

# Professional Engineers and Geoscientists of Newfoundland and Labrador

## Member Survey

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August 2007

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## Executive Summary

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### **Study Background and Methodology**

This report presents the results of the Member Survey conducted by MarketQuest Research on behalf of the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL). The purpose of this study was to gauge the attitudes of members toward PEGNL, its mandate, activities and initiatives.

This research was conducted via a telephone survey of current PEGNL members residing in the province of Newfoundland and Labrador. To allow for analysis by designation (Engineer or Geoscientist), disproportionate stratified sampling was employed. Due to the use of disproportionate sampling, weights were developed to ensure that the sample was a proportionate representation of the population at the overall membership level. In total, 429 members completed the survey - 346 Engineers and 83 Geoscientists.

### **Key Findings**

#### **Membership**

Consistent with 2002, satisfaction with PEGNL membership is relatively high. A large majority of members (81%) reported being *somewhat* (56%) or *very satisfied* (25%). Engineer members (26% *very satisfied*) continue to report stronger satisfaction than Geoscientist members (15% *very satisfied*); however, satisfaction has increased among Geoscientists since 2002, therefore narrowing the gap between these two groups<sup>1</sup>.

Also similar to 2002, Engineers (4.3) are more likely than Geoscientists (3.7) to view the professional designation as important<sup>2</sup>. However, this gap has decreased as Geoscientists are more likely to view the professional designation as important today (63%) than they were in 2002 (49%).

Motivations for membership have remained fairly consistent since 2002, with the majority of Engineers and Geoscientists reporting they are members because it is required by their job or employer (51%).

Slightly more than one-half of members (52%) reported that they do not participate in local Chapter events. Furthermore, lack of participation is more common among Geoscientists (68%) than Engineers (50%).

Employer support for PEGNL membership is fairly common, with the majority of members agreeing (either *somewhat* or *strongly*) that their employer provides financial (64%) and non-financial (50%) support for their membership. However, non-financial support appears to be less common than it was in 2002 (69%).

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<sup>1</sup> In 2007, overall satisfaction (*very satisfied* and *somewhat satisfied* combined) was 82% for Engineers and 80% for Geoscientists. In 2002, overall satisfaction was 84% for Engineers and 67% for Geoscientists.

<sup>2</sup> Ratings were given on a 5-point scale, ranging from not at all important (1) to very important (5).

Most members did not provide any suggestions for how PEGNL could better serve its members. The responses that were given varied widely; more training/education (9%) and re-evaluating the professional development program (9%) were most commonly mentioned.

### **Responsibilities, Roles and Activities of PEGNL**

Consistent with 2002, most members perceive PEGNL as primarily responsible to the citizens of Newfoundland and Labrador (59%), followed by the Engineer and Geoscientist members themselves (35%).

When members were asked to consider the importance of various roles of PEGNL, they placed the greatest importance on protecting public safety (4.7) and licensing qualified persons to be professional Engineers and Geoscientists (4.6)<sup>3</sup>. These roles were also rated highest in importance in 2002.

The activities and initiatives of PEGNL that are predominately “top-of-mind”<sup>4</sup> for members are networking and social events (29%), protecting the professional title (22%) and providing group benefits (21%). While these are frequently top-of-mind, awareness<sup>5</sup> of most of PEGNL’s main activities and initiatives is relatively high, ranging from 71% to 98%. Awareness was lowest for providing secondary liability insurance (72%) and attempting to influence government (71%). Members were also least aware of these in 2002, and since then, awareness of each has decreased<sup>6</sup>.

Among the ten main activities and initiatives of PEGNL, protection of the Engineer/Geoscientist professional title (4.4) was rated highest in importance by members again this year<sup>7</sup>. Several activities/initiatives have increased in importance since 2002, with the largest increases occurring for maintaining a website, providing secondary professional liability insurance, and providing group benefits. Organizing networking/social events (3.0) and providing groups benefits (3.0) were rated the least important of PEGNL’s activities.

Consistent with 2002, approximately three-quarters of members (77%) are supportive of two categories of PEGNL membership, one for those not actively practicing the profession and another for those meeting the requirements of active practice. With regards to the public being able to distinguish between these two categories, more members perceive this to be important now than in 2002 (64% and 52%, respectively).

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<sup>3</sup> Ratings were given on a 5-point scale, ranging from not at all important (1) to very important (5).

<sup>4</sup> Members were asked an unaided question “What activities and initiatives does PEGNL undertake on behalf of its members?”. Unaided means that response options were not read to members. Responses were coded based on a list of 10 main activities/initiatives performed by PEGNL.

<sup>5</sup> Awareness refers to unaided (see footnote above) and aided awareness combined. Members were read any of the 10 activities/initiatives they did not mention in response to the unaided question and were asked if they were aware that PEGNL engages in it.

<sup>6</sup> From 79% to 72% for providing secondary liability insurance and from 81% to 71% for attempting to influence government.

<sup>7</sup> Ratings were given on a 5-point scale, ranging from not at all important (1) to very important (5).

## Communications

Three-quarters of members (75%) currently read Dialogue, which is down from 95% in 2002. Of the current readers, most are occasional (read some issues) or frequent (read most issues) readers (45% and 37%, respectively). The most common reasons cited for not reading Dialogue are lack of interest (32%) and lack of time (24%). Interestingly, 10% of members said they do not receive the magazine. Slightly more than one-quarter of the current readers (28%) read Dialogue more often now because it is available in electronic format.

For the most part, members do not feel strongly one way or the other about the value of Dialogue's content to them. Approximately one-third of current readers (34%) perceive the value of Dialogue content as being good (30%) or excellent (4%), which is consistent with results in 2002. There has been a decline in the percentage of members who rated the magazine negatively (somewhat or very poor value), primarily as a result of Geoscientists moving to a more neutral position on this issue.

Visitation to PEGNL's website by members has increased from 85% in 2002 to 97% in 2007. The majority of these members (71%) last visited the website within the three months prior to the survey. Members predominately visit the website one or more times a year<sup>8</sup> (71%).

The large majority of members (91%) report reading the email sent to them from PEGNL. More Geoscientists report reading email correspondence sent from PEGNL when compared to Engineers (98% and 91%, respectively). The percentage of members who report reading PEGNL email has increased from 86% in 2002<sup>9</sup>.

Most members (61%) have read PEGNL's salary survey report, and most (72%) believe PEGNL should continue to conduct salary surveys. Twenty percent are neutral on the issue, and 8% disagree.

Most members (87%) were aware that the Professional Development Program was revised effective January 2007.

## Current Issues

Most members believe the delay in the start of the Hebron Development has had a negative impact on the Engineering and Geoscience professions (61%) and on the province in general (68%). Members were more likely to perceive the delay as impacting the province than they were to perceive it as affecting their professions.

Support for PEGNL lobbying the provincial government and Chevron to resume Hebron negotiations was relatively high, with 41% reporting *strong* support and 32% reporting *somewhat* support.

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<sup>8</sup> One or more times a year, but less frequent than one or more times a month.

<sup>9</sup> In 2007, the question was "Do you read all, most, some, or none of the email to you from PEGNL?". This question was recoded to allow for comparison to the 2002 question "Typically, do you read the email sent to you from APEGN?".

## 1.0 Introduction

### 1.1 Study Background

On behalf of the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL), MarketQuest Research completed a quantitative telephone survey of PEGNL members across Newfoundland and Labrador. The main purpose of this study was to gauge the attitudes of members toward PEGNL, its mandate, activities and initiatives.

Specific objectives included:

- To assess the current attitudes of PEGNL members with regards to the responsibilities, roles and activities of PEGNL;
- To gauge members' awareness and understanding of PEGNL and its mandate;
- To determine members' satisfaction with their membership; and
- To determine any differences in attitudes toward PEGNL between Engineer and Geoscientist members.

### 1.2 Methodology

Data collection for this survey was conducted via telephone from June 6<sup>th</sup> to June 28<sup>th</sup>, 2007, using a Computer-Assisted Telephone Interviewing (CATI) System. The sampling frame included all current members of PEGNL residing in the province of Newfoundland and Labrador. This included members from the following categories: P.Eng, P.Geo, EIT, GIT, and life members. In total, 429 PEGNL members completed the survey, providing a margin of error of  $\pm 4.2\%$ , 19 times out of 20. Sample sizes and margins of error at the designation level (Engineer and Geoscientist) are presented in Table 1.

**Table 1: Sample Design**

Designation	Population Size	Sample Size	Margin of Error*
Engineers <sup>10</sup>	1,709	346	$\pm 4.71$
Geoscientists <sup>11</sup>	150	83	$\pm 7.21$
<b>Overall Members</b>	<b>1,859</b>	<b>429</b>	<b><math>\pm 4.15</math></b>

\*19 times out of 20.

To allow for analysis by designation, disproportionate stratified sampling was employed. Due to the use of disproportionate sampling, weights were developed to ensure that the sample was a proportionate representation of the population at the overall membership level.

<sup>10</sup> Engineers includes P.Eng and EIT members.

<sup>11</sup> Geoscientists includes P.Geo and GIT members.

The questionnaire for this study was designed by PEGNL in consultation with MarketQuest Research and was approximately 15 minutes in length. Following final questionnaire review and approval, a pretest was conducted as a quality control procedure to confirm survey length, to ensure clarity of survey questions and instructions, to ensure an effective and efficient flow of information, and to ensure that the desired information was being obtained. The questionnaire is presented in Appendix A.

### 1.3 This Report

This report presents the results of the Member Survey conducted on behalf of PEGNL during June 2007. Results are also presented, where possible, for the 2002 Member Survey to allow for comparison and tracking over time<sup>12</sup>. In addition, where insight and informational value is added, results are segmented by age and designation (Engineer and Geoscientist) and are presented throughout the text of this report.

A combination of text, data tables and data figures are used throughout this report to present survey results. Questions where more than one response could be provided are referred to as multiple response questions, and these are noted throughout the report. Responses to multiple response questions may sum to greater than 100%.

It is also important to note that due to rounding, percentages may not always sum to 100%. Furthermore, results presented throughout this report at the overall member level are weighted, meaning that the n's for each response do not always add up to the total N's that are presented. Furthermore, as a result of weighting, the total N presented throughout this report (N=430) differs slightly from the actual sample size obtained (N=429).

To identify differences between groups or segments, statistical tests of significance have been conducted at the 95% confidence level. Essentially, when comparing two values obtained from different populations, a statistical test will guide us to be confident that any apparent difference between the values is statistically *real* or *significant*<sup>13</sup>. **Throughout this report, differences between segments are noted only if they are statistically significant.** Where this occurs, we can say that we are 95% confident that the difference between the values in question exists in the population and is not simply due to uncontrollable sampling error. It is important to note that the term 'significant' is used to denote *statistically significant* differences, and it is not synonymous with 'important'. Differences that have been identified as significant are noted in the text of the report and/or are shaded in the tables found throughout the report.

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<sup>12</sup> In 2002, PEGNL was referred to as the Association of Professional Engineers and Geoscientists of Newfoundland (APEGN).

<sup>13</sup> What may seem to be a difference between percentages may simply be the result of sampling error or the margin of error associated with the sample size, and not a real or significant difference in the population.



## 2.0 Characteristics of Survey Respondents

### 2.1 Demographic Profile

A demographic profile of survey respondents is presented in Table 2. Overall, just under one-half of PEGNL members (44%) are between the ages of 35 and 50. The majority of members are Engineers (81%), and the majority are from the Eastern district (84%). Most members are employed (83%), with just over one-half working in Industry positions (51%). Members most commonly reported their job to be a staff-level position (43%).

**Table 2: Demographic Profile\***

	2007		2002	
<b>Age</b>	<b>N=430</b>	<b>%</b>	<b>N=398</b>	<b>%</b>
Younger than 35 years	111	26	57	14
35 to 50 years	189	44	211	53
51 years or older	130	30	130	33
<b>Occupation</b>	<b>N=430</b>	<b>%</b>	<b>N=400</b>	<b>%</b>
Engineer	346	81	322	81
Geoscientist	83	19	78	19
<b>Employment Status</b>	<b>N=430</b>	<b>%</b>	<b>N=400</b>	<b>%</b>
Employed	355	83	333	83
Self-Employed	32	8	57	14
Unemployed/In transition	6	1	3	1
Retired	37	9	8	2
<b>Area of Work**</b>	<b>N=387</b>	<b>%</b>	<b>N=389</b>	<b>%</b>
Industry	196	51	163	42
Government	68	18	90	23
Consulting	84	22	101	26
Education	29	8	27	7
Other	10	3	8	2
<b>Employment Position**</b>	<b>N=385</b>	<b>%</b>	<b>N=387</b>	<b>%</b>
Senior Manager/Executive	105	27	157	40
Manager	91	24	112	29
Staff	164	43	103	27
Instructor/Professor/Faculty member	17	4	15	4
Other	9	2	-	-
<b>District</b>	<b>N=428</b>	<b>%</b>	<b>N=398</b>	<b>%</b>
Eastern	360	84	331	83
Central	21	5	22	5
Western	20	5	28	7
Labrador	28	7	17	4

\*Individuals who did not provide a response are excluded from the analysis (i.e., % calculations)

\*\*Members who were unemployed/in transition or retired were not asked the questions related to area of work and employment position.

Table 3 presents a demographic profile of members by designation. As shown in this table, the profile of Engineers and Geoscientists are similar to each other.

**Table 3: Demographic Profile by Designation\***

	Engineers		Geoscientists	
<b>Age</b>	<b>N=346</b>	<b>%</b>	<b>N=83</b>	<b>%</b>
Younger than 35 years	86	25	17	21
35 to 50 years	155	45	36	43
51 years or older	105	30	30	36
<b>Employment Status</b>	<b>N=346</b>	<b>%</b>	<b>N=83</b>	<b>%</b>
Employed	285	82	68	82
Self-Employed	25	7	10	12
Unemployed/In transition	4	1	2	2
Retired	32	9	3	4
<b>Area of Work**</b>	<b>N=310</b>	<b>%</b>	<b>N=78</b>	<b>%</b>
Industry	158	51	34	44
Government	52	17	21	27
Consulting	68	22	15	19
Education	24	8	5	6
Other	8	3	3	4
<b>Employment Position**</b>	<b>N=309</b>	<b>%</b>	<b>N=76</b>	<b>%</b>
Senior Manager/Executive	87	28	19	25
Manager	73	24	19	25
Staff	128	41	33	43
Instructor/Professor/Faculty member	14	5	2	3
Other	7	2	3	4
<b>District</b>	<b>N=345</b>	<b>%</b>	<b>N=83</b>	<b>%</b>
Eastern	290	84	69	83
Central	16	5	7	8
Western	17	5	2	2
Labrador	22	6	5	6

\*Individuals who did not provide a response are excluded from the analysis (i.e., % calculations).

\*\* Members who were unemployed/in transition or retired were not asked the questions related to area of work and employment position.

## 2.2 Licensing and Practice in Other Jurisdictions

One in ten members (10%) practice in other provincial/territorial jurisdictions. These members (n=43) practice in an average of 2 other jurisdictions, with a range of 1 to 8 jurisdictions. Ten percent of Engineers and 12% of Geoscientists practice in other jurisdictions. Engineers (n=34) practice in an average of 2 other jurisdictions, with a range of 1 to 8 jurisdictions. Geoscientists (n=10) practice in an average of 2 other jurisdictions, with a range of 1 to 3 jurisdictions.

A small minority of members (6%) are licensed in other provinces/territories. These members (n=24) are licensed in an average of 2 other provinces/territories, with a range of 1 to 4 provinces/territories. A small minority of Engineers (6%) and Geoscientists (6%) are licensed in other provinces/territories. Engineers (n=20) are licensed in an average of 2 other provinces/territories, with a range of 1 to 4 provinces/territories. All Geoscientists who are licensed in other provinces/territories (n=5) are licensed in 1 other province/territory.

### 3.0 Attitudes Toward PEGNL

To gauge attitudes toward PEGNL, members were asked about PEGNL's roles and responsibilities, awareness and importance of PEGNL's activities, and ways that PEGNL can better serve the needs of its members.

#### 3.1 Roles/Responsibilities of PEGNL

Similar to 2002, nearly six in ten members (59%) believe that PEGNL is primarily responsible to the citizens of Newfoundland and Labrador, followed distantly by its professional members (35%).

Members younger than 35 years were more likely than members aged 35 to 50 to believe that PEGNL is primarily responsible to its professional members (43% and 29%, respectively), while members aged 35 to 50 were more likely than younger members to believe that PEGNL is primarily responsible to the citizens of the province (65% and 51%, respectively).

**Table 4: Individuals or Organizations to Whom PEGNL is Primarily Responsible**

	2007			2002		
	Overall (n=430)	Eng. (n=346)	Geo. (n=83)	Overall (n=400)	Eng. (n=322)	Geo. (n=78)
Citizens of NL	59%	58%	61%	59%	60%	47%
Professional members	35%	35%	33%	36%	35%	40%
Government of NL	4%	4%	1%	4%	4%	9%
Other mentions	3%	3%	2%	4%	3%	6%
Don't know/No response	<1%	-	2%	-	-	-

Using a scale of 1 to 5, where 1 represents "not at all important" and 5 represents "very important", members were asked to rate the importance of PEGNL's role in various areas.

As shown in Figure 1, protecting public safety (4.7) and licensing qualified persons to be professional Engineers and Geoscientists (4.6) were identified as the most important roles of PEGNL. These areas were also identified as most important by members in 2002 (4.6 and 4.7, respectively).

In 2007, serving members with activities such as professional development and conferences (3.6) and serving members with activities such as insurance and RRSP programs (2.9) were ranked as the least important roles of PEGNL. These areas were also ranked as least important in 2002 (3.5 and 2.7, respectively), although the latter has increased slightly (from 2.7 to 2.9).

For the most part, importance ratings were similar for 2002 and 2007.

**Figure 1: Importance of PEGNL's Role in Various Areas**

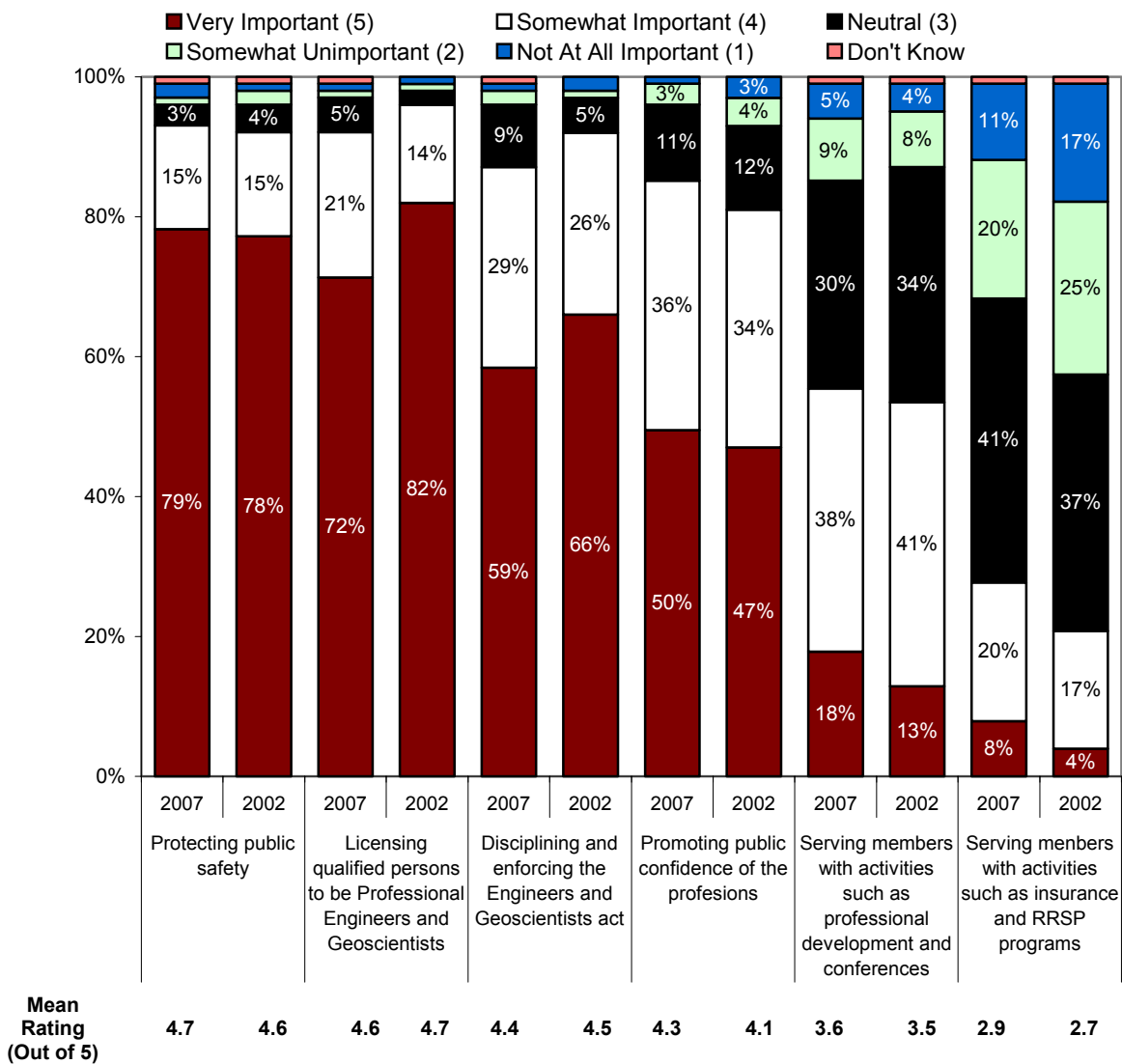


Table 5 presents importance ratings by Engineer and Geoscientist members. As shown below, Engineers provided higher ratings than Geoscientists for the majority of the statements.

**Table 5: Importance Ratings by Designation (Out of 5)**

	Engineers		Geoscientists	
	2007	2002	2007	2002
Protecting public safety	4.7	4.7	4.4	4.2
Licensing qualified persons to be professional Engineers and Geoscientists	4.6	4.8	4.3	4.3
Disciplining and enforcing the Engineers and Geoscientists act	4.4	4.6	4.2	4.0
Promoting public confidence of the professions	4.3	4.2	4.0	3.7
Serving members with activities such as professional development and conferences	3.6	3.5	3.5	3.1
Serving members with activities such as insurance and RRSP programs	2.9	2.7	2.8	2.6

### 3.2 Awareness/Importance of Activities

To gauge unaided or 'top-of-mind' awareness of the activities and initiatives of PEGNL, members were asked to identify the activities and initiatives that PEGNL undertakes on behalf of its members. Similar to 2002, members most often mentioned:

- Organizes networking and social events for members (29%);
- Protects the professional Engineer and professional Geoscientist title (22%); and
- Provides group benefits such as car/home/life insurance to members (21%).

Members who did not mention the activities and initiatives listed in Table 6 on page 12 were specifically asked if they were aware of these activities and initiatives (aided recall). Aided awareness levels for these specific activities/initiatives are shown in Table 6.

When unaided and aided awareness are combined, the results show that members are generally aware of the activities and initiatives of PEGNL, with overall awareness ranging from 71% to 98%. Awareness was highest for PEGNL's website (98%) and provision of group benefits (97%). Similar to 2002, awareness was lowest for PEGNL's provision of secondary liability insurance (72%) and attempts to influence the provincial government on public policy issues (71%).

As shown in Table 6, unaided awareness was higher in 2007, compared to 2002, for several of PEGNL's activities and initiatives. However, overall awareness was lower in 2007, compared to 2002, for most activities and initiatives.

Overall awareness also differed by age. Awareness was generally higher for older members for several activities and initiatives:

- Attempts to influence the provincial government on policy issues - awareness was higher for members 51 years or older (82%) and members aged 35 to 50 (71%) than for members younger than 35 (55%).
- Provides secondary professional liability insurance - awareness was higher for members 51 years or older (82%) and members aged 35 to 50 (74%) than for members younger than 35 (59%).
- Awards scholarships to students - awareness was higher for members 51 years or older (99%) compared to members aged 35 to 50 (92%) and members younger than 35 (89%).
- Participates in student activities - awareness was higher for members 51 years or older (95%) compared to members younger than 35 (86%).
- Organizes networking and social events - awareness was higher for members aged 35 to 50 (98%) compared to members younger than 35 (93%).
- Makes public statements - awareness was higher for members aged 35 to 50 (87%) compared to members younger than 35 (77%).

Awareness of PEGNL's website, however, was higher among members younger than 35 (100%) and members aged 35 to 50 (99%) compared to members 51 years or older (95%).

**Table 6: Awareness of Various PEGNL Activities and Initiatives**

	2007 (n=430)			2002 (n=400)		
	Unaided	Aided	Total	Unaided	Aided	Total
Maintains a website providing industry and membership information to members	6%	92%	<b>98%</b>	7%	90%	<b>97%</b>
Provides group benefits such as car/home/life insurance to members	21%	76%	<b>97%</b>	12%	85%	<b>97%</b>
Organizes networking and social events for members	29%	67%	<b>96%</b>	26%	73%	<b>99%</b>
Publishes Dialogue, an electronic magazine for members <sup>14</sup>	7%	89%	<b>96%</b>	5%	94%	<b>99%</b>
Protects the professional Engineer and professional Geoscientist title	22%	73%	<b>95%</b>	12%	86%	<b>98%</b>
Awards scholarships in Engineering and Geoscience	7%	86%	<b>93%</b>	3%	91%	<b>94%</b>
Participates in Engineer and Geoscientist student activities	13%	78%	<b>91%</b>	6%	89%	<b>95%</b>
Makes public statements on topics related to Engineering and Geoscience	6%	79%	<b>85%</b>	8%	85%	<b>93%</b>
Provides secondary liability insurance to members	12%	60%	<b>72%</b>	5%	74%	<b>79%</b>
Attempts to influence the provincial government on public policy issues	8%	63%	<b>71%</b>	12%	69%	<b>81%</b>

<sup>14</sup> In 2002, the statement regarding Dialogue was "Publishes a magazine for members called Dialogue." The change in wording from 2002 to 2007 was made to reflect the fact that Dialogue is now published electronically.

Using a scale of 1 to 5, where 1 represents “not at all important” and 5 represents “very important”, members were asked to rate the importance of PEGNL’s activities and initiatives. Figure 2, appearing on pages 13 and 14, shows importance ratings for 2007 and 2002.

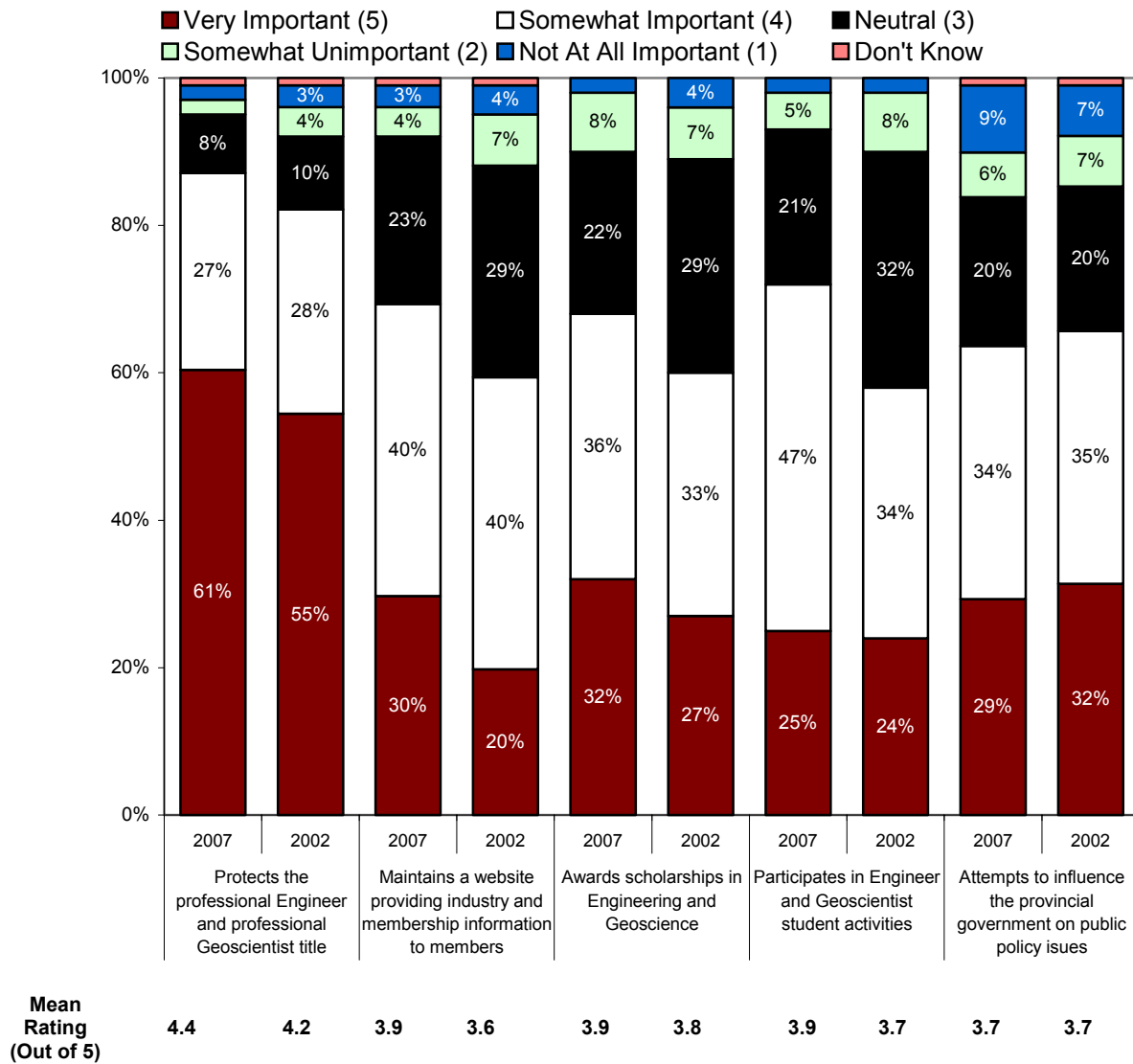
Similar to 2002, the highest importance rating was given to ‘protects the professional Engineer and professional Geoscientist title’ (4.4), and the lowest ratings were given to ‘organizes networking and social events for members’ (3.0) and ‘provides group benefits such as car/home/life insurance to members’ (3.0).

Compared to 2002, many activities and initiatives have increased slightly in importance among PEGNL members. For example, importance ratings increased in 2007 for the following activities and initiatives:

- Protects the professional Engineer and professional Geoscientist title (4.4 in 2007; 4.2 in 2002);
- Maintains a website providing industry and membership information to members (3.9 in 2007; 3.6 in 2002);
- Participates in Engineer and Geoscientist student activities (3.9 in 2007; 3.7 in 2002);
- Provides secondary professional liability insurance to members (3.5 in 2007; 3.2 in 2002); and
- Provides group benefits such as car/home/life insurance to members (3.0 in 2007; 2.7 in 2002).



**Figure 2: Importance of PEGNL's Activities and Initiatives**



**Figure 2 (cont'd): Importance of PEGNL's Activities and Initiatives**

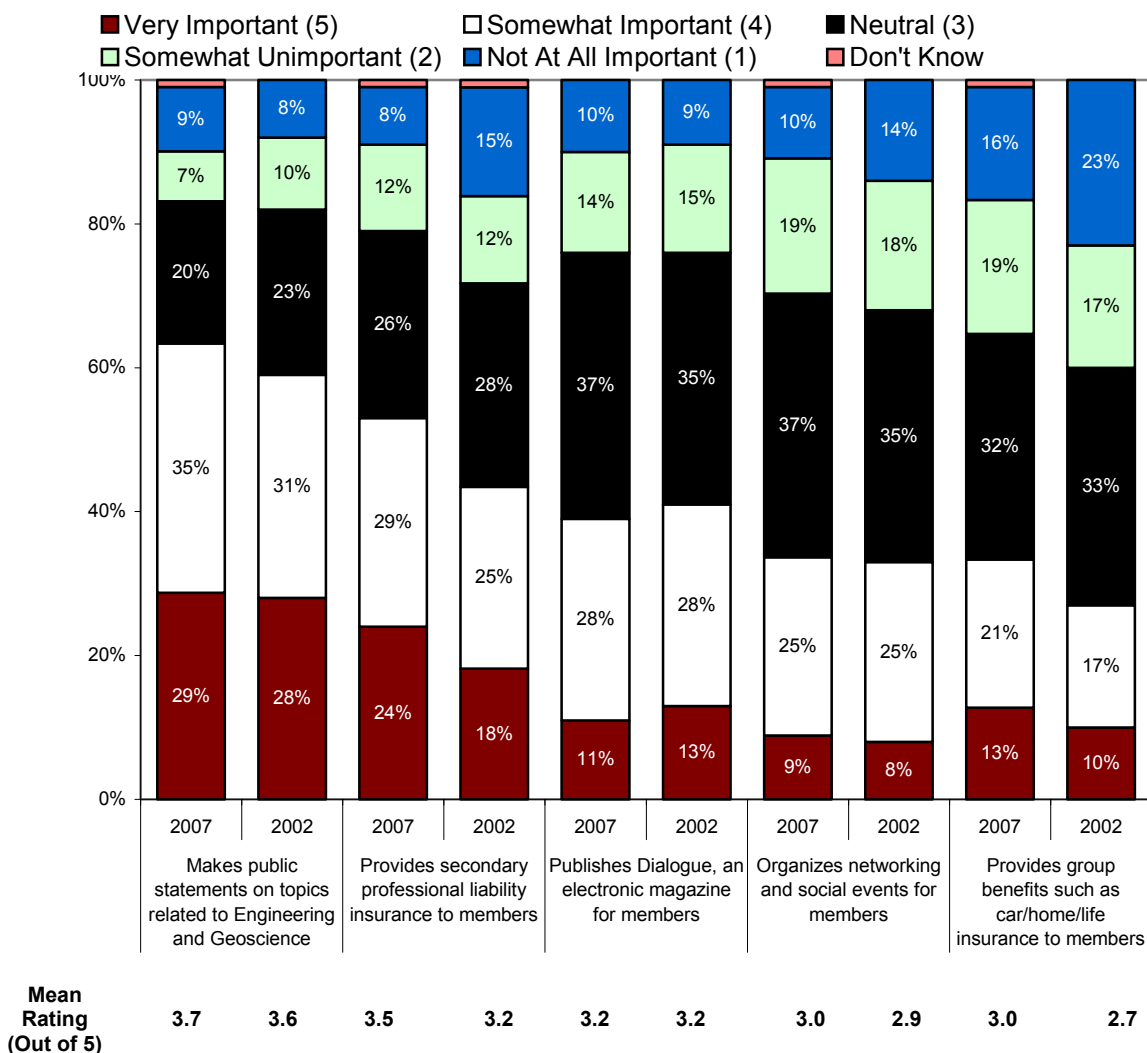


Table 7 shows importance ratings for PEGNL's activities and initiatives by designation. As shown below, most ratings were similar among Engineers and Geoscientists. However, the activities of protecting the professional Engineer and professional Geoscientist title and providing secondary professional liability insurance to members were rated higher by Engineers than by Geoscientists.

**Table 7: Importance Ratings by Designation (Out of 5)**

	Engineers		Geoscientists	
	2007	2002	2007	2002
Protects the professional Engineer and professional Geoscientist title	4.5	4.3	4.1	3.6
Maintains a website providing industry and membership information to members	3.9	3.7	3.9	3.5
Awards scholarships in Engineering and Geoscience to students	3.9	3.7	4.0	4.1
Participates in Engineer and Geoscientist student activities	3.9	3.7	3.9	3.8
Attempts to influence the provincial government on public policy issues	3.7	3.8	3.6	3.4
Makes public statements on topics related to Engineering and Geoscience	3.7	3.6	3.6	3.4
Provides secondary professional liability insurance to members	3.5	3.2	3.2	3.0
Publishes Dialogue, an electronic magazine for members	3.2	3.3	3.1	3.0
Organizes networking and social events for members	3.0	3.0	2.9	2.7
Provides group benefits such as car/home/life insurance to members	3.0	2.7	2.7	2.8

Importance ratings for the following activities/initiatives also differed by age:

- Provides group benefits such as car/home/life insurance to members - members aged 35 to 50 provided a lower importance rating (2.8) compared to those younger than 35 (3.1) and those 51 years of age or older (3.1);
- Provides secondary professional liability insurance to members - members younger than 35 provided a higher importance rating (3.8) compared to members aged 35 to 50 (3.4); and
- Publishes Dialogue, an electronic magazine for members - members aged 51 years or older provided a higher importance rating (3.3) compared to members younger than 35 (3.0).

## 4.0 PEGNL Membership

Members were asked a series of questions about their PEGNL membership, including motivations for membership, importance of the designation, satisfaction with their membership, participation in chapter events and employer support.

Before providing information about their PEGNL membership, members were asked to identify the way in which they usually refer to the organization. The majority of members (57%) usually refer to the organization as PEGNL, however use of this acronym is more common among Geoscientists (68%) than Engineers (55%). The remaining members are primarily using the previous acronym – APEGN (21%).

Differences are also evident by age. Members 51 years of age or older are more likely than members younger than 35 to use the previous acronym – APEGN (27% and 14%, respectively), while members younger than 35 are more likely than members 51 years or older to use the current acronym – PEGNL (72% and 43%, respectively).

**Table 8: Name Usually Used by Members to Refer to the Organization**

	Overall (n=430)	Engineers (n=346)	Geoscientists (n=83)
PEGNL	57%	55%	68%
APEGN	21%	21%	24%
Association of Professional Engineers and Geoscientists of Newfoundland	8%	8%	2%
Professional Engineers and Geoscientists of Newfoundland and Labrador	5%	5%	6%
APEN	4%	5%	-
Other mentions	5%	5%	-

#### **4.1 Motivations for Membership**

Similar to 2002, just over one-half of members (51%) mentioned membership being required by their job/employer as the main reason for being a member of PEGNL. Other common reasons were a desire to use the designation (24%) and to avail of the career advantages it holds (15%).

Motivations for membership were similar among Engineers and Geoscientists. However, members aged 35 to 50 (59%) were more likely than older members (45%) and younger members (44%) to identify the membership being required by their job/employer as their main motivation. Members younger than 35 were more likely than members aged 35 to 50 to mention a desire to use the designation (32% and 20%, respectively) and more likely than members 51 years or older to mention the career advantages of the designation (21% and 11%, respectively).

**Table 9: Main Reason for Being a Member of PEGNL**

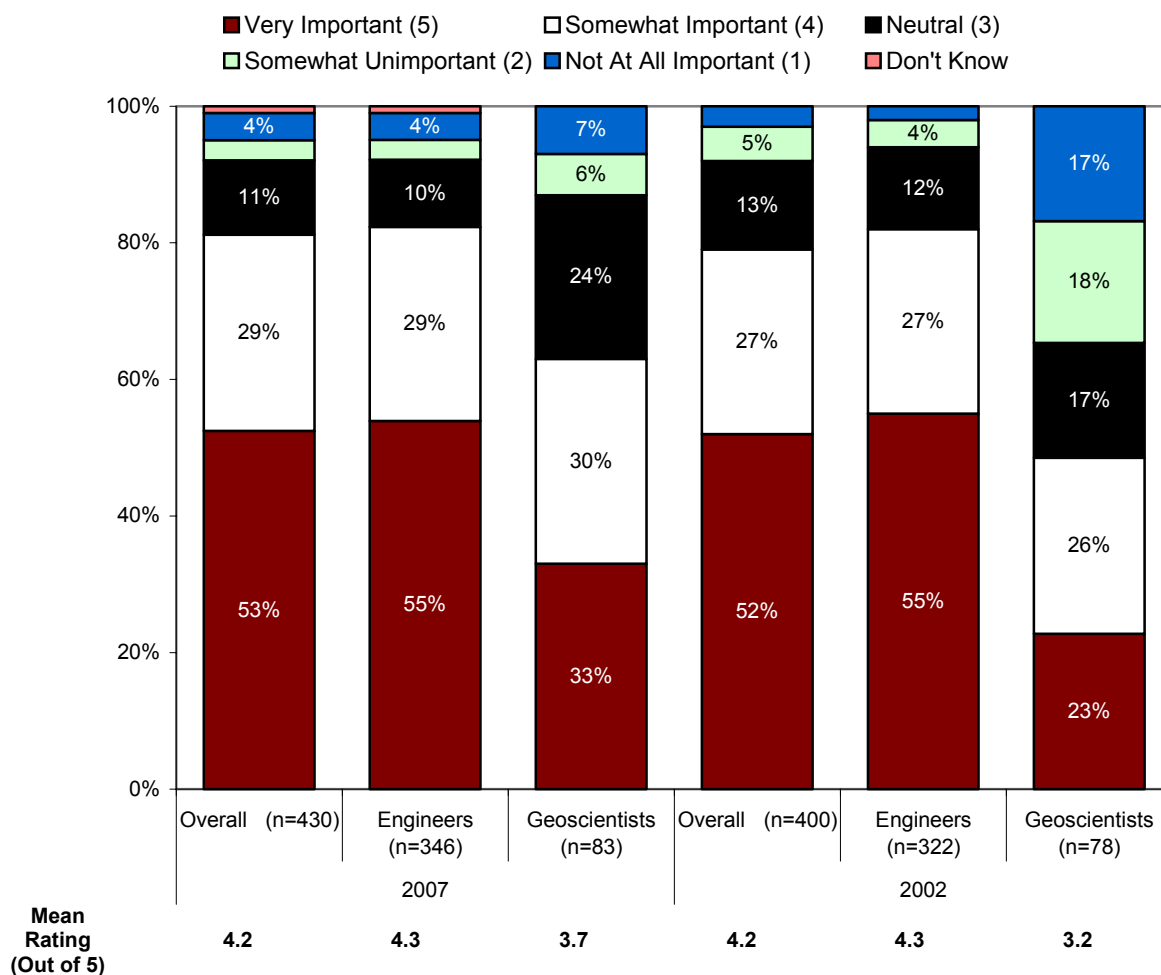
	2007			2002		
	Overall (n=430)	Eng. (n=346)	Geo. (n=83)	Overall (n=400)	Eng. (n=322)	Geo. (n=78)
Required by job/ employer	51%	50%	60%	53%	53%	54%
Wish to use the P.Eng/ P.Geo designation	24%	24%	17%	25%	25%	21%
Designation offers career advantage	15%	15%	17%	13%	13%	10%
Other mentions	9%	9%	6%	9%	8%	14%
Don't know/No response	2%	2%	-	1%	1%	1%

## 4.2 Importance of Designation

PEGNL members were asked to rate the importance of the P.Eng/P.Geo designation using a 5-point scale, where 1 represents “not at all important” and 5 represents “very important”. As shown in Figure 3, most members (82%) consider the P.Eng/P.Geo designation important, with over one-half (53%) providing a rating of very important. The average importance rating for 2007 was 4.2, which is consistent with 2002.

Importance ratings differed based on designation. Engineers are more likely than Geoscientists to place higher importance on the designation, with an average rating of 4.3 for Engineers compared to 3.7 for Geoscientists.

**Figure 3: Importance of P.Eng/P.Geo Designation**



### 4.3 Participation in Chapter Events

Just over one-half of PEGNL members (52%) reported that they do not participate in any of their local PEGNL chapter events. Just over four in ten (42%) participate in some chapter events, while the remaining minority (6%) participate in most or all chapter events.

When examined by designation, it was found that Engineers are more likely than Geoscientists to participate in at least some chapter events (50% and 32%, respectively).

**Table 10: Participation in Chapter Events**

	Overall (n=430)	Engineers (n=346)	Geoscientists (n=83)
None	52%	50%	68%
Some	42%	43%	29%
Most	5%	5%	4%
All	1%	2%	-

Members who did not participate in any chapter events were asked to identify the reasons why. Most commonly, members reported that they are too busy (37%) or not interested (24%). Reasons for not participating were generally similar among Engineers and Geoscientists. However, Engineers were more likely than Geoscientists to identify retired/age/not in the workforce as a reason for non-participation (8% and 0%, respectively), while Geoscientists were more likely than Engineers to identify Engineering-oriented events as a reason for non-participation (18% and 0%, respectively).

**Table 11: Reasons for Not Participating in Chapter Events\***

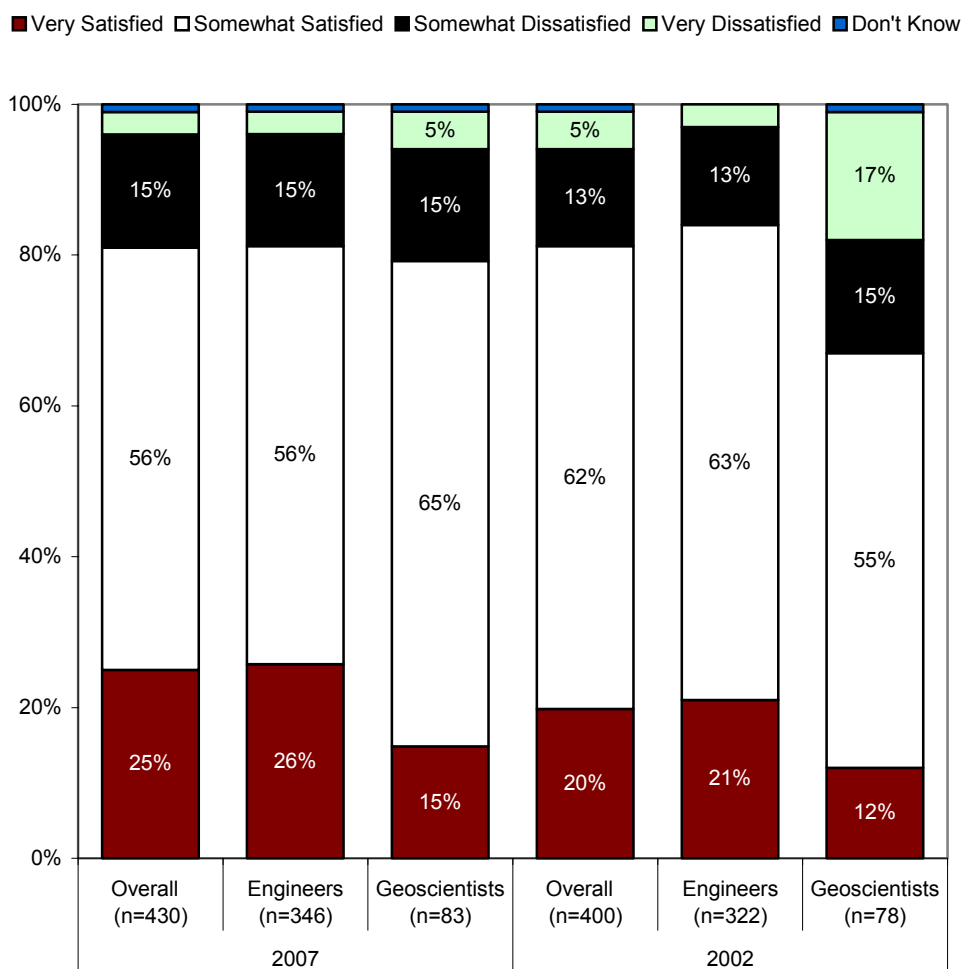
	Overall (n=222)	Engineers (n=174)	Geoscientists (n=56)
Time issues - too busy	37%	38%	32%
Not interested	24%	24%	29%
Retired/Age/Not in the workforce	7%	8%	-
Personal reasons	6%	6%	4%
No events close by	6%	6%	4%
Not aware of events	5%	5%	4%
New/Recently became a member	4%	3%	2%
Events are geared toward Engineers more than Geoscientists	2%	-	18%
Other mentions	6%	5%	18%
Don't know	6%	6%	2%

\*Multiple responses allowed.

#### 4.4 Satisfaction With PEGNL Membership

As shown in the figure below, most members (81%) reported satisfaction with their PEGNL membership (56% *somewhat* satisfied, 25% *very* satisfied). Furthermore, the percentage of Engineers (82%) and Geoscientists (80%) who are satisfied<sup>15</sup> are similar; however, Engineers are more likely than Geoscientists to be *very* satisfied with their membership (26% and 15%, respectively). It is important to note that satisfaction has increased among Geoscientists since 2002 (67%), which has narrowed the gap between the two groups.

**Figure 4: Satisfaction With PEGNL Membership**



<sup>15</sup> Satisfied includes the categories of somewhat satisfied and very satisfied.



Members who reported being *somewhat* or *very* dissatisfied with their PEGNL membership were asked to identify the reasons why. The most common reasons were 'no benefits/few benefits' (24%) and 'all members/disciplines not represented/treated equally' (19%). **Reasons for dissatisfaction were similar among Engineers and Geoscientists.**

**Table 12: Reasons for Being Somewhat or Very Dissatisfied With PEGNL Membership\***

	Overall (n=78)	Engineers (n=62)	Geoscientists (n=16)
No benefits/Few benefits	24%	24%	19%
All members/disciplines not represented/treated equally	19%	18%	31%
Professional development issues	17%	18%	19%
Fees too high	12%	11%	25%
Only a member because it's required	6%	5%	19%
Too bureaucratic	6%	7%	-
Other mentions	43%	47%	6%

\*Multiple responses allowed.

#### 4.5 Registration of PEGNL Membership

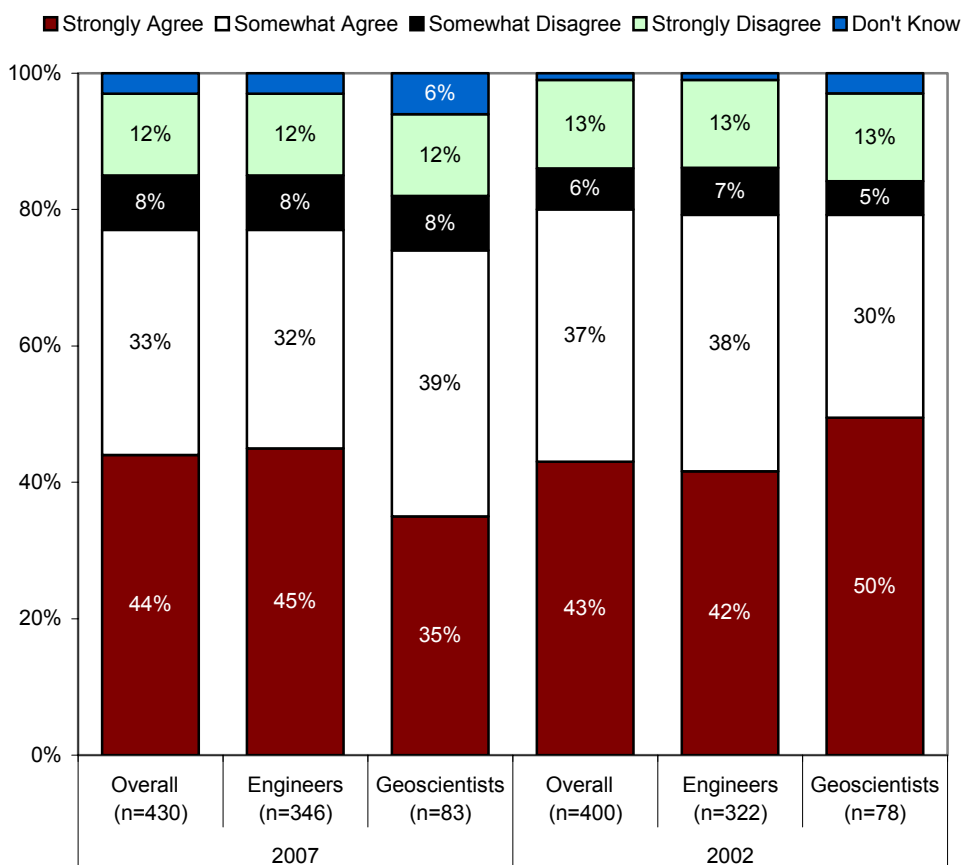
Members were asked to indicate their level of agreement/disagreement with the following statement:

*There should be two categories of registration in PEGNL - one for those who are not actively practicing their profession, such as those who are not employed and those in totally unrelated areas of work - and another category for those meeting all requirements for active practice.<sup>16</sup>*

Consistent with 2002 (80%), slightly more than three-quarters of members (77%) agreed<sup>17</sup> that there should be two categories of registration in PEGNL. Disagreement<sup>18</sup> was reported by 20% of the members.

Members younger than 35 (85%) were more likely to agree with this statement than members aged 35 to 50 (73%).

**Figure 5: Agreement Levels Regarding Two Categories of PEGNL Membership**



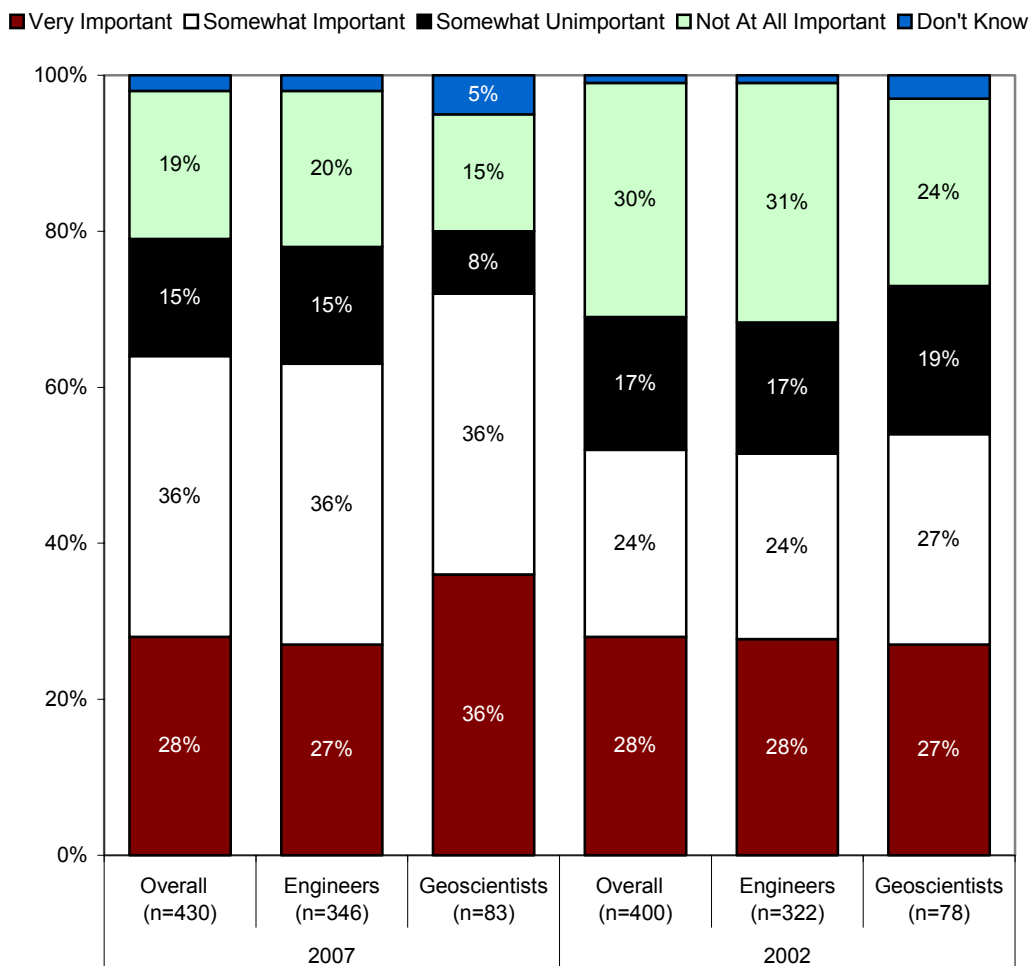
<sup>16</sup> In 2002, the statement was "There should be two categories of registration in APEGNL - one for those who are not actively practicing their profession, such as *retired members* or those in *totally unrelated areas of work*, and another category for those meeting all requirements for active practice".

<sup>17</sup> Agreed includes the categories of strongly agree and somewhat agree.

<sup>18</sup> Disagreed includes the categories of strongly disagree and somewhat disagree

Members were asked their opinion of how important it would be for the public to be able to distinguish between the two categories of membership if they existed. Almost two-thirds of the members (64%) felt that it was important<sup>19</sup>. More members felt it was important this year as compared to 2002 (52%).

**Figure 6: Importance of Public Being Able to Distinguish Between Two Categories of PEGNL Membership**



<sup>19</sup> Important includes the categories of somewhat important and very important.

#### 4.6 Employer Support for PEGNL Membership

To gauge employer support for PEGNL membership, members were asked to rate their level of agreement with two statements, on a scale of 1 to 5, where 1 is “strongly disagree” and 5 is “strongly agree”.

Overall, almost two-thirds of members (64%) agree<sup>20</sup> that their employer financially supports their PEGNL membership, although Engineers (3.8) were more likely to report financial support than were Geoscientists (3.2). Furthermore, members younger than 35 (3.9) and members aged 35 to 50 (3.8) were more likely to report financial support than older members (3.3)

Non-financial support is also relatively common, with 50% of members agreeing that they receive this type of support from their employer. However, it appears that non-financial support, such as time off work for participation in organization events, has declined since 2002 (69%) – which may or may not reflect less of a need by members for this type of support.

**Table 13: Agreement Levels for Statements About Employer Support**

	Overall (n=430)	Engineers (n=346)	Geoscientists (n=83)
<b>My employer financially supports my membership in PEGNL</b>			
Strongly Agree (5)	57%	58%	46%
Somewhat Agree (4)	7%	7%	5%
Neutral (3)	4%	4%	6%
Somewhat Disagree (2)	1%	1%	2%
Strongly Disagree (1)	26%	25%	37%
Don't Know	5%	5%	4%
Mean Rating (Out of 5)	3.7	3.8	3.2
<b>My employer supports my membership in PEGNL in non-financial ways</b>			
Strongly Agree (5)	28%	28%	28%
Somewhat Agree (4)	22%	21%	23%
Neutral (3)	19%	20%	16%
Somewhat Disagree (2)	10%	10%	6%
Strongly Disagree (1)	14%	14%	17%
Don't Know	7%	7%	11%
Mean Rating (Out of 5)	3.4	3.4	3.4

<sup>20</sup> Agree includes the categories of strongly agree and somewhat agree.

**Table 14: Agreement Levels for Statements About Employer Support by Year<sup>21</sup>**

	2007 (n=430)	2002 (n=400)
<b>My employer financially supports my membership in PEGNL</b>		
Agree	64%	62%
Neutral	4%	-
Disagree	27%	34%
Don't Know	5%	4%
<b>My employer supports my membership in PEGNL in non-financial ways</b>		
Agree	50%	69%
Neutral	19%	-
Disagree	24%	25%
Don't Know	7%	6%

#### 4.7 Suggestions for Improvement

When asked what PEGNL could do to better serve the needs of its members, 43% of members were unsure. The suggestions that were given widely varied. The most common suggestions were more training/education (9%) and re-evaluating the professional development program (9%).

Suggestions among Engineers and Geoscientists were similar for the most part. However, Engineers were more likely than Geoscientists to say that PEGNL is doing fine as is (5% and 0%, respectively), while Geoscientists were more likely than Engineers to say that PEGNL should speak out more on public policy issues (4% and 1%, respectively).

Several differences were also evident when examined by year. Compared to 2002, members were more likely to identify more training/education and re-evaluating the professional development program as suggestions for improvement, and less likely to mention raising/promoting the Engineer/Geoscientist profile, speaking out on public policy issues, and reducing/eliminating membership fees.

<sup>21</sup> Agreement levels for 2002 were captured using agree and disagree categories, whereas agreement levels for 2007 were scored on a 5-point scale with 1 being strongly disagree and 5 being strongly agree. Thus, to allow for comparisons by year, 2007 responses have been recoded such that scores of 1 and 2 represent disagree and scores of 4 and 5 represent agree. A neutral category was not provided in 2002.

**Table 15: Suggestions for Improvement\***

	2007			2002		
	Overall (n=430)	Eng. (n=346)	Geo. (n=83)	Overall (n=400)	Eng. (n=322)	Geo. (n=78)
More training/ education	9%	10%	8%	5%	5%	3%
Re-evaluate professional development program	9%	9%	6%	3%	2%	8%
Nothing, doing fine as is	5%	5%	-	3%	3%	1%
Raise/promote profile of Engineers and Geoscientists	4%	4%	-	9%	8%	15%
Improve communication between members and PEGNL	4%	4%	1%	6%	6%	3%
Promotion to high school/ university students	2%	2%	4%	4%	4%	4%
Increase presence outside of St. John's	2%	2%	2%	3%	3%	1%
Cut down on overhead/costs	2%	2%	5%	-	-	-
More involvement with Government	2%	2%	1%	-	-	-
Speaking out on public policy issues on behalf of members	1%	1%	4%	9%	9%	6%
Reduce/eliminate membership fees	1%	1%	2%	6%	4%	21%
Other mentions	26%	25%	36%	19%	20%	15%
Don't know/No response	43%	43%	39%	41%	42%	33%

\*Multiple responses allowed.

When members (n=430) were asked if they had any further comments, the majority (80%) were unsure or did not offer any feedback. However, members that did provide feedback most commonly suggested that PEGNL should modify the professional development program (6%).

## 5.0 Communications

Members were asked several communications-related questions on topics such as Dialogue (PEGNL's electronic magazine), the PEGNL website, emails, and reports.

### 5.1 Dialogue

Three-quarters of PEGNL members (75%) reported they read Dialogue, a decline from 95% in 2002.

**Table 16: Readership of Dialogue**

	2007			2002		
	Overall (n=430)	Eng. (n=346)	Geo. (n=83)	Overall (n=400)	Eng. (n=322)	Geo. (n=78)
Yes	75%	75%	72%	95%	95%	91%
No	25%	25%	28%	5%	5%	9%

Members who do not read Dialogue (n=108) were asked to provide reasons for why they do not read the magazine. The most common reasons were not interested (32%) and time issues - too busy (24%).<sup>22</sup>

**Table 17: Reasons for Not Reading Dialogue\***

	Overall (n=108)	Engineers (n=86)	Geoscientists (n=23)
Not interested	32%	31%	30%
Time issues - too busy	24%	23%	35%
Does not come in paper format	11%	12%	4%
Didn't know/forgot it was there	9%	9%	13%
Doesn't receive it	10%	11%	-
Geared toward Engineering more than Geoscience	1%	-	13%
Other mentions	11%	12%	4%
Don't know	6%	6%	4%

\*Multiple responses allowed.

<sup>22</sup> In 2002, 20 members reported that they did not read Dialogue. Of these members, 9 reported no time or interest in the magazine, 7 said they had not received the magazine, 2 said they were not aware of it, and 1 was unsure.

Members who read Dialogue (n=321) were asked if they read the magazine more often now because it is in electronic format. Approximately one-quarter of the current readers indicated they read it more often now because of that particular reason.

Members younger than 35 years (59%) were most likely to read Dialogue more often because of its electronic format, followed by members aged 35 to 50 (25%) and members 51 years or older (8%).

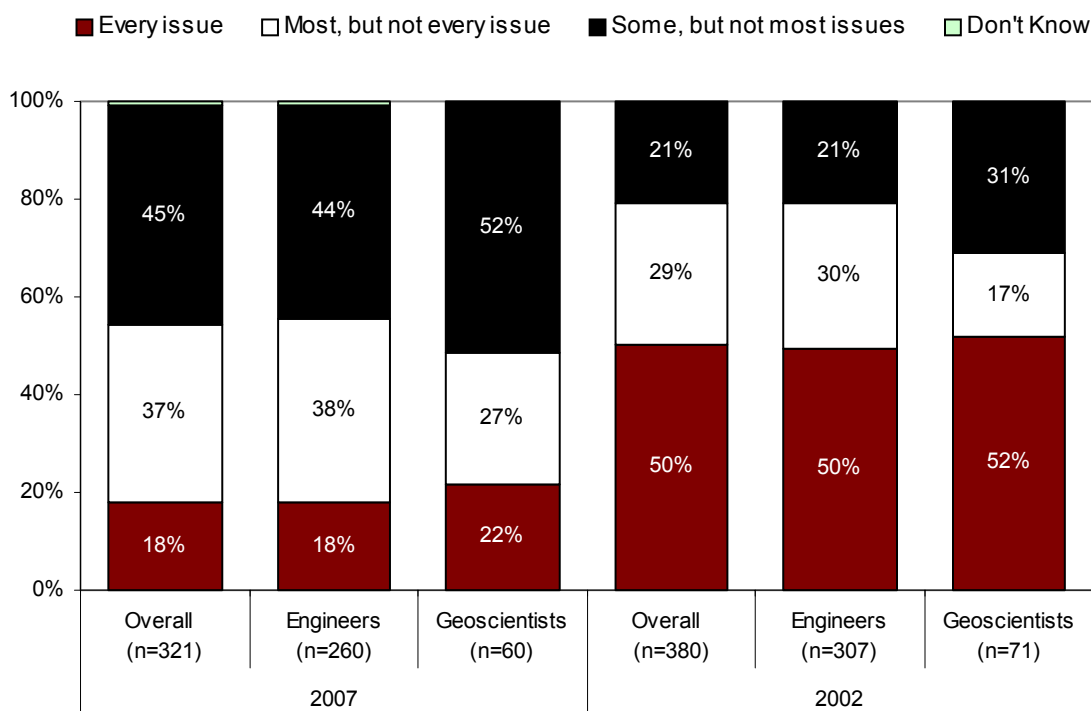
**Table 18: Reading Dialogue More Often Because of Electronic Format**

	Overall (n=321)	Engineers (n=260)	Geoscientists (n=60)
Yes	28%	26%	38%
No	70%	72%	60%
Don't Know	2%	2%	2%

Using the categories shown in Figure 7, current Dialogue readers (n=321) were asked to indicate how often they read the magazine. Eighteen percent of current Dialogue readers are 'regular' readers (reading every issue), while 37% are 'frequent' readers (reading most issues), and 45% are 'occasional' readers (reading only some issues).

These results represent a decline in the frequency of readership since 2002. At that time, one-half of the current readers (50%) reported reading every issue.

**Figure 7: Frequency of Readership**

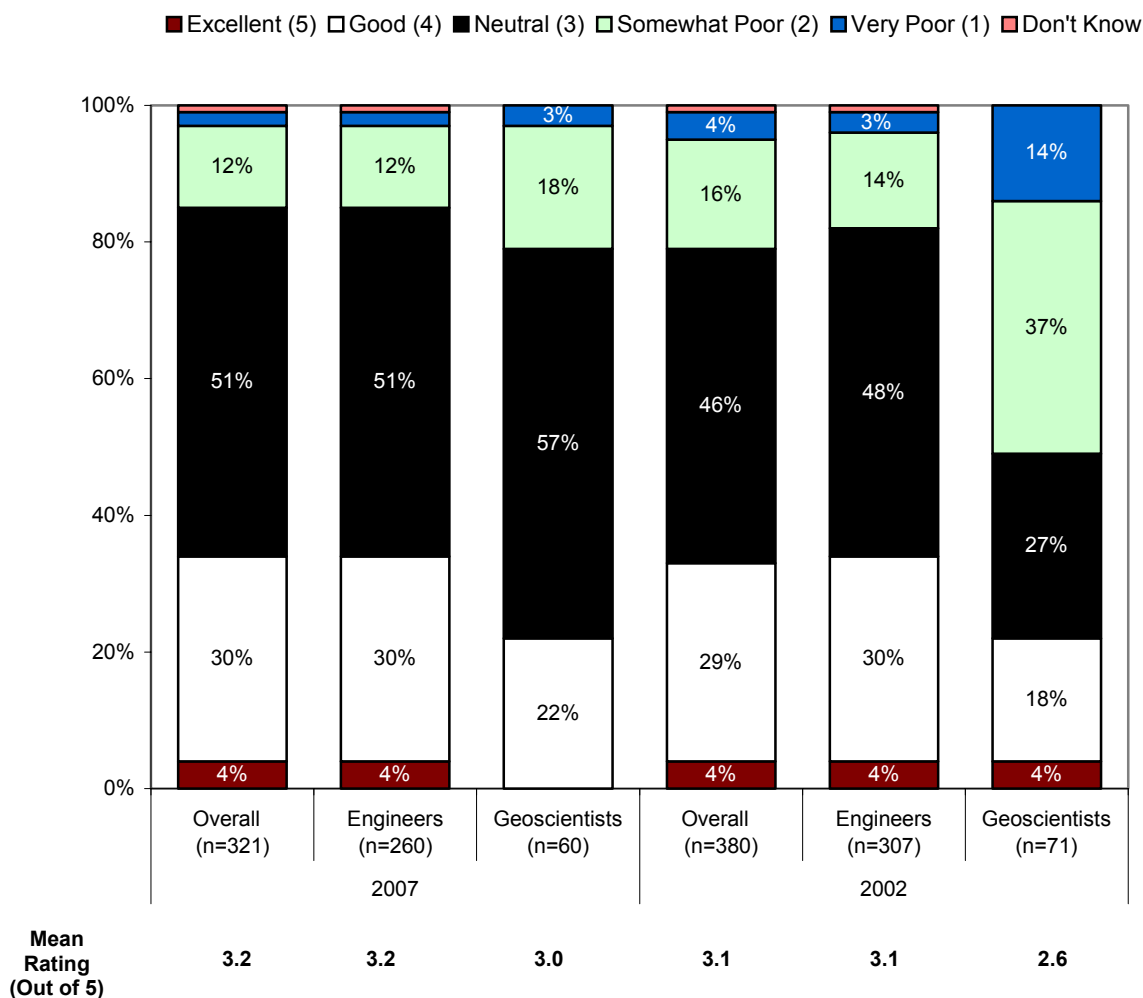




Consistent with 2002 (33%), approximately one-third of members (34%) responded favorably<sup>23</sup> when asked to rate the value of Dialogue to themselves. Fourteen percent of members rated the value of the magazine as *somewhat poor* (12%) or *very poor* (2%), which declined from 20% in 2002.

Compared to 2002, Geoscientist members in 2007 were less likely to be dissatisfied with the value of Dialogue content, but more likely to be neutral on the issue. As Geoscientist members have shifted from dissatisfied to neutral, the gap between Geoscientists and Engineers has declined (3.0 and 3.2 in 2007; 2.6 and 3.1 in 2002).

**Figure 8: Overall Value of Dialogue Content**



<sup>23</sup> Favorably refers to good (30%) and excellent (4%) combined.

When asked which types of Dialogue articles they read most often, readers of the magazine most frequently reported general interest articles (27%), the feature 'Members in the News' (24%) and technical papers (13%).

Compared to 2007, members in 2002 were more likely to read or refer to technical papers, discipline and ethics cases, association issues and professional and regulatory matters. However, members in 2007 were more likely to read or refer to general interest articles and the feature 'Members in the News'<sup>24</sup>.

**Table 19: Articles Most Often Read or Referred To\***

	<b>2007 (n=321)</b>	<b>2002 (n=380)</b>
General interest articles	27%	20%
Members in the News	24%	-
Technical papers	13%	21%
Discipline and ethics cases	9%	18%
Association issues	7%	25%
Professional regulatory matters	7%	15%
Project reports/articles	6%	4%
Engineering related articles	6%	-
Current and upcoming events/activities	6%	-
Read/Skim the whole magazine	5%	2%
Presidents letter/report	5%	-
Featured articles/headlines	5%	-
Industry related issues	4%	-
Resource development	4%	-
Geology/Geoscience articles	3%	3%
Current issues	-	3%
Other mentions	16%	8%
Don't know/No response	15%	19%

\*Multiple responses allowed.

<sup>24</sup> The feature "Members in the News" did not exist in 2002.

## 5.2 Website

Almost all members (97%) have visited the PEGNL website. Visitation to the PEGNL website has increased by 12% since 2002<sup>25</sup>.

Members younger than 35 years and members aged 35 to 50 (99% each) were more likely than older members (92%) to have visited the PEGNL website.

**Table 20: Ever Visited PEGNL Website**

	2007			2002		
	Overall (n=430)	Eng. (n=346)	Geo. (n=83)	Overall (n=400)	Eng. (n=322)	Geo. (n=78)
Yes	97%	96%	100%	85%	86%	81%
No	3%	4%	-	15%	14%	19%
Don't Know	<1%	<1%	-	-	-	-

Those who visited the PEGNL website most commonly made their last visit 2-3 months ago (35%) or within the past month (30%).

**Table 21: Last Time PEGNL Website Was Visited**

	Overall (n=416)	Engineers (n=334)	Geoscientists (n=83)
Within the past week	6%	5%	5%
Within the past month	30%	30%	29%
2-3 months ago	35%	35%	39%
4-6 months ago	21%	21%	16%
7-12 months ago	5%	5%	7%
More than a year ago	3%	3%	5%
Don't know	<1%	<1%	-

The majority of members who visited the website in the past year (71%) report visiting one or more times a year. One-quarter (25%) visit one or more times a month.

**Table 22: How Often PEGNL Website is Visited Among Those Who Have Visited in the Past Year**

	Overall (n=401)	Engineers (n=322)	Geoscientists (n=79)
One or more times a week	1%	1%	-
One or more times a month	25%	24%	27%
One or more times a year	71%	71%	71%
Less than once a year	4%	4%	3%

<sup>25</sup> In 2007, the question was "When was the last time you visited the PEGNL website?". This question was recoded to allow for comparison to the 2002 question "Have you ever visited the APEGN website?".

Among members who visited the website in the past year, the most common reason for visiting was professional development (43%), followed distantly by membership renewal (20%) and obtaining information on member services (19%).

Engineers were more likely than Geoscientists to identify job search/postings as a reason for visiting the PEGNL website in the past year (7% and 0%, respectively), while Geoscientists were more likely than Engineers to mention obtaining information on member services (33% and 18%, respectively).

**Table 23: Reasons for Visiting PEGNL Website Among Those Who Have Visited in the Past Year\***

	Overall (n=401)	Engineers (n=322)	Geoscientists (n=79)
Professional development	43%	44%	34%
Membership renewal	20%	19%	27%
Obtain information on member services	19%	18%	33%
Pay license fees	11%	11%	6%
Read/Research publications	9%	9%	8%
General information	9%	9%	5%
Salary survey/scale	8%	8%	5%
Member listings	6%	6%	8%
Job search/postings	6%	7%	-
Read Dialogue	5%	5%	8%
Annual report/application forms	5%	5%	5%
Education/Training issues	3%	3%	4%
Registration	3%	3%	1%
Regulations and guidelines	2%	2%	4%
Update profile/File professional status report	2%	2%	-
Other mentions	11%	11%	5%
Don't know/No response	2%	2%	3%

\*Multiple responses allowed.

Among members who visited the website in the past year, a small minority (11%) reported not being able to find what they were looking for.

**Table 24: Looked For Something on PEGNL Website But Could Not Find It**

	Overall (n=401)	Engineers (n=322)	Geoscientists (n=79)
Yes	11%	11%	15%
No	89%	89%	85%

Of members who could not find what they were looking for (n=46), nearly two in ten (17%) reported that they could not access or had difficulty viewing professional development information from previous years. Other common responses were not being able to fill out forms/pay fees online (12%) and not being able to update personal/company profile (9%).

### 5.3 Email

The large majority of members (91%) report reading the email sent to them from PEGNL. More Geoscientists report reading email correspondence sent from PEGNL when compared to Engineers (98% and 91%, respectively).

The percentage of members who report reading PEGNL email has increased from 86% in 2002<sup>26</sup>.

**Table 25: Amount of Email Read Among Those Who Read Email Sent From PEGNL**

	Overall (n=430)	Engineers (n=346)	Geoscientists (n=83)
All	40%	40%	40%
Most	26%	25%	33%
Some	26%	26%	25%
None	8%	8%	2%
Don't Know	1%	1%	-

### 5.4 Salary Survey

PEGNL members were asked if they have read or referred to the 2006 Salary Survey Report released by PEGNL. Overall, just over six in ten members (61%) have read or referred to the report.

Members younger than 35 (72%) were most likely to have read or referred to the report, followed by members aged 35 to 50 (69%) and members 51 years or older (39%).

**Table 26: Read or Referred to the 2006 Salary Survey Report**

	Overall (n=430)	Engineers (n=346)	Geoscientists (n=83)
Yes	61%	61%	51%
No	39%	39%	49%

<sup>26</sup> In 2007, the question was "Do you read all, most, some, or none of the email to you from PEGNL?". This question was recoded to allow for comparison to the 2002 question "Typically, do you read the email sent to you from APEGN?".

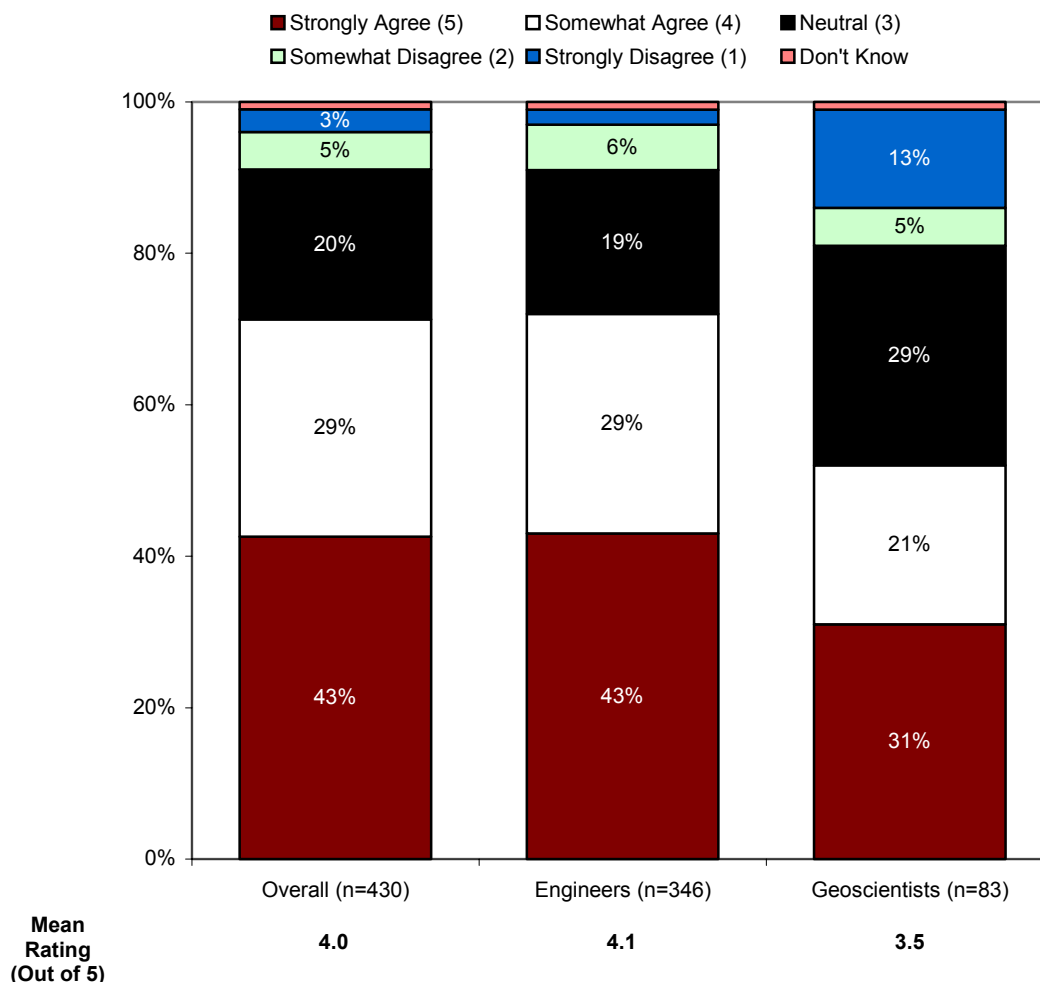
Using a scale of 1 to 5, where 1 is “strongly disagree” and 5 is “strongly agree”, members were asked to indicate their level of agreement/disagreement with the following statement:

*PEGNL should continue to conduct salary surveys of its members*

Almost three-quarters of members (72%) agree<sup>27</sup> that PEGNL should continue to conduct salary surveys of its members. Engineers provided a higher agreement rating as compared to Geoscientists (4.1 and 3.5, respectively).

Furthermore, members younger than 35 (4.3) and members aged 35 to 50 (4.1) were more likely agree with this statement than older members (3.8).

**Figure 9: Member Opinions on the Salary Survey**



<sup>27</sup> Agree includes the categories of strongly agree and somewhat agree.

Agreement levels by year are presented in the figure below<sup>28,29</sup>. As shown below, agreement levels were higher in 2007, compared to 2002.

**Table 27: Member Opinions on the Salary Survey by Year**

	2007 (n=430)	2002 (n=400)
Agree	72%	78%
Neutral	20%	-
Disagree	8%	18%
Don't Know	1%	4%

### 5.5 Revisions to the Professional Development Program

The majority of members (87%) are aware that the Professional Development Program was revised effective January 2007.

Members aged 35 to 50 (94%) were more aware of the program revision than members 51 years or older (82%) and members younger than 35 (79%).

**Table 28: Aware of Revisions to Professional Development Program**

	Overall (n=430)	Engineers (n=346)	Geoscientists (n=83)
Yes	87%	87%	83%
No	13%	13%	17%

<sup>28</sup> Agreement levels for 2002 were captured using agree and disagree categories, whereas agreement levels for 2007 were scored on a 5-point scale with 1 being strongly disagree and 5 being strongly agree. Thus, to allow for comparisons by year, 2007 responses have been recoded such that scores of 1 and 2 represent disagree and scores of 4 and 5 represent agree. A neutral category was not provided in 2002.

<sup>29</sup> In 2002, the statement regarding the salary survey was "APEGN should conduct salary surveys of its members."

## 6.0 Current Issues

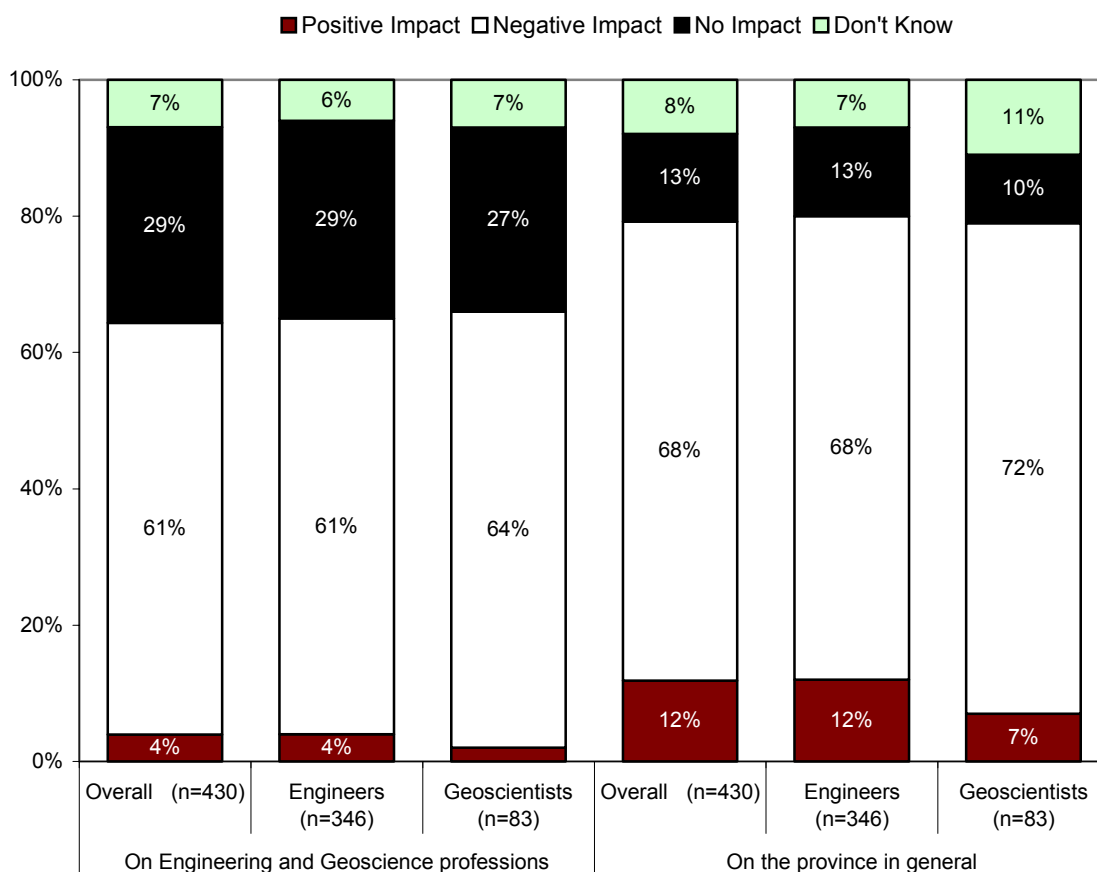
Members were asked if the delay in starting the Hebron Development has had a positive impact, a negative impact, or no impact on:

- the professions of Engineering and/or Geoscience; and
- the province in general.

The majority of members believe the delay has had a *negative* impact on the professions (61%) and on the province (68%). Furthermore, it should be noted that members were more likely to believe the delay has impacted (either negatively or positively) the province than they were to believe it has impacted their professions.

Members aged 35 to 50 (35%) were more likely than members 51 years or older (21%) to believe that the delay has had no impact on their professions. Furthermore, members younger than 35 (16%) and members aged 35 to 50 (15%) were more likely than older members (7%) to believe that the delay has had no impact on the province.

**Figure 10: Impact of Delay in Starting Hebron Development**

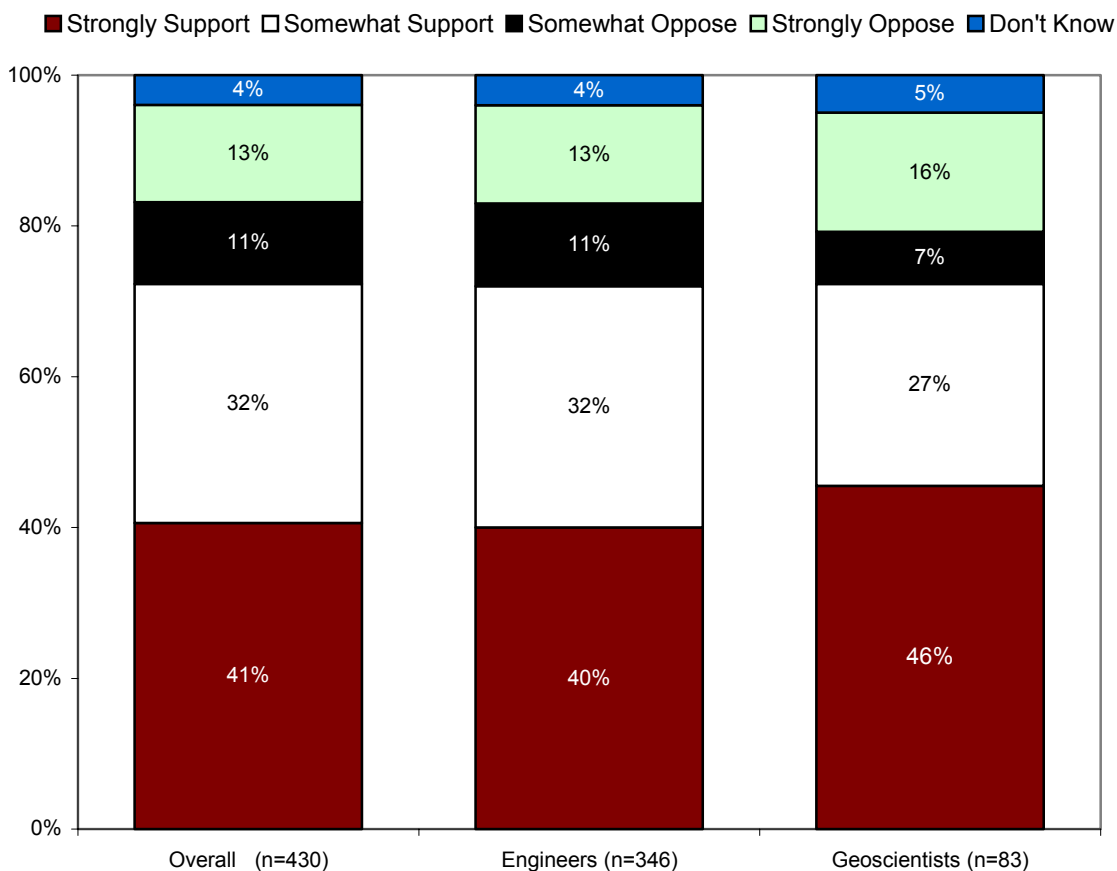




Members were asked if they would strongly support, somewhat support, somewhat oppose, or strongly oppose PEGNL lobbying both the provincial government and Chevron to resume Hebron negotiations.

The majority of members (73%) would support this initiative, with 41% indicating *strong* support and 32% reporting *somewhat* support. Opposition was not strong, with 11% reporting *somewhat* oppose and 13% reporting *strongly* oppose. A slight minority of members (4%) were unsure.

**Figure 11: Level of Support for PEGNL Lobbying Chevron and the Provincial Government to Resume Hebron Negotiations**



**Appendix A:**  
**PEGNL Member Survey**

## Member Survey 2007



**FINAL – June 6<sup>th</sup>**

Hello. May I please speak with \_\_\_\_\_? My name is \_\_\_\_\_ and I'm calling from MarketQuest Research on behalf of the Professional Engineers and Geoscientists of Newfoundland and Labrador. We are conducting interviews with members to gather feedback on the role and activities of the organization. The information gathered from the survey will be used to enhance the value of membership. All survey responses are confidential. Your response to this survey would be very valuable... would you have time to speak with me... it may take 15 minutes of your time?

**IF NO:** Arrange for callback time. Is there a more convenient time for me to call you back to complete the survey?

Screener:

1. Are you currently a member of the Professional Engineers and Geoscientists of Newfoundland and Labrador?

- |     |    |   |                            |
|-----|----|---|----------------------------|
| Yes | 01 | - | <b>CONTINUE</b>            |
| No  | 02 | - | <b>THANK AND TERMINATE</b> |

2. Do you usually refer to your professional organization as...**[Read list]**

- |   |    |
|---|----|
| Association of Professional Engineers and Geoscientists of Newfoundland | 01 |
| Professional Engineers and Geoscientists of Newfoundland and Labrador   | 02 |
| APEGN (pronounced A, PAGAN)   | 03 |
| PEGNL (pronounced PEG, N, L)  | 04 |
| Or as something else? - Specify   | 90 |

**DO NOT READ:**

- |                        |    |
|------------------------|----|
| Don't know/No response | 98 |
|------------------------|----|

**Section One - Governance**

3. What would you say is the main reason you are a member of PEGNL (PEG, N, L)...[Read list] [Accept only one response]

Required by Job/Employer	01
Wish to use the P. Eng/ P. Geo Designation	02
Designation offers career advantage	03
Or something else? - Specify	90

**DO NOT READ:**

Don't know/No response	98
------------------------	----

4. Do you *practice* in other provincial or territorial jurisdictions?

Yes	1	- Continue
No	2	- Skip to Q5

4b. How many? [Record number]

5. Are you *licensed* in other provinces or territories?

Yes	1	- Continue
No	2	- Skip to Q6

5b. How many? [Record number]

6. In your opinion, to whom is PEGNL (PEG, N, L) primarily responsible...Would you say...[Read and rotate list] [Accept only one response]

The professional members	01
The Government of Newfoundland and Labrador	02
The citizens of Newfoundland and Labrador	03
Or someone else? - Specify	98

**DO NOT READ:**

Don't know/No response	98
------------------------	----

7. What activities and initiatives does PEGNL (PEG, N, L) undertake on behalf of its members? *Probe if necessary:* What types of services does PEGNL provide its members? [Do not read] [Accept multiple responses]

7.b. **FOR THOSE NOT MENTIONED IN Q7, ASK :** Are you aware that PEGNL (PEG, N, L)...[Read list] [Rotate list]

7.c. On a scale of 1 to 5, 1 being “Not at all Important” and 5 being “Very Important”, how important is it to you that PEGNL (PEG, N, L) conduct the following activities...[Read list] [Rotate list]

	Q7a.	Q7b.		Q7c.					DK
		<u>Yes</u>	<u>No</u>	Not at all Imp.			Very Imp.		
Makes public statements on topics relating to Engineering and Geoscience such as Hebron, Lower Churchill, and the Provincial Energy Plan	01	01	02	01	02	03	04	05	98
Attempts to influence the provincial government on public policy issues	02	01	02	01	02	03	04	05	98
Provides group benefits such as car/home/life insurance to members	03	01	02	01	02	03	04	05	98
Protects the professional Engineer and professional Geoscientist title	04	01	02	01	02	03	04	05	98
Provides secondary professional liability insurance to members	05	01	02	01	02	03	04	05	98
Awards scholarships in Engineering and Geoscience to students	06	01	02	01	02	03	04	05	98
Publishes Dialogue, an electronic magazine for members	07	01	02	01	02	03	04	05	98
Participates in Engineer and Geoscientist student activities	08	01	02	01	02	03	04	05	98
Organizes networking and social events for members	09	01	02	01	02	03	04	05	98
Maintains a website providing industry and membership information to members	10	01	02	01	02	03	04	05	98

8. Do you participate in all, most, some, or none of your local Chapter events?

- |      |    |              |
|------|----|--------------|
| All  | 01 | - Skip to Q9 |
| Most | 02 | - Skip to Q9 |
| Some | 03 | - Skip to Q9 |
| None | 04 | - Continue   |

8.b. Why do you not participate in Chapter events? [**Record response**]

9. PEGNL (PEG, N, L) plays various roles in its representation of professional members in Newfoundland and Labrador. On a scale of 1 to 5, where 1 is “Not at all Important” and 5 is “Very Important”, please rate the importance of PEGNL’s role in the following areas...[**Read list**] [**Rotate list**]

	Not at all Important				Very Imp.	DK
Licensing qualified persons to be Professional Engineers and Geoscientists	01	02	03	04	05	98
Disciplining and enforcing the Engineers and Geoscientists Act	01	02	03	04	05	98
Protecting public safety	01	02	03	04	05	98
Promoting public confidence of the professions	01	02	03	04	05	98
Serving members with activities such as professional development and conferences	01	02	03	04	05	98
Serving members with activities such as insurance and RRSP programs	01	02	03	04	05	98

10. Now, I would like you to think about your PEGNL (PEG, N, L) membership overall. Would you say you are very dissatisfied, somewhat dissatisfied, somewhat satisfied, or very satisfied with your membership?

- |                        |    |               |
|------------------------|----|---------------|
| Very Dissatisfied      | 01 | - Continue    |
| Somewhat Dissatisfied  | 02 | - Continue    |
| Somewhat Satisfied     | 03 | - Skip to Q11 |
| Very Satisfied         | 04 | - Skip to Q11 |
| Don't know/No response | 98 | - Skip to Q11 |

10.b Why would you say you are [somewhat/very] dissatisfied? [**Record response**]

11. On a scale of 1 to 5, where 1 is “Not at all Important” and 5 is “Very Important”, please rate how important your professional designation is to you.

Not at all Important					Very Imp.	DK/No response
01	02	03	04	05	98	

12. Please tell me if you agree or disagree with the following statements, using a scale of 1 to 5, where 1 means strongly **disagree** and 5 means strongly **agree**...**[Read list]**  
**[Rotate list]**

	Strongly disagree				Strongly agree	DK
	01	02	03	04	05	98
PEGNL should continue to conduct salary surveys of its members	01	02	03	04	05	98
My employer financially supports my membership in PEGNL	01	02	03	04	05	98
My employer supports my membership in PEGNL in non-financial ways such as time off to volunteer or attend meetings and networking events	01	02	03	04	05	98

13. What, if anything, could PEGNL (PEG, N, L) do to better serve the needs of its members? *Probe: Are there any areas that PEGNL (PEG, N, L) should be more active in?* **[Record response]**

### ***Section Two - Communications***

Now turning to some questions about communications...

14. Do you read Dialogue, the electronic magazine published by PEGNL (PEG, N, L)?

Yes	01	- Skip to Q15
No	02	- Continue

14b. For what reasons do you not read Dialogue? **[Record response]**

**GO TO Q19**

15. Are you reading Dialogue more often now because it is available in electronic format?

Yes	01
No	02
Don't know/No response	98

16. Would you say you read...**[Read list]**

Every Issue of dialogue	01
Most, but not every Issue	02
Some, but not most Issues	03
Don't know/No response	98

17. On a scale of 1 to 5, 1 being "Very Poor" and 5 being "Excellent", how would you rate the overall value of the content of Dialogue to you?

Very Poor					Excellent	DK/No response
01	02	03	04	05		98

18. What types of Dialogue articles do you most often read or refer to? **[Do not read]**  
**[Accept multiple responses]**

Association Issues	01
Professional Regulatory Matters	02
Discipline and ethics cases.	03
Members in the News	04
Technical Papers	05
General Interest Articles	06
Other – Specify	90
Don't know/No response	98

19. Did you read or refer to the 2006 Salary Survey Report?

Yes	01
No	02

19b. Do you read all, most, some, or none of the email sent to you from PEGNL (PEG, N, L)?

All	01
Most	02
Some	03
None	04
Don't know/No response	98



20. When was the last time you visited the PEGNL (PEG, N, L) website...was it **[Read list]**?

Within the past week	01	- Continue
Within the past month	02	- Continue
2-3 months ago	03	- Continue
4-6 months ago	04	- Continue
7-12 months ago	05	- Continue
More than a year ago	06	- Skip to Q23
Never	07	- Skip to Q23
Don't know/No response	98	- Skip to Q23

20b. How often do you visit the PEGNL website...would you say...**[Read list]**?

One or more times a week	01
One or more times a month	02
One or more times a year	03
Less than once a year	04
Don't know/No response	98

21. For what purposes did you visit the website in the past year? **[Do not read list]**  
**[Accept multiple responses]**

Membership Renewal	01
Professional Development	02
Pay license fees	03
Read/Research Publications	04
Obtain information on member services	05
Other - Specify	90
Don't know/No response	98

22. Was there anything that you looked for on the website but couldn't find?

Yes	01	-Continue
No	02	-Skip to Q23

22.b. What was it? Anything else? **[Record response]**

***Section Three – Professional Development***

Next I would like to speak to you about the Professional Development Program....

23. First of all, are you aware that the Professional Development Program was revised effective January 2007?

Yes	01
No	02

24. Do you strongly disagree, somewhat disagree, somewhat agree, or strongly agree with the following statement...

There should be two categories of registration in PEGNL- one for those who are not actively practicing their profession, such as those who are not employed and those in totally unrelated areas of work - and another category for those meeting all requirements for active practice.

Strongly disagree	01
Somewhat disagree	02
Somewhat agree	03
Strongly agree	04
Don't know/No response	98

25. If there were two categories of membership, how important would it be for the public to be able to distinguish between the two categories...Would you say it is not at all important, somewhat unimportant, somewhat important, or very important?

Not at all Important	01
Somewhat Unimportant	02
Somewhat Important	03
Very Important	04
Don't know/No response	98

**Section Four – Current Issues**

*Switching gears again...now I would like to get your thoughts on a current issue...*

26. Do you believe that the delay in starting the Hebron Development has had a positive impact, a negative impact, or no impact... **[Read list] [Rotate list]**

	Positive Impact	Negative Impact	No Impact	DK
a) on the professions of engineering and/or geoscience?	01	02	03	98
b) on the province in general?	01	02	03	98

27. Would you strongly support, somewhat support, somewhat oppose or strongly oppose PEGNL lobbying both the provincial government and Chevron to resume Hebron negotiations?

Strongly support	01
Somewhat support	02
Somewhat oppose	03
Strongly oppose	04
Don't know/No response	98

**Section Five – Demographics**

Now just some final questions for classification purposes only....

28. To which of the following age groups do you belong... **[Read list]**

Younger than 35 years old	01
35 to 50 years old	02
51 years or older	03
Refused	99

29. Which of the following best describes your current employment status... **[Read list]**

Employed	01	
Self-employed	02	
Unemployed/In transition	03	<b>-GO TO Q32</b>
Retired	04	<b>-GO TO Q32</b>
Refused	99	<b>-GO TO Q32</b>

30. Which of the following best describes your area of work... **[Read list]**

Industry	01
Government	02
Consulting	03
Education	04
Other - Specify	90
Refused	99

31. What is your position... **[Read list]**

Senior Manager/Executive	01
Manager	02
Staff	03
Other -Specify	90
Refused	99

32. In which district of PEGNL (PEG, N, L) do you reside... **[Read list]**

Eastern	01
Central	02
Western	03
Labrador	04
Refused	99

33. In closing, are there any other comments or suggestions you wish to make to PEGNL (PEG, N, L)? **[Record response]**

I would like to thank you for your participation, your assistance is greatly appreciated.  
Have a good day/evening!