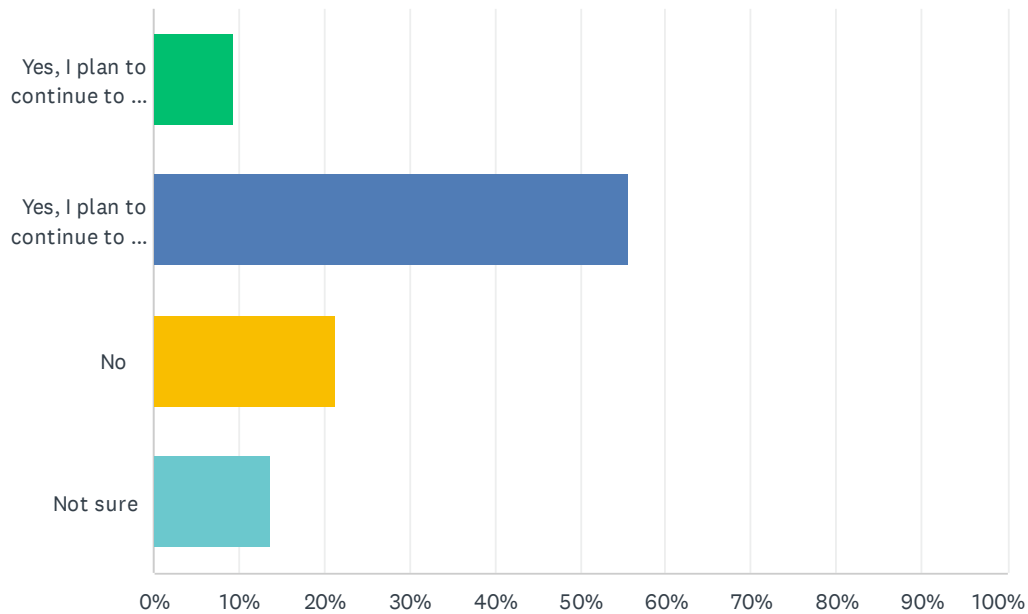
Answered: 138 Skipped: 31



ANSWER CHOICES	RESPONSES	
Yes, I work remotely all the time	13.77%	19
Yes, I am partially remote (i.e. hybrid)	50.00%	69
No	36.23%	50
TOTAL		138

## Q27 Do you plan to work remotely in the foreseeable future?

Answered: 140 Skipped: 29

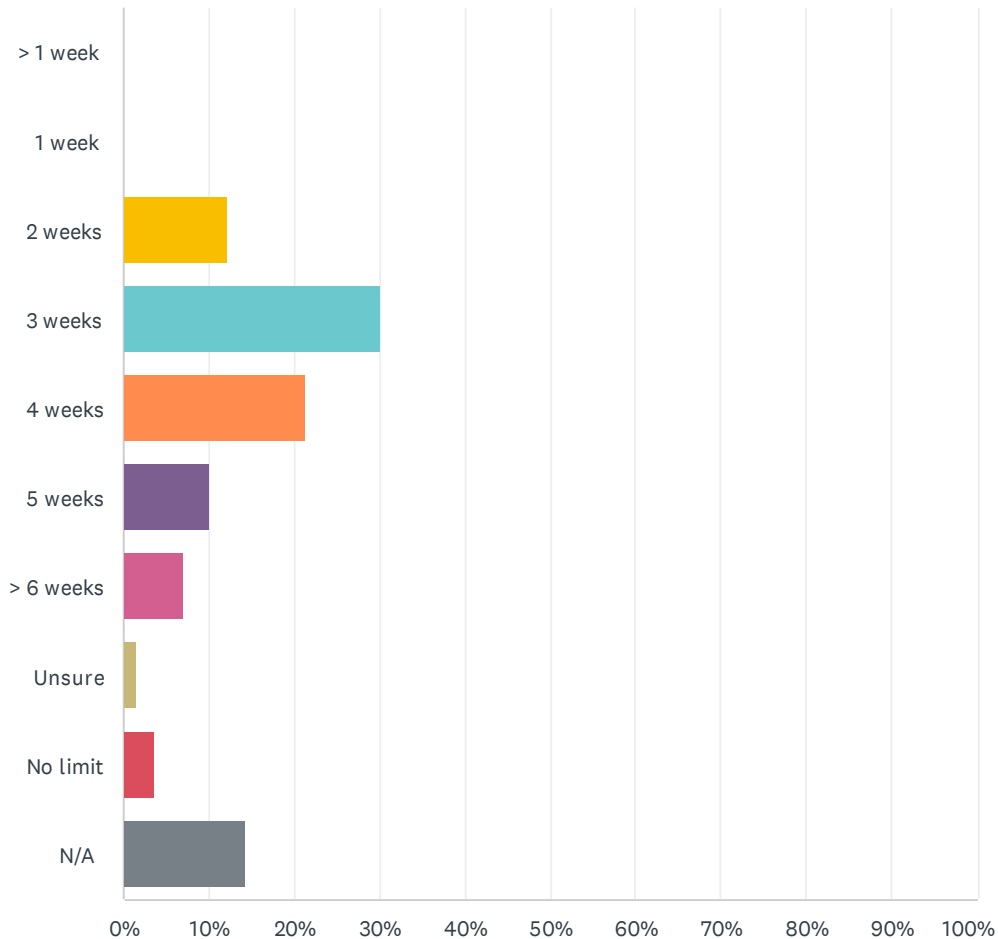


ANSWER CHOICES	RESPONSES	
Yes, I plan to continue to be fully remote	9.29%	13
Yes, I plan to continue to be partially remote (i.e. hybrid)	55.71%	78
No	21.43%	30
Not sure	13.57%	19
TOTAL		140



Q28 How many days of paid time off are you entitled to take each year?  
(This includes vacation and any other paid time off allowances, but does not include statutory holidays or time off in lieu of overtime pay)

Answered: 140 Skipped: 29

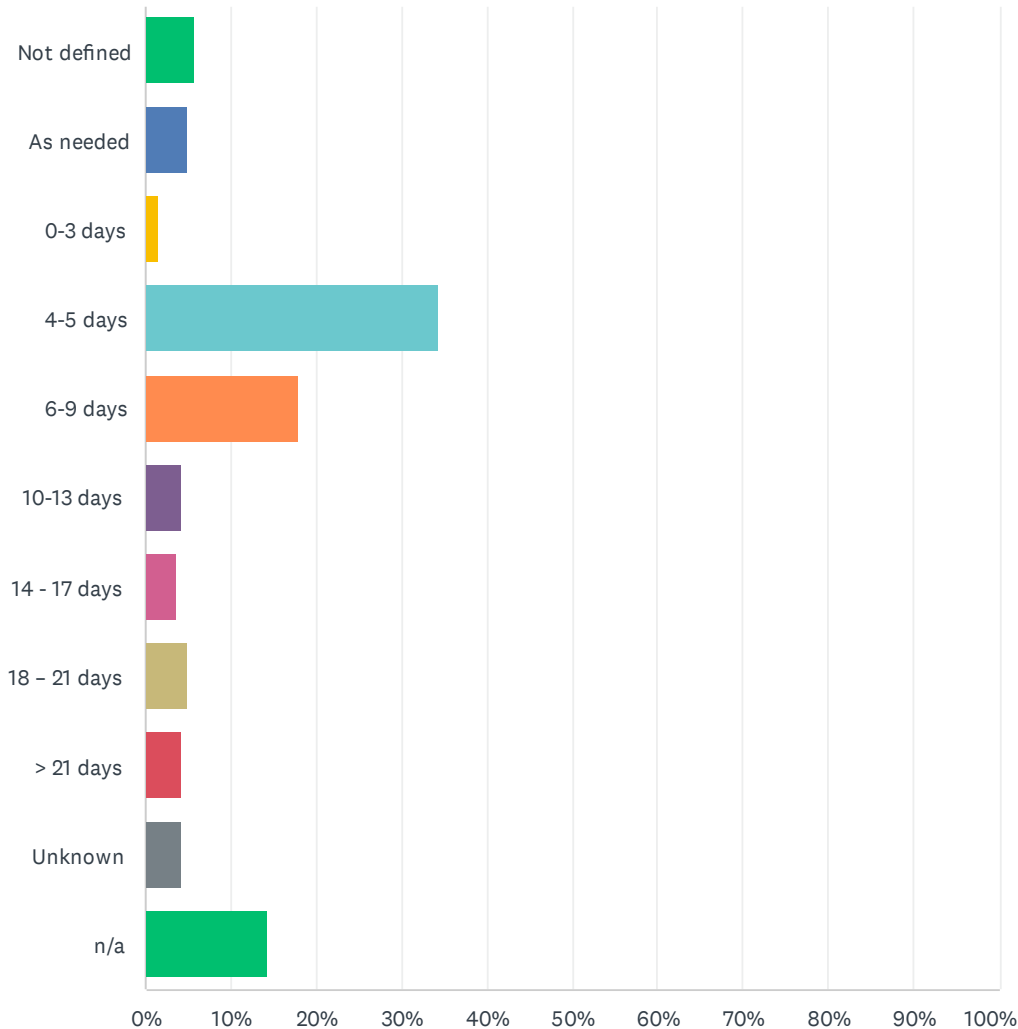


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
> 1 week	0.00%	0
1 week	0.00%	0
2 weeks	12.14%	17
3 weeks	30.00%	42
4 weeks	21.43%	30
5 weeks	10.00%	14
> 6 weeks	7.14%	10
Unsure	1.43%	2
No limit	3.57%	5
N/A	14.29%	20
TOTAL		140

Q29 How many paid personal days per year are you entitled to for reasons such as sickness, family emergencies, etc?

Answered: 140 Skipped: 29

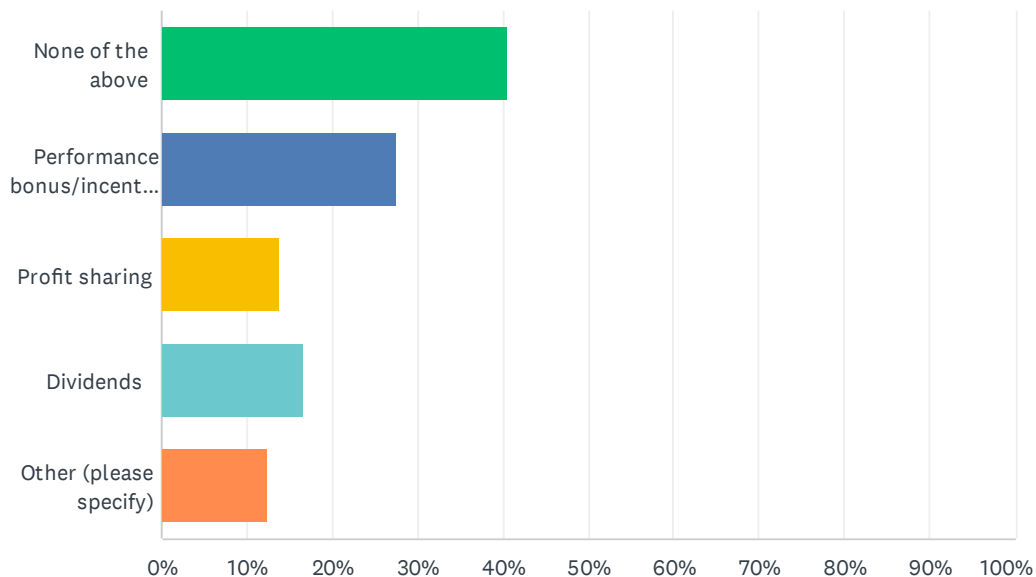


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
Not defined	5.71%	8
As needed	5.00%	7
0-3 days	1.43%	2
4-5 days	34.29%	48
6-9 days	17.86%	25
10-13 days	4.29%	6
14 - 17 days	3.57%	5
18 – 21 days	5.00%	7
> 21 days	4.29%	6
Unknown	4.29%	6
n/a	14.29%	20
TOTAL		140

### Q30 Do you receive any other forms of compensation beyond your base compensation for regular working hours? Select all that apply.

Answered: 138 Skipped: 31



ANSWER CHOICES	RESPONSES	
None of the above	40.58%	56
Performance bonus/incentive plan	27.54%	38
Profit sharing	13.77%	19
Dividends	16.67%	23
Other (please specify)	12.32%	17
Total Respondents: 138		

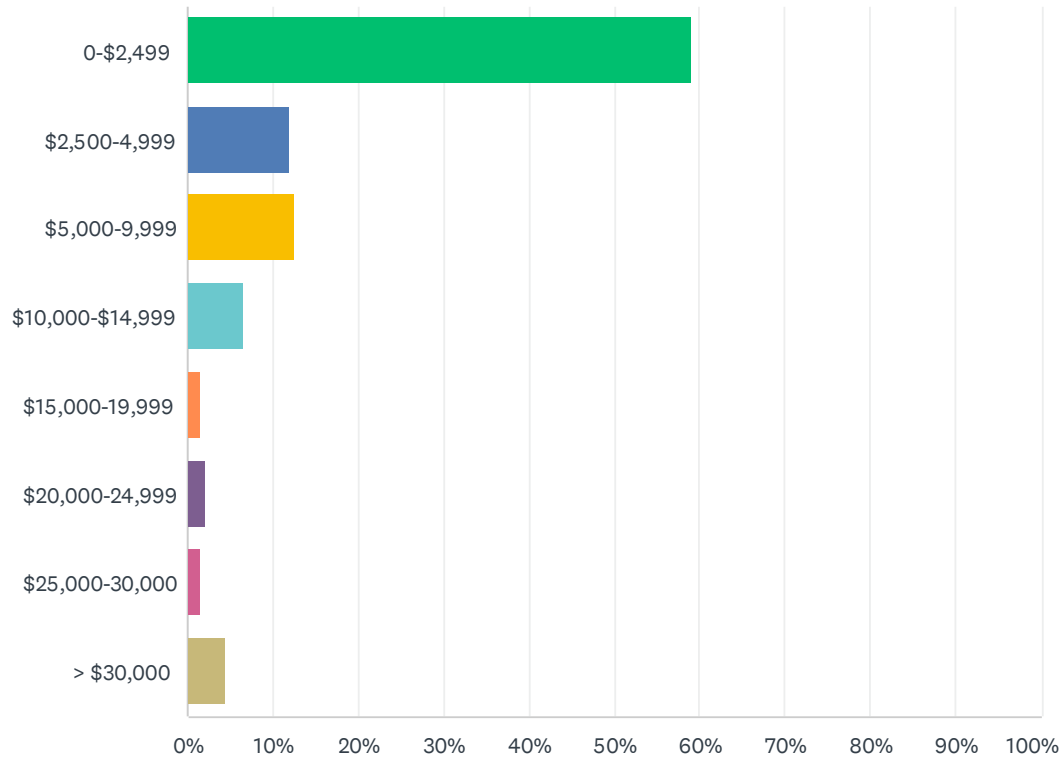
#	OTHER (PLEASE SPECIFY)	DATE
1	RRSP Contribution	7/29/2022 5:29 PM
2	don't know yet	7/29/2022 1:06 PM
3	Owner	7/29/2022 12:10 PM
4	savings contribution matching	7/27/2022 10:55 AM
5	DCPP EMPLOYER CONTRIBUTIONS/SOME BONUS PAYMENTS	7/27/2022 9:56 AM
6	Rsp plan	7/27/2022 9:05 AM
7	christmas bonus	7/26/2022 8:56 AM
8	I am the company owner	7/25/2022 12:57 PM
9	Personal vehicle allowance	7/25/2022 12:35 PM
10	Earned Day Banked (Flex time) up to 2.5 hours earned per wk	7/25/2022 10:01 AM

## BCSLA Professional Practice Survey 2022

11	transit reimbursement	7/23/2022 11:30 PM
12	I currently get shareholder loan repayments, but eventually it will be profit sharing	7/22/2022 12:34 PM
13	transportation allowance	7/12/2022 11:40 AM
14	Bonus that usually is not given, but promised contractually	7/12/2022 11:38 AM
15	An additional 2% of salary put into an investment account by employer	7/8/2022 3:54 PM
16	pension	7/8/2022 12:06 PM
17	Yearly Bonus at the end of the year. Varies each year.	7/8/2022 12:02 PM

## Q31 In total, how much do you typically receive beyond your base compensation annually?

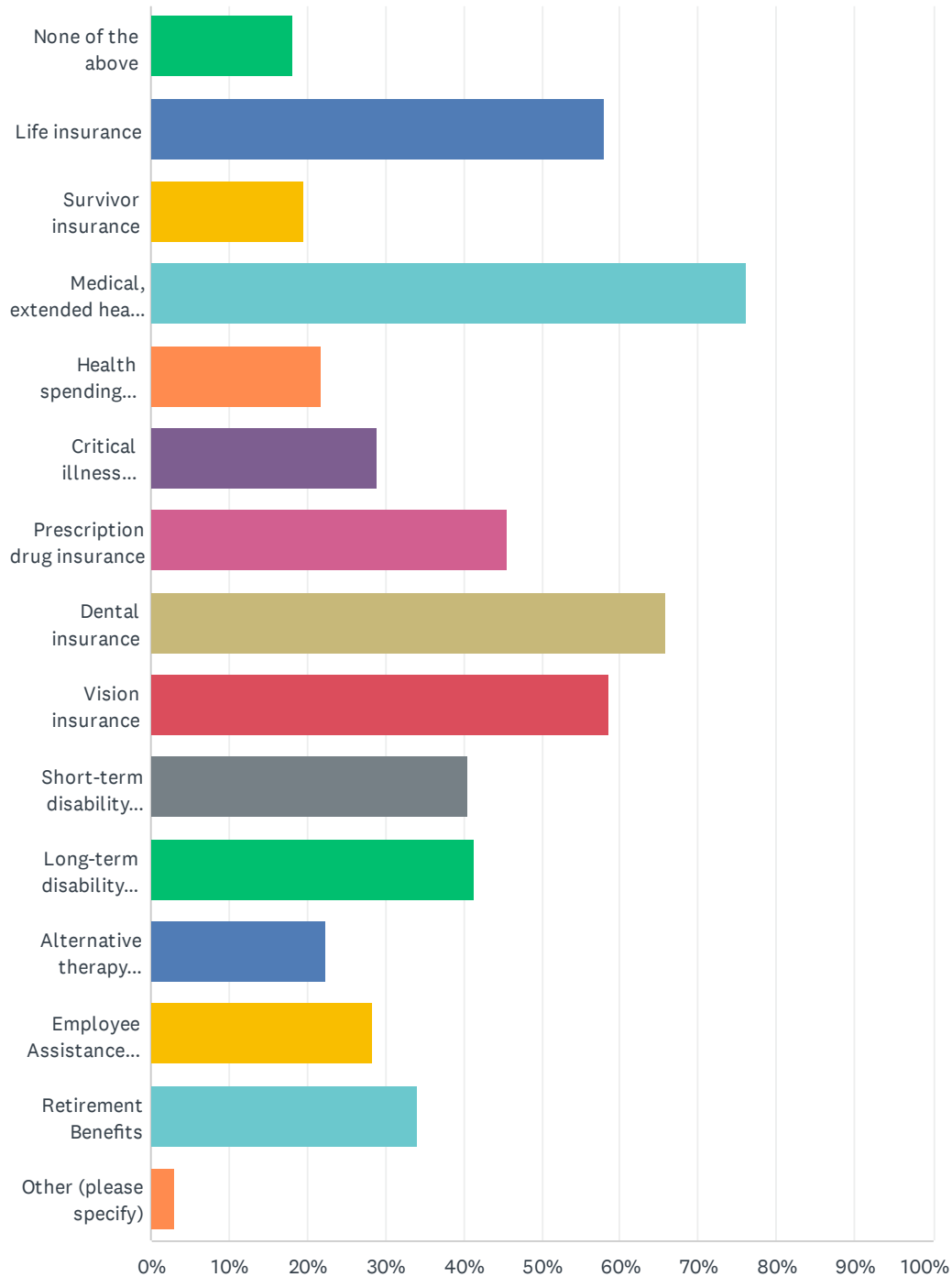
Answered: 134 Skipped: 35



ANSWER CHOICES	RESPONSES	
0-\$2,499	58.96%	79
\$2,500-4,999	11.94%	16
\$5,000-9,999	12.69%	17
\$10,000-\$14,999	6.72%	9
\$15,000-19,999	1.49%	2
\$20,000-24,999	2.24%	3
\$25,000-30,000	1.49%	2
> \$30,000	4.48%	6
TOTAL		134

## Q32 Which of the following benefits do you receive from your employer or finance through your company? (please select all that apply)

Answered: 138 Skipped: 31





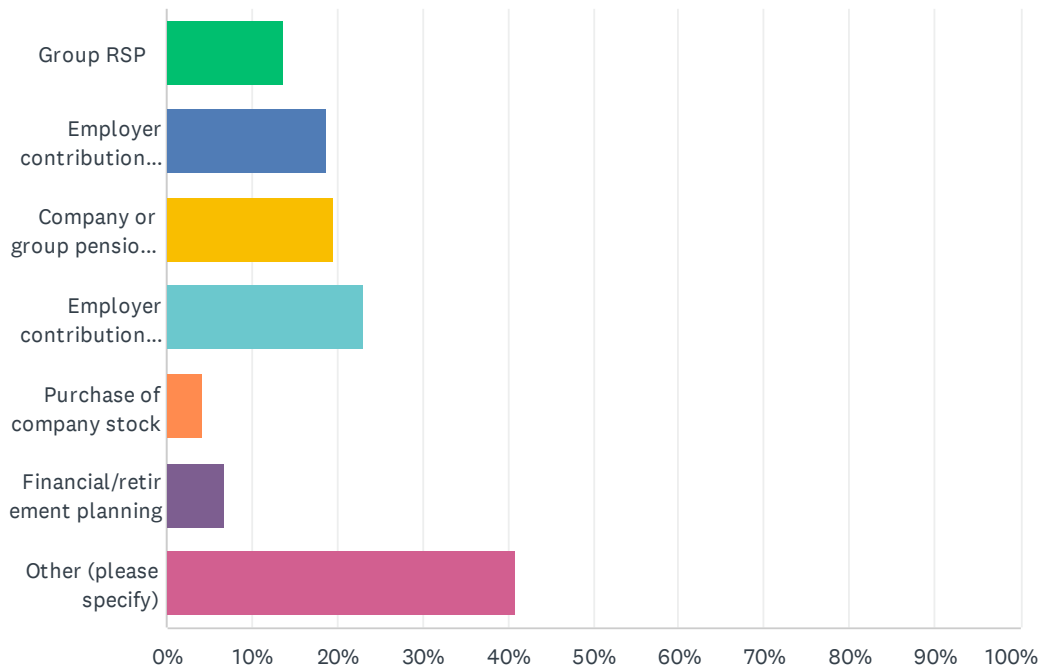
## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
None of the above	18.12%	25
Life insurance	57.97%	80
Survivor insurance	19.57%	27
Medical, extended health and prescription drugs	76.09%	105
Health spending account	21.74%	30
Critical illness insurance	28.99%	40
Prescription drug insurance	45.65%	63
Dental insurance	65.94%	91
Vision insurance	58.70%	81
Short-term disability insurance	40.58%	56
Long-term disability insurance	41.30%	57
Alternative therapy insurance	22.46%	31
Employee Assistance Program (E.A.P.)	28.26%	39
Retirement Benefits	34.06%	47
Other (please specify)	2.90%	4
Total Respondents: 138		

#	OTHER (PLEASE SPECIFY)	DATE
1	This is currently a personal expense, with plans of having the business cover these expense beginning next year	8/11/2022 8:57 AM
2	Private Health Services Plan	7/27/2022 10:39 AM
3	Travel insurance	7/27/2022 9:49 AM
4	Don't know benefits top of mind	7/27/2022 9:34 AM

## Q33 What kind of retirement benefits do you receive?

Answered: 117 Skipped: 52



ANSWER CHOICES	RESPONSES	
Group RSP	13.68%	16
Employer contributions to RSP	18.80%	22
Company or group pension plan	19.66%	23
Employer contribution to pension plan	23.08%	27
Purchase of company stock	4.27%	5
Financial/retirement planning	6.84%	8
Other (please specify)	41.03%	48
Total Respondents: 117		

#	OTHER (PLEASE SPECIFY)	DATE
1	None	8/22/2022 7:49 AM
2	n/a	8/11/2022 8:57 AM
3	already receiving municipal pension plan	7/29/2022 3:51 PM
4	none	7/29/2022 2:42 PM
5	none	7/29/2022 1:06 PM
6	none	7/29/2022 1:03 PM
7	N/A	7/29/2022 12:16 PM

## BCSLA Professional Practice Survey 2022

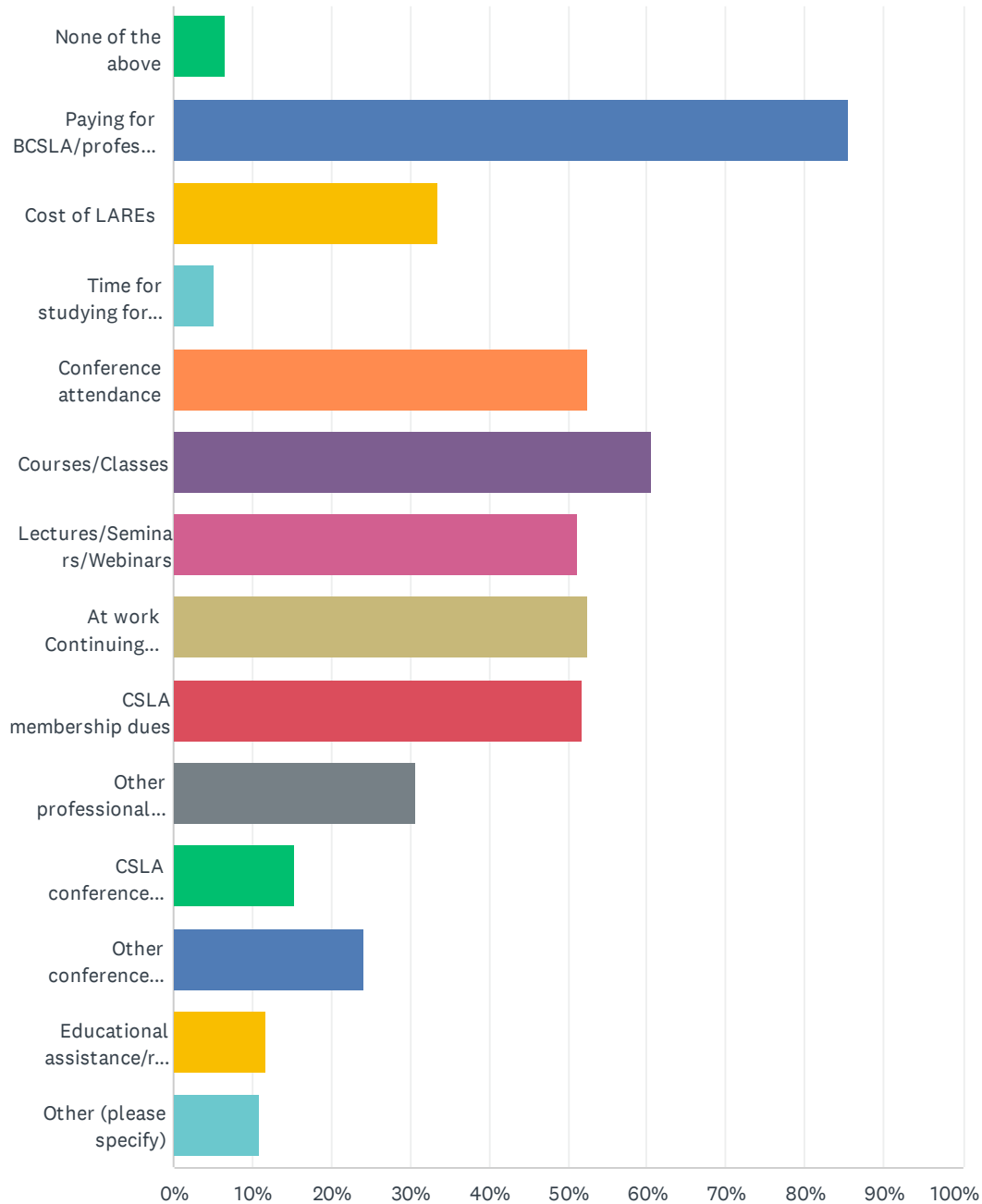
8	Not sure	7/29/2022 11:56 AM
9	non	7/28/2022 7:42 AM
10	none	7/27/2022 1:48 PM
11	Not sure	7/27/2022 11:26 AM
12	No benefits offered	7/27/2022 10:40 AM
13	Not sure yet	7/27/2022 9:49 AM
14	NONE	7/27/2022 9:24 AM
15	None	7/27/2022 9:16 AM
16	not sure	7/27/2022 9:16 AM
17	none	7/27/2022 9:00 AM
18	None	7/26/2022 4:18 PM
19	none	7/26/2022 8:56 AM
20	OAS	7/25/2022 7:57 PM
21	NA	7/25/2022 12:58 PM
22	None (over age limit)	7/25/2022 12:36 PM
23	No benefits	7/25/2022 10:33 AM
24	Pension	7/25/2022 10:26 AM
25	none	7/25/2022 10:24 AM
26	none	7/25/2022 9:48 AM
27	none	7/25/2022 9:47 AM
28	not sure	7/23/2022 11:30 PM
29	none	7/23/2022 9:53 AM
30	none	7/22/2022 1:12 PM
31	none of the above	7/22/2022 12:34 PM
32	N/A	7/22/2022 12:31 PM
33	None	7/21/2022 4:01 PM
34	NOTHING	7/15/2022 11:43 AM
35	none of the above	7/15/2022 11:27 AM
36	None	7/15/2022 11:23 AM
37	None	7/14/2022 12:02 PM
38	None. Which is unacceptable.	7/12/2022 1:36 PM
39	None	7/12/2022 12:37 PM
40	Nothing	7/12/2022 11:39 AM
41	none	7/11/2022 5:54 PM
42	none	7/9/2022 5:01 AM
43	None	7/8/2022 7:29 PM
44	None	7/8/2022 4:06 PM
45	none	7/8/2022 12:02 PM

## BCSLA Professional Practice Survey 2022

46	None	6/27/2022 11:17 AM
47	None	6/27/2022 9:06 AM
48	None	6/25/2022 4:23 PM

## Q34 What educational and professional development benefits does your employer provide?

Answered: 137 Skipped: 32



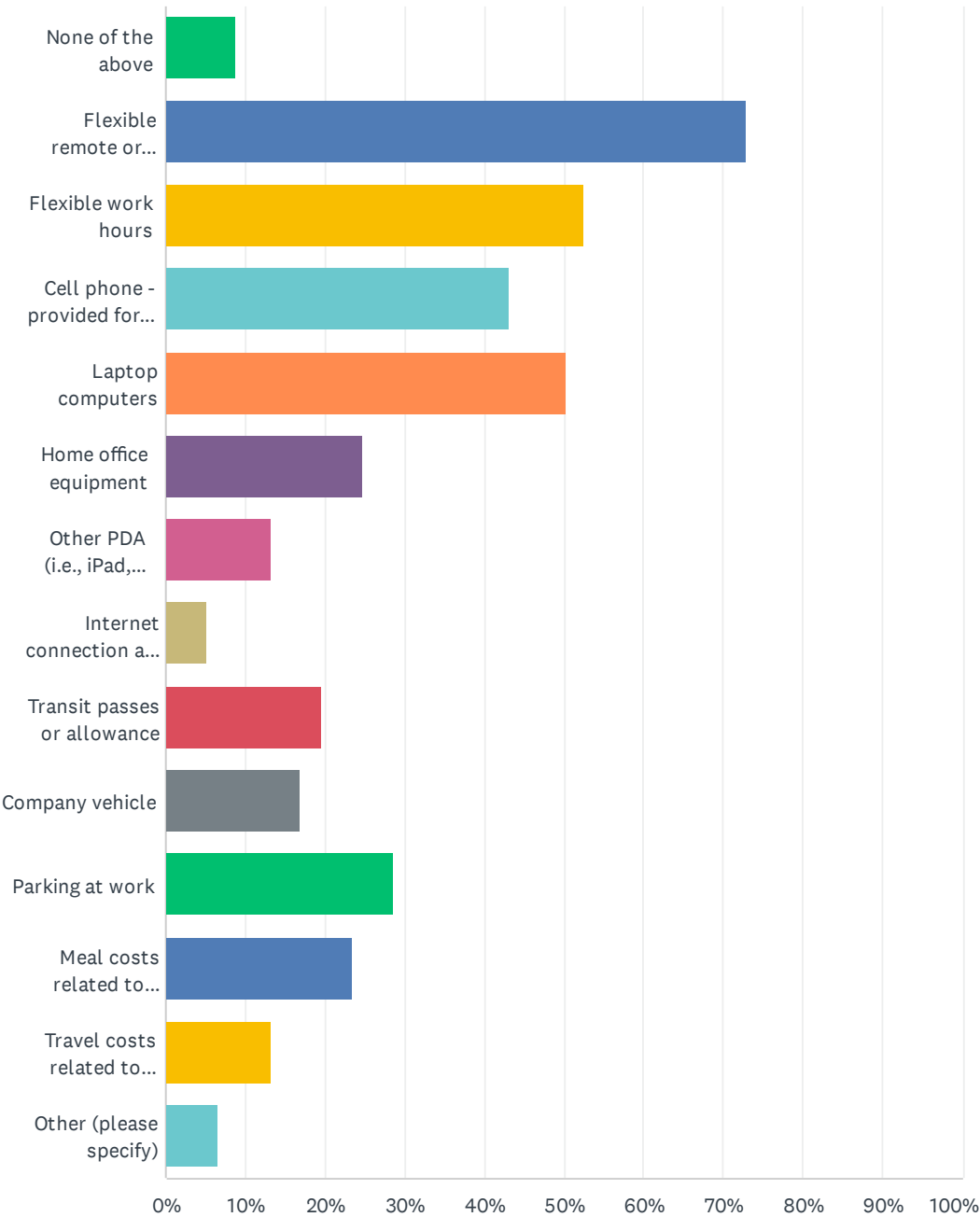
# BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
None of the above	6.57%	9
Paying for BCSLA/professional dues	85.40%	117
Cost of LAREs	33.58%	46
Time for studying for LAREs	5.11%	7
Conference attendance	52.55%	72
Courses/Classes	60.58%	83
Lectures/Seminars/Webinars	51.09%	70
At work Continuing Education opportunities	52.55%	72
CSLA membership dues	51.82%	71
Other professional dues	30.66%	42
CSLA conference registration and travel	15.33%	21
Other conference registration and travel	24.09%	33
Educational assistance/reimbursement (e.g., MBA)	11.68%	16
Other (please specify)	10.95%	15
Total Respondents: 137		

#	OTHER (PLEASE SPECIFY)	DATE
1	50% of registration and travel to approved conferences or courses	7/31/2022 8:54 AM
2	Owner	7/29/2022 12:12 PM
3	annual allowance (\$800) towards continuing education	7/27/2022 9:43 AM
4	Not sure	7/26/2022 6:38 PM
5	all related expenses are paid by the Company	7/25/2022 12:59 PM
6	Half LAREs if passed	7/25/2022 11:27 AM
7	education allowance	7/23/2022 9:55 AM
8	N/A	7/22/2022 12:34 PM
9	Allowance for biking to work.	7/21/2022 4:06 PM
10	CE money	7/15/2022 5:50 PM
11	miscellaneous opportunities (conferences, courses) up to a capped amount	7/15/2022 3:46 PM
12	courses/classes up to a certain amount	7/15/2022 11:30 AM
13	Up to \$650 for Continuing Education	7/11/2022 5:56 PM
14	Time off on case-by-case basis for CE opportunities	7/8/2022 2:10 PM
15	Half of LARE cost if you pass. \$500 toward professional fees.	7/8/2022 12:03 PM

Q35 What work related fringe benefits does your employer provide?

Answered: 137    Skipped: 32



## BCSLA Professional Practice Survey 2022

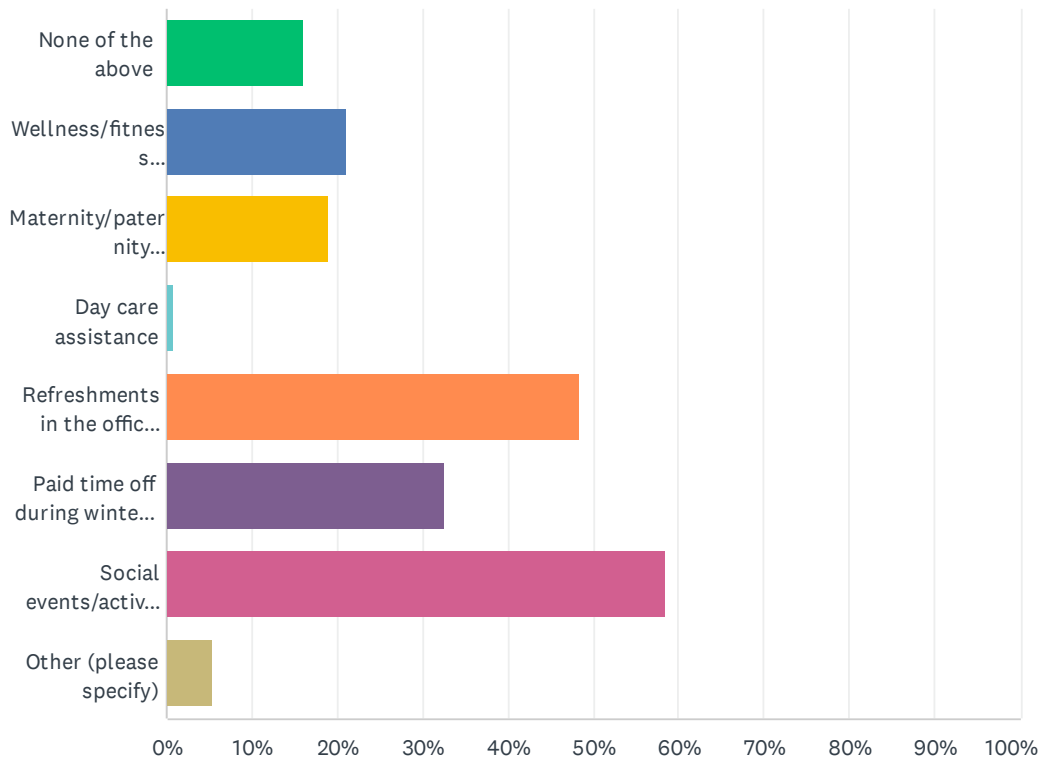
ANSWER CHOICES	RESPONSES	
None of the above	8.76%	12
Flexible remote or work-from-home options	72.99%	100
Flexible work hours	52.55%	72
Cell phone - provided for business	43.07%	59
Laptop computers	50.36%	69
Home office equipment	24.82%	34
Other PDA (i.e., iPad, tablet) provided	13.14%	18
Internet connection at home for telecommuting	5.11%	7
Transit passes or allowance	19.71%	27
Company vehicle	16.79%	23
Parking at work	28.47%	39
Meal costs related to overtime	23.36%	32
Travel costs related to overtime	13.14%	18
Other (please specify)	6.57%	9
Total Respondents: 137		

#	OTHER (PLEASE SPECIFY)	DATE
1	Meals and travel coered related to business meetings & conferences	8/11/2022 9:01 AM
2	Carshare for site visits	7/29/2022 1:07 PM
3	bike bonus (\$2.50 per day using active transportation)	7/25/2022 10:35 AM
4	car share available for site visits	7/25/2022 10:03 AM
5	paying for cell phone and special software for work cell phone use	7/22/2022 12:36 PM
6	Company business use credit card	7/15/2022 5:50 PM
7	compressed work day (extra time banked for regular days off); shared company vehicle	7/15/2022 3:46 PM
8	Ergonomic Rolling Office chair	7/8/2022 3:57 PM
9	mileage	7/8/2022 12:08 PM



## Q36 What other fringe benefits does your employer provide?

Answered: 132 Skipped: 37



ANSWER CHOICES	RESPONSES	
None of the above	15.91%	21
Wellness/fitness subsidy/fitness classes	21.21%	28
Maternity/paternity enhancements (e.g., top up EI)	18.94%	25
Day care assistance	0.76%	1
Refreshments in the office (drinks/snacks)	48.48%	64
Paid time off during winter holidays (Dec/Jan) (in addition to stat holidays and vacation)	32.58%	43
Social events/activities	58.33%	77
Other (please specify)	5.30%	7
Total Respondents: 132		

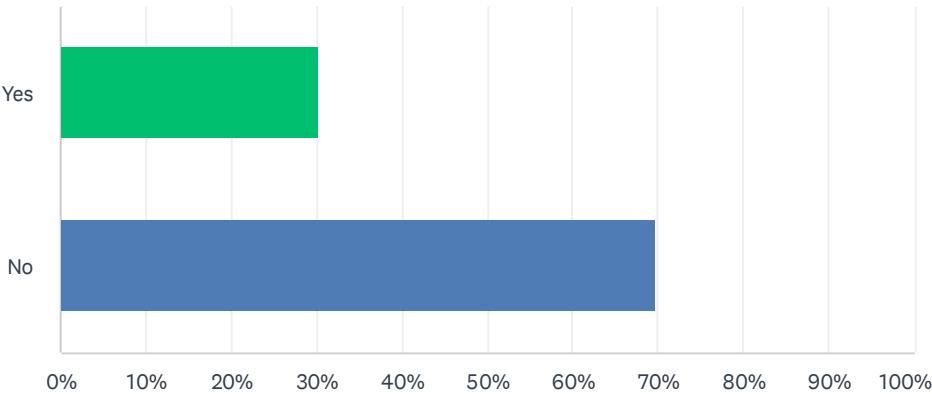
#	OTHER (PLEASE SPECIFY)	DATE
1	Earned day off program	7/27/2022 11:11 AM
2	I	7/27/2022 9:32 AM
3	All business related expenses paid for by company	7/25/2022 12:59 PM
4	Sustainability allowance for biking to work	7/21/2022 4:06 PM

# BCSLA Professional Practice Survey 2022

5	Office Retreats	7/15/2022 11:24 AM
6	bike locker and shower/change facilities (except during Covid)	7/11/2022 12:36 PM
7	Free access to gym facilities in office building	7/8/2022 3:57 PM

Q37 Are you self-employed or a company owner of a landscape architecture practice?

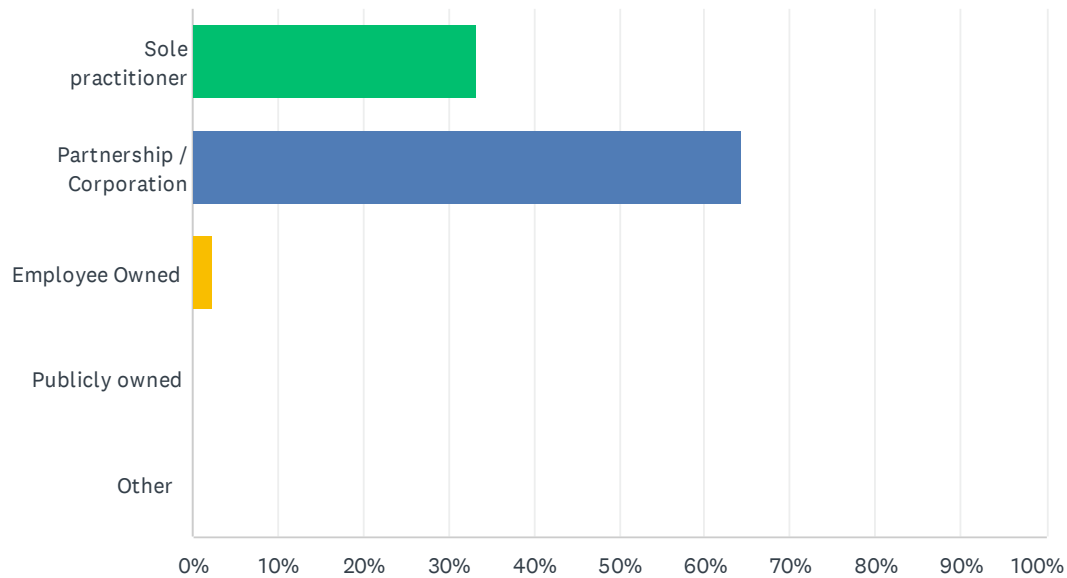
Answered: 135    Skipped: 34



ANSWER CHOICES	RESPONSES	
Yes	30.37%	41
No	69.63%	94
TOTAL		135

## Q38 What is the corporate structure of your company?

Answered: 42   Skipped: 127

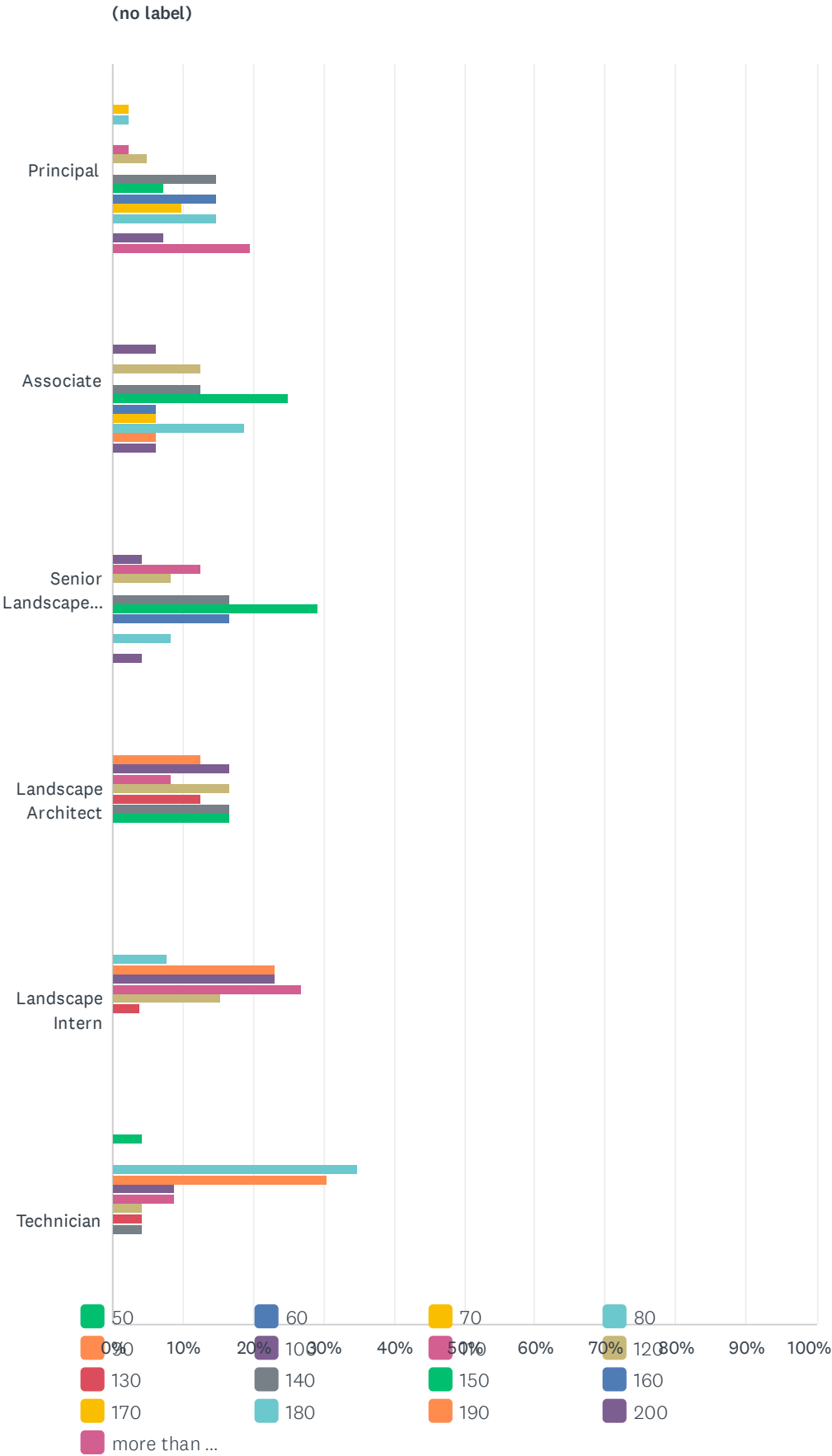


ANSWER CHOICES	RESPONSES	
Sole practitioner	33.33%	14
Partnership / Corporation	64.29%	27
Employee Owned	2.38%	1
Publicly owned	0.00%	0
Other	0.00%	0
TOTAL		42

Q39 What hourly charge-out rates do you charge for yourself or staff?  
(choose the closest dollar value)

Answered: 41   Skipped: 128

BCSLA Professional Practice Survey 2022

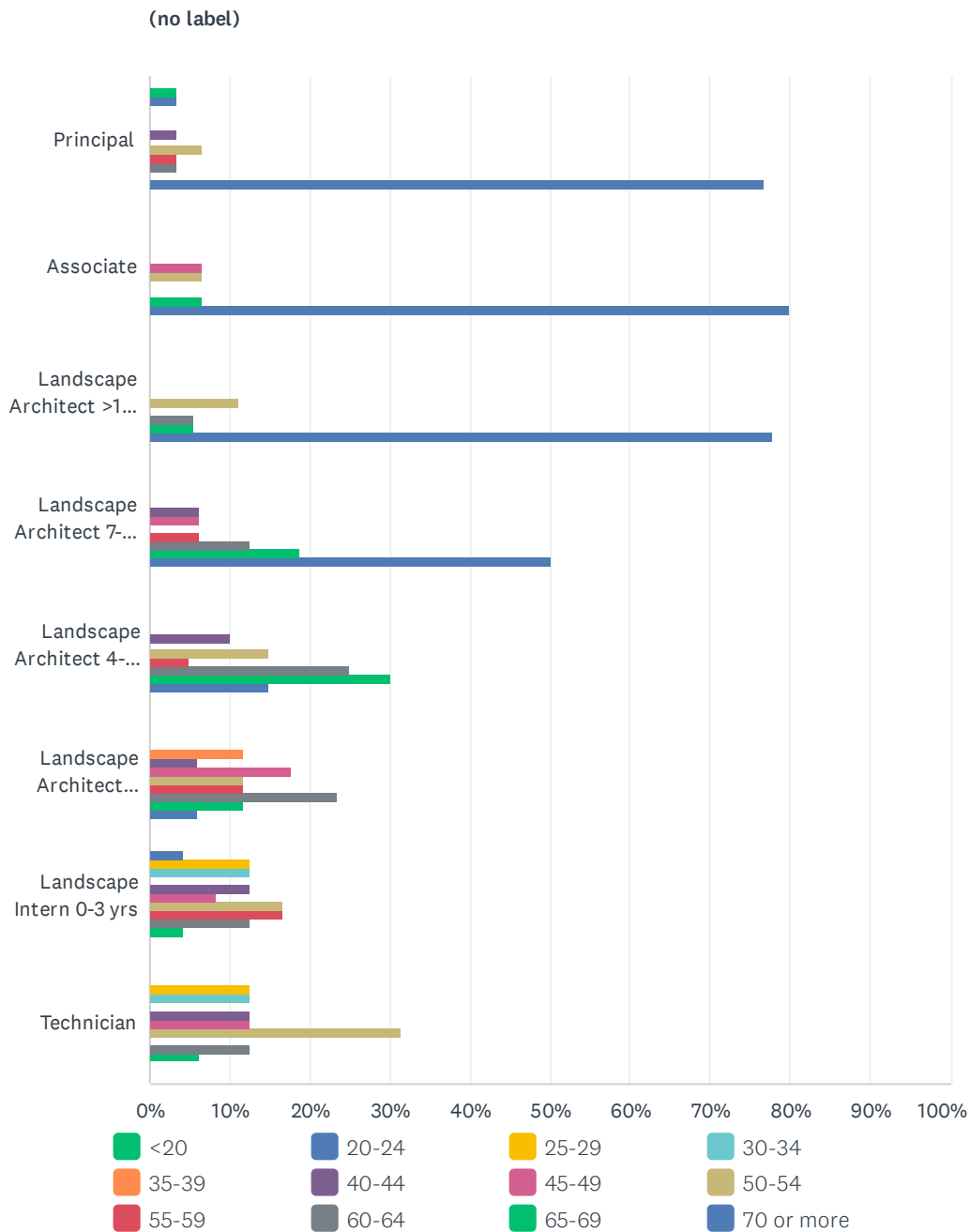


## BCSLA Professional Practice Survey 2022

(no label)												
	50	60	70	80	90	100	110	120	130	140	150	160
Principal	0.00% 0	0.00% 0	2.44% 1	2.44% 1	0.00% 0	0.00% 0	2.44% 1	4.88% 2	0.00% 0	14.63% 6	7.32% 3	14.63% 6
Associate	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.25% 1	0.00% 0	12.50% 2	0.00% 0	12.50% 2	25.00% 4	6.25% 1
Senior Landscape Architect	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.17% 1	12.50% 3	8.33% 2	0.00% 0	16.67% 4	29.17% 7	16.67% 4
Landscape Architect	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.50% 3	16.67% 4	8.33% 2	16.67% 4	12.50% 3	16.67% 4	16.67% 4	0.00% 0
Landscape Intern	0.00% 0	0.00% 0	0.00% 0	7.69% 2	23.08% 6	23.08% 6	26.92% 7	15.38% 4	3.85% 1	0.00% 0	0.00% 0	0.00% 0
Technician	4.35% 1	0.00% 0	0.00% 0	34.78% 8	30.43% 7	8.70% 2	8.70% 2	4.35% 1	4.35% 1	4.35% 1	0.00% 0	0.00% 0

## Q40 Salaries: what typical salaries do you pay for staff in the following positions?

Answered: 35 Skipped: 134



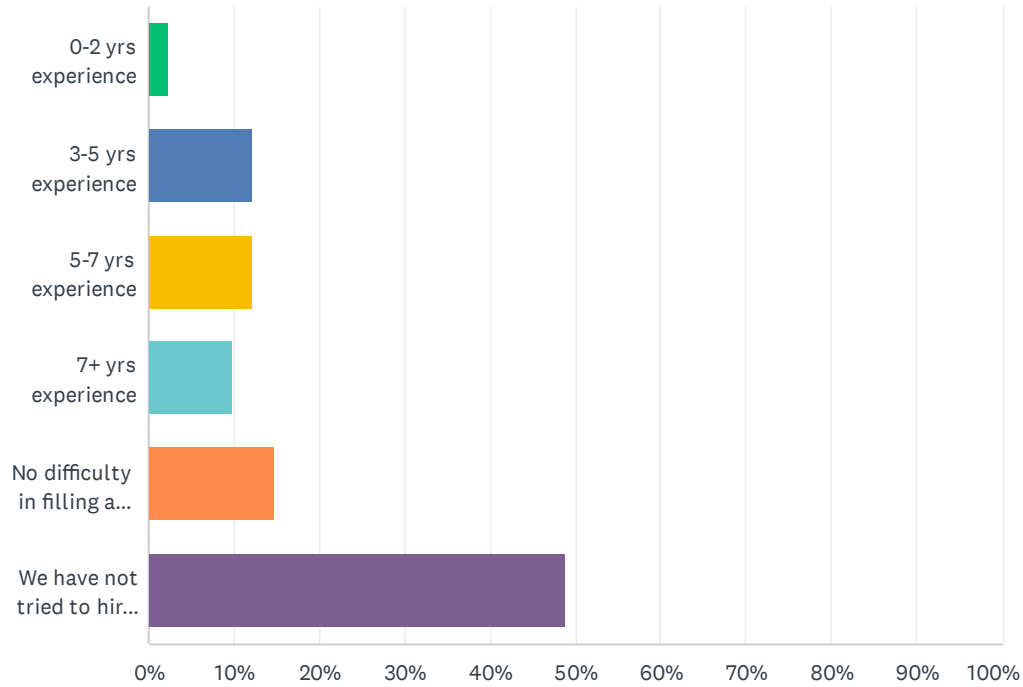


# BCSLA Professional Practice Survey 2022

(no label)												
	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 (MO
Principal	3.33% 1	3.33% 1	0.00% 0	0.00% 0	0.00% 0	3.33% 1	0.00% 0	6.67% 2	3.33% 1	3.33% 1	0.00% 0	76.6
Associate	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.67% 1	6.67% 1	0.00% 0	0.00% 0	6.67% 1	80.0
Landscape Architect >10 yrs	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 2	0.00% 0	5.56% 1	5.56% 1	77.7
Landscape Architect 7-10 yrs	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.25% 1	6.25% 1	0.00% 0	6.25% 1	12.50% 2	18.75% 3	50.0
Landscape Architect 4-6 yrs	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 2	0.00% 0	15.00% 3	5.00% 1	25.00% 5	30.00% 6	15.0
Landscape Architect 0-3yrs	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.76% 2	5.88% 1	17.65% 3	11.76% 2	11.76% 2	23.53% 4	11.76% 2	5.8
Landscape Intern 0-3 yrs	0.00% 0	4.17% 1	12.50% 3	12.50% 3	0.00% 0	12.50% 3	8.33% 2	16.67% 4	16.67% 4	12.50% 3	4.17% 1	0.0
Technician	0.00% 0	0.00% 0	12.50% 2	12.50% 2	0.00% 0	12.50% 2	12.50% 2	31.25% 5	0.00% 0	12.50% 2	6.25% 1	0.0

## Q41 Have you had difficulty filling any of the following positions in the past year? (select all that apply)

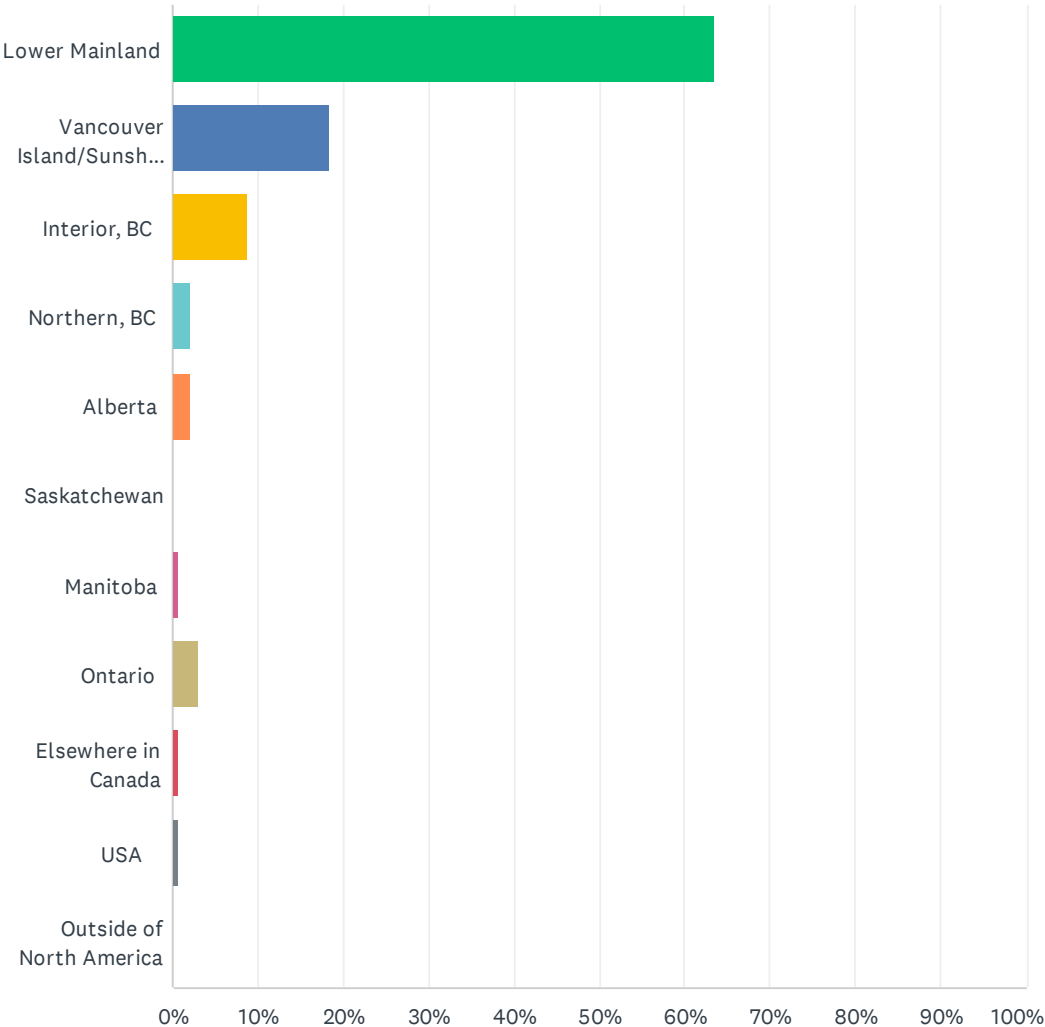
Answered: 41 Skipped: 128



ANSWER CHOICES	RESPONSES	
0-2 yrs experience	2.44%	1
3-5 yrs experience	12.20%	5
5-7 yrs experience	12.20%	5
7+ yrs experience	9.76%	4
No difficulty in filling any positions.	14.63%	6
We have not tried to hire in the past year.	48.78%	20
TOTAL		41

# Q42 Where do you live?

Answered: 137    Skipped: 32

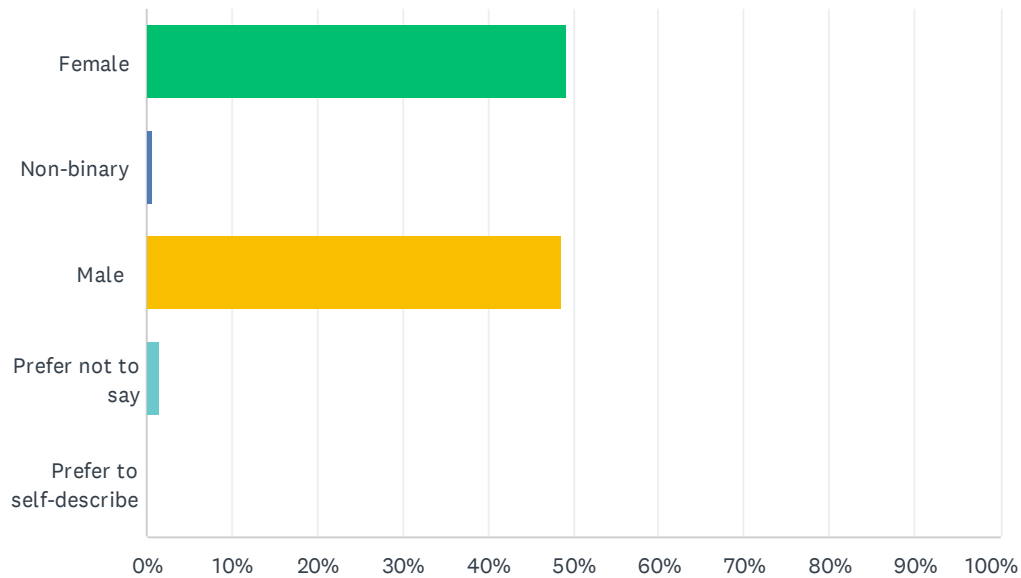


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
Lower Mainland	63.50%	87
Vancouver Island/Sunshine Coast/Islands, BC	18.25%	25
Interior, BC	8.76%	12
Northern, BC	2.19%	3
Alberta	2.19%	3
Saskatchewan	0.00%	0
Manitoba	0.73%	1
Ontario	2.92%	4
Elsewhere in Canada	0.73%	1
USA	0.73%	1
Outside of North America	0.00%	0
TOTAL		137

## Q43 Gender: How do you identify?

Answered: 136 Skipped: 33

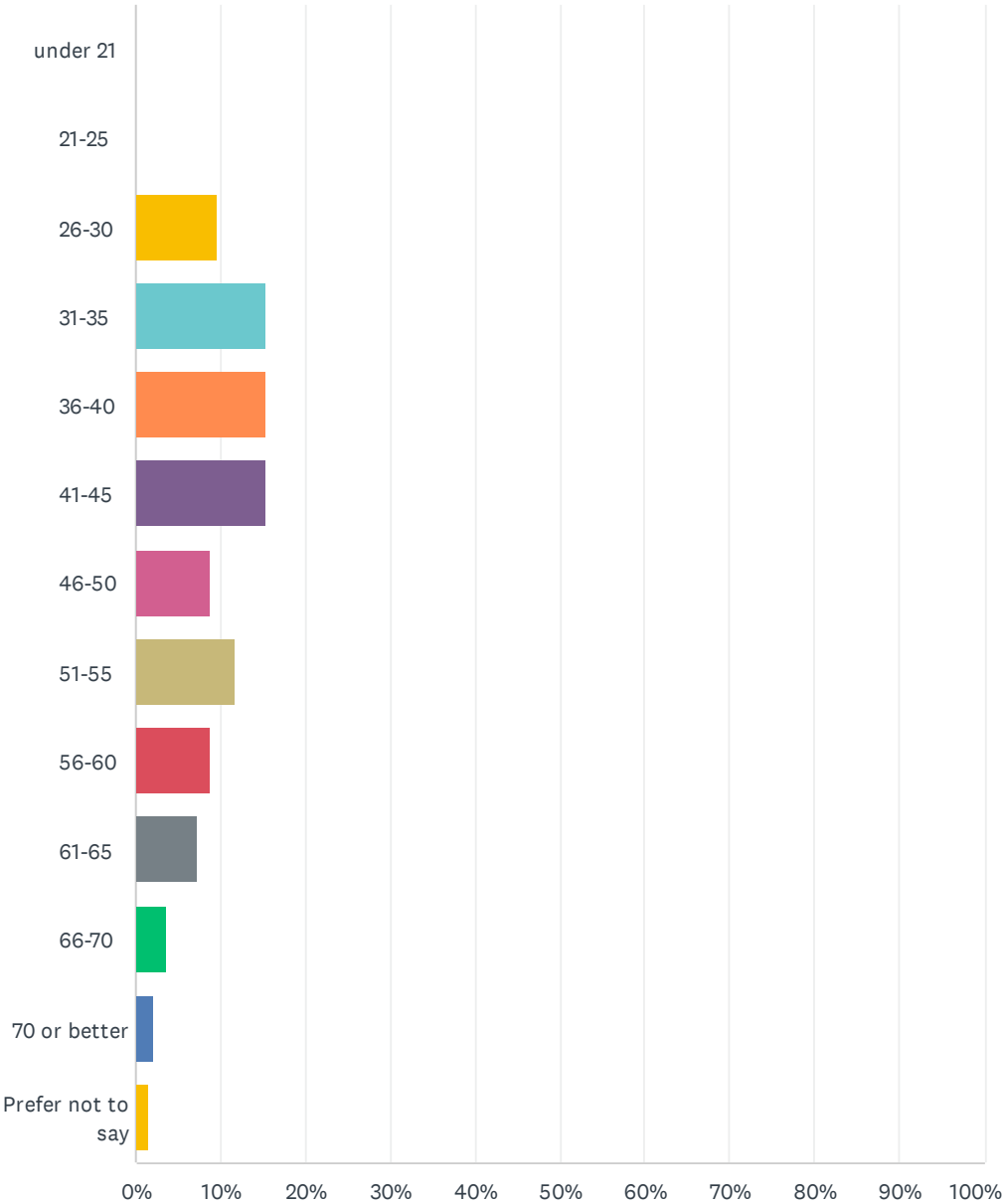


ANSWER CHOICES		RESPONSES	
Female		49.26%	67
Non-binary		0.74%	1
Male		48.53%	66
Prefer not to say		1.47%	2
Prefer to self-describe		0.00%	0
TOTAL			136

#	PREFER TO SELF-DESCRIBE	DATE
	There are no responses.	

# Q44 Please indicate your age

Answered: 136    Skipped: 33

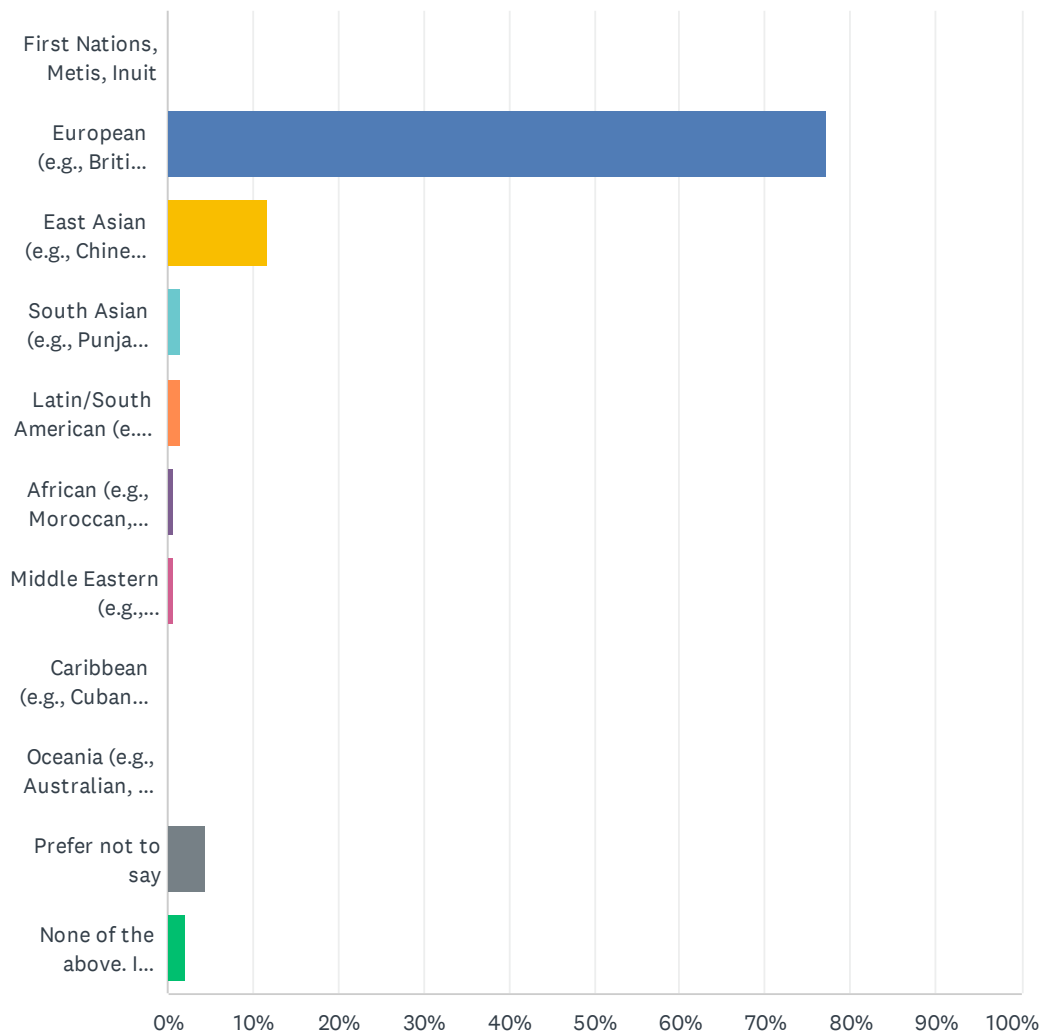


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
under 21	0.00%	0
21-25	0.00%	0
26-30	9.56%	13
31-35	15.44%	21
36-40	15.44%	21
41-45	15.44%	21
46-50	8.82%	12
51-55	11.76%	16
56-60	8.82%	12
61-65	7.35%	10
66-70	3.68%	5
70 or better	2.21%	3
Prefer not to say	1.47%	2
TOTAL		136

Q45 What do you consider your ethnic origin or that of your ancestors (parents, grandparents)? Select all that apply.

Answered: 136      Skipped: 33



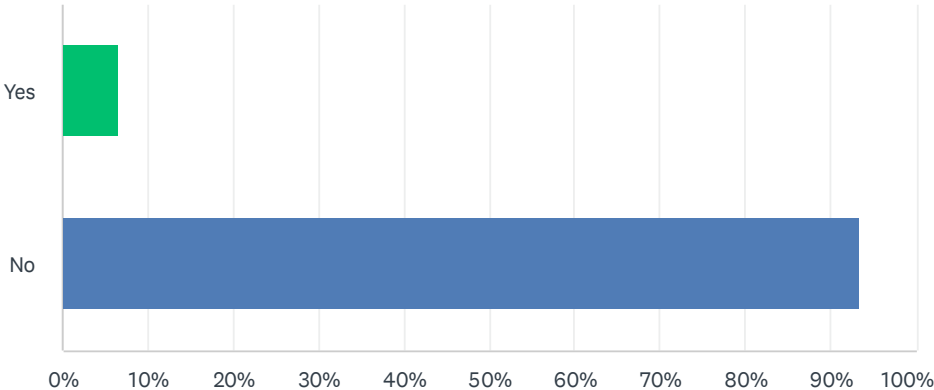


## BCSLA Professional Practice Survey 2022

ANSWER CHOICES	RESPONSES	
First Nations, Metis, Inuit	0.00%	0
European (e.g., British Isles, German, French, Greek)	77.21%	105
East Asian (e.g., Chinese Filipino, Korean)	11.76%	16
South Asian (e.g., Punjabi, Indian, Pakistani)	1.47%	2
Latin/South American (e.g., Mexican, El Salvadorian, Argentinian)	1.47%	2
African (e.g., Moroccan, Ghanaian, South African)	0.74%	1
Middle Eastern (e.g., Lebanese, Iranian, Syrian)	0.74%	1
Caribbean (e.g., Cuban, Jamaican, Bajan)	0.00%	0
Oceania (e.g., Australian, New Zealand)	0.00%	0
Prefer not to say	4.41%	6
None of the above. I identify as _____	2.21%	3
TOTAL		136

Q46 Do you identify as someone with a disability? (e.g. chronic illness, learning disability, physical disability, or other condition.)

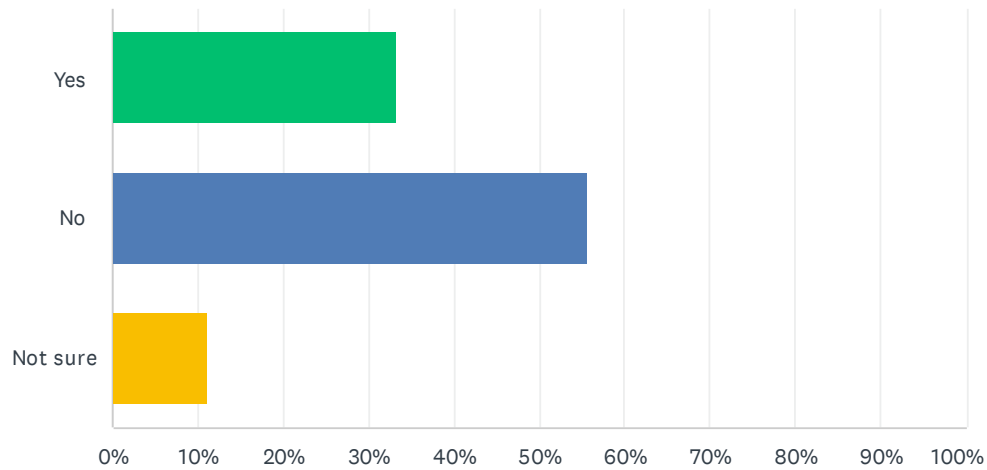
Answered: 137   Skipped: 32



ANSWER CHOICES	RESPONSES	
Yes	6.57%	9
No	93.43%	128
TOTAL		137

## Q47 Has this impacted your ability to become registered with the BCSLA?

Answered: 9 Skipped: 160

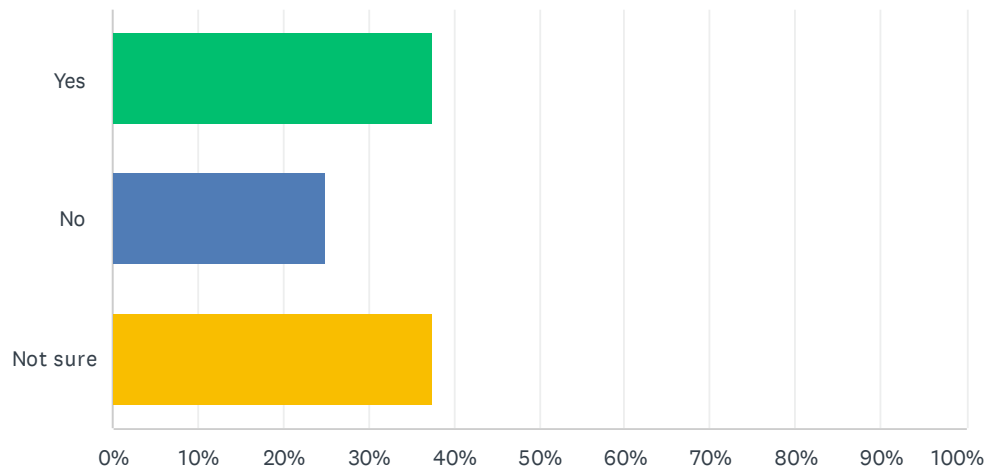


ANSWER CHOICES	RESPONSES	
Yes	33.33%	3
No	55.56%	5
Not sure	11.11%	1
TOTAL		9

#	IF "YES", PLEASE TELL US MORE.	DATE
	There are no responses.	

## Q48 Is there a way that the BCSLA could support you better in becoming registered (or could have supported you better if you are already registered)?

Answered: 8 Skipped: 161



ANSWER CHOICES	RESPONSES	
Yes	37.50%	3
No	25.00%	2
Not sure	37.50%	3
TOTAL		8

#	IF YOU ANSWERED "YES", PLEASE TELL US MORE.	DATE
1	better starting wages and working standards would be helpful so if you have to pay for exams and you are not well off or have family support it is not so difficult - less stressful too.	7/29/2022 12:23 PM
2	Waive LARE fees, provide support for Lare fees. Same thing for Indigenous groups.	7/25/2022 9:59 AM
3	Reiterate that employers should follow overtime laws	7/12/2022 11:41 AM

## Q49 Do you have any other comments that will help us better understand the current state of professional practice?

Answered: 45 Skipped: 124

#	RESPONSES	DATE
1	May be helpful to include questions about the type of companies Landscape Architects work in (e.g. Institutional, multidisciplinary engineering, architectural firms, landscape architectural firm, sole practitioner, etc...).	8/22/2022 7:57 AM
2	I think the profession would benefit from more opportunities to develop business acumen, for owners and employees.	8/11/2022 9:04 AM
3	I decided to go into business for myself because compensation and benefits were poor as an employee at an established practice	8/3/2022 11:48 AM
4	Continuing education needs to be over hauled as it very onerous and time consuming to meet minimum levels with very strict restrictions on what is eligible.	8/2/2022 6:19 PM
5	The minimum salary in our profession is not adequate for living expenses especially in bigger cities like Vancouver.	7/29/2022 4:59 PM
6	You could have asked about what kind of tasks we undertake.	7/29/2022 3:58 PM
7	no	7/29/2022 2:45 PM
8	There needs to be clear guidance on roles and their appropriate salary range.	7/29/2022 1:34 PM
9	I work at a corporation regulated by EGBC under the Professional Governance Act (PGA) and now I am unable to spec a culvert in a park or design a playground!!!! Ridiculous!!! When is our association going to push back on that? What is the CSLA and BCSLA doing about this?	7/29/2022 12:27 PM
10	NO FURTHER COMMENT	7/29/2022 12:18 PM
11	We are underpaid for the level of education and professional knowledge we have.	7/28/2022 7:45 AM
12	Tax incentives for hiring new graduates	7/27/2022 11:32 AM
13	Wondering if BSCLA has given consideration to the general state of client-imposed timelines since Covid. Seems that every firm has had unrealistic timelines imposed on them by our clients, who now know that we can produce work more quickly than we would prefer (many employees' mental health seems to be sacrificed to do this).	7/27/2022 10:52 AM
14	BCSLA exams should be a lot easier to get done. After doing a bachelors degree and working 5 years in the industry, you shouldn't need to study for a tricky structured exam after working 45 hrs a week.	7/27/2022 10:32 AM
15	Re: Number of LAs in company - assumes local office. Our company has scores of LAs across North America and around the world.	7/27/2022 10:00 AM
16	1. Education background beyond landscape architecture, e.g. urban design, architecture, engineering, etc. 2. Previous professional career locations, e.g. Canada, US, Asia, Europe, etc. 3. Percentage of project locations, e.g. BC, ON, Asia, Middle East, etc.	7/27/2022 9:41 AM
17	Question 44 on ethnicity, should allow for multiple choices but does not allow that. Generally feel that salary ranges and hourly rate categories should offer higher ranges to get more granular at the higher end.	7/27/2022 9:11 AM
18	Thank you for the survey!	7/26/2022 4:19 PM
19	Thanks for running this survey periodically. I've done a lot of LA hiring in BC, AB and ON over the past 10+ years and I always look back to the latest BCSLA survey for reference. Great resource for our dynamic growing profession. :)	7/25/2022 10:18 PM
20	I am seeking employment in the USA.	7/25/2022 8:00 PM

# BCSLA Professional Practice Survey 2022

21	No	7/25/2022 4:30 PM
22	Your payscales are out of whack with the main categories. Most landscape architects make over \$70,000 in the Lower Mainland, some designers do as well. Categories need to shift up.	7/25/2022 3:59 PM
23	Would be good to clarify scope overlap with civil engineers and architects.	7/25/2022 12:39 PM
24	It is annoying that LAs are not recognized in BC as a Coordinating Registered Professional (CRP) when it comes to Building Permits which are automatically triggered whenever the total construction value exceeds \$100,000 which isn't hard to do anymore. I always have to sub-contract a structural engineer or civil engineer to be my CRP on a project even though I was educated in strength of materials (span tables and fastener sizing, etc.) and I was also educated on proper pipe sizing and excel at grading and drainage design and details. I've frequently had to ignore permit requirements in my career and be ready to ask for forgiveness if it ever caught up with me. Sometimes it does, most times it doesn't. It has really turned me off of the whole profession. We seem to be treated like a "junior" member at every design team table and our comments are often ignored. We, professionally, have no teeth. People don't HAVE to listen to us because we don't hold clout with the BCBC. In addition, from architects designing the pathways on rooftop landscapes to civil engineers dictating fencing around stormwater ponds and locations and shapes of drainage swales, to even city planners budging in on our creativity with their own pre-determined outcomes, it seems like every profession at a design table is trying to move in on our territory of what we are there to offer and to do. There's no strict jurisdictional lines between what is an architects role on a site outside of the building envelope and what is ours. Ditto for forcing civil engineers to collaborate on softening the look and feel of the soft scape features of a site if a landscape architect is involved and making it a truly 50/50 collaboration and not a 95/5 in favour of the civil like it is in reality. I've been so frustrated with my profession I've pretty much given up on it all together after 14 years and moved to acreage on Vancouver Island and taken up farming instead. I am finding after 4 years I am much more fulfilled by my new focus in life. I still design as a side gig but I have little if any desire to advance from Intern to full member for the above frustrations which is sad to me. —especially given I blew \$110,000 on my university education in the US that I wouldn't have needed to had I just gone into farming 18 years sooner in life. Oh well. I did some cool things along the way and going back and taking my kids to parks and other places I designed is pretty sweet. Not many dads can do that. :) Thanks for letting me speak my mind. I hope these comments are helpful and get heard. If changes are made to improve our voice and status as an eligible CRP I would definitely enthusiastically jump back into the career. I've got a lot of creativity left in me!	7/25/2022 11:19 AM
25	graduates not interested in registering; expensive to train graduates and have them move on	7/23/2022 9:59 AM
26	Promoting to public sector clients, that remote working is new normal. Virtual meetings are cost savings to all parties	7/22/2022 5:44 PM
27	I would love to see the association promote the use of platforms like glassdoor so there is more transparency about how various firms treat their employees. I am also unclear if there are means in which the association is supporting principles/project managers in trainings such as diversity/equity, soft skills/empathy, toxic work culture etc. Issues in these areas seem widespread and there isn't a way (besides word of mouth) to know if a firm is evolving with the changing times. It's especially challenging to address issues like this when so many firms don't have unbiased HR people.	7/22/2022 4:24 PM
28	Thank you	7/22/2022 3:46 PM
29	I currently pay staff hourly and really focus on flexibility of hours. All my staff are currently women and most of them need some flexibility due to children and child care. We are working towards having regularly scheduled performance reviews and having pay schedules so people can know what they can expect to get paid as they are with the company longer. Right now it's pretty arbitrary. This year we did a 10% increase for everyone to cover raises and cost of living increases.	7/22/2022 12:43 PM
30	I started a company with another landscape architect 15 months ago, we handle 100% of the workload and, on rare occasions, contract a few hours of work out to other LAs.	7/22/2022 12:42 PM
31	Not sure why you chose to limit the salary range to >70k. The cost of living in vancouver means that the most junior staff are not needing to start on approaching \$70k. Unless I misunderstood the question. In any event the most helpful thing to employers like me and thus to our clients is understanding salaries as the cost of living in the lower mainland places a	7/21/2022 4:15 PM

## BCSLA Professional Practice Survey 2022

huge stress on our employees. Salaries are directly related to the hourly rates we need to charge. Clients need to be better informed about the actual cost of doing projects for them and the great value they receive from a dedicated BCSLA membership.

32	None.	7/18/2022 12:13 AM
33	N/A	7/15/2022 5:51 PM
34	I moved here from Seattle, and to work the exact same position at a Vancouver firm, I took a 30% pay cut. I am extremely disappointed with the compensation here in BC private firms.	7/15/2022 11:46 AM
35	Women who have children and POC are leaving the practice, as are people originating in Asia. The 9-5 does not work for them and neither does the pace of professional practice especially privately. Being seen and heard at work is important and it is not happening, even in the offices that purport to make efforts in anti-racism etc. promotion opportunities happen behind a veil with little clear path forward for those starting out or mid career. Mentorship opportunities are less and less, as the old guard retires and the new guard seems too busy. Structural change that values the incoming knowledge base of those fresh from school should be honoured and their knowledge should be leveraged rather than making them work blindly with old software and through bureaucratic processes that can take too much time and kill the passion they bring.	7/14/2022 12:09 PM
36	I'm exhausted and burnt out . Love the work but not the culture	7/12/2022 5:28 PM
37	In general, Vancouver needs to pay in line with the cost of living in this city and/or offer additional benefits that attract talent other than just students from UBC. A majority of firms seem to be ok with the "status quo" and aren't willing to push the boundaries to think outside the box, relying solely on reputation. Older practitioners need to make room for the next level of talent and leadership.	7/12/2022 1:39 PM
38	I have been forced back to the office four days a week, which I find quite frustrating since there are no air quality measures in places, and no vaccine or masking requirements. I wish that safety was being prioritized to a greater extent but sadly it is not.	7/12/2022 12:40 PM
39	I identify as mixed heritage East Asian/European. We have had trouble attracting technicians/drafters. There are a lot of double-masters MLA & MUD, MLAs that apply. Wage expectation is abnormally high. Main complaint is the cost of housing and cost of living. Some complain about cost of transportation. We increased our per kilometer rate to just above the current Conference Board of Canada rate - so it's \$0.78/km. We are experiencing a bumper year for projects coming online. General consensus is there is no slow down being experienced. We do not support the return to in-person meetings, it is a waste of time and transportation. Collaborative meetings for all-consultants works fine.	7/12/2022 11:50 AM
40	There is a workplace culture problem in the field. Many older male firm-owners treat workers poorly.	7/12/2022 11:41 AM
41	no comment	7/11/2022 12:37 PM
42	Increasingly under-compensated in the private sector for the majority of employees.	7/11/2022 8:33 AM
43	civic meddling and bureaucracy along with the technological treadmill have tended to undermine the soul of a creative and fulfilling endeavour	7/9/2022 5:11 AM
44	1. The salary numbers in this survey were hard to figure out. I didn't really know what you meant by 20-30. Was that meant to be \$20K-\$30K? As such, I'm not sure the data that you get from the answers to that question will have much validity. 2. The question about having trouble filling positions only allowed one response. I tried to give multiple responses but the program wouldn't allow it. 3. As a business owner I want to know how much other firms are paying their staff - especially junior and intermediate level staff. This is basically the only way for us to keep tabs on this. 4. I also want to know more about in-person vs. remote working and any hybrid arrangements. This is key information for business owners. 5. I would like to know more about work loads over the past year and anticipated work loads for the coming year. It would be great if BCSLA asked those questions. Something like, "the past 12 months have been busier than the previous year (strongly agree, agree, somewhat disagree, disagree). We anticipate the next year to be "slower/about the same/busier" than this past year. 6. I would like to know percentage of private work vs. public for the private consulting firms. 7. I would like to know the average income for the different firms (e.g., sole proprietors, 1-5 employees, 6-10 employees, etc.). Thank you!	7/8/2022 7:44 PM

45 answered as if employed and used last employment benefits. Should have "skip to end" option if retired

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7/8/2022 12:10 PM