

Evaluator Compensation: Survey Findings



Melissa McGuire
Rochelle Zorzi
Adina Jacobson

Acknowledgements

- A foundational study was carried out in 2005 by Shelley Borys, Benoit Gauthier, Simon Roy, and Nathalie Kishchuck. We are grateful that they have given us permission to use many of the items from their survey.
- Thank you to CES for distributing notices about this study through their news e-bulletins, and to several CES chapters for sending an invitation out directly to their members.
- And thanks to all of you who filled out the survey – we couldn't have done it without you.

Agenda

- Introduction:
 - Purpose of the survey
 - Methods
- Findings:
 - Evaluator compensation
 - Employer comparisons
 - Career stage comparisons
- Discussion

Introduction

Purpose of Study

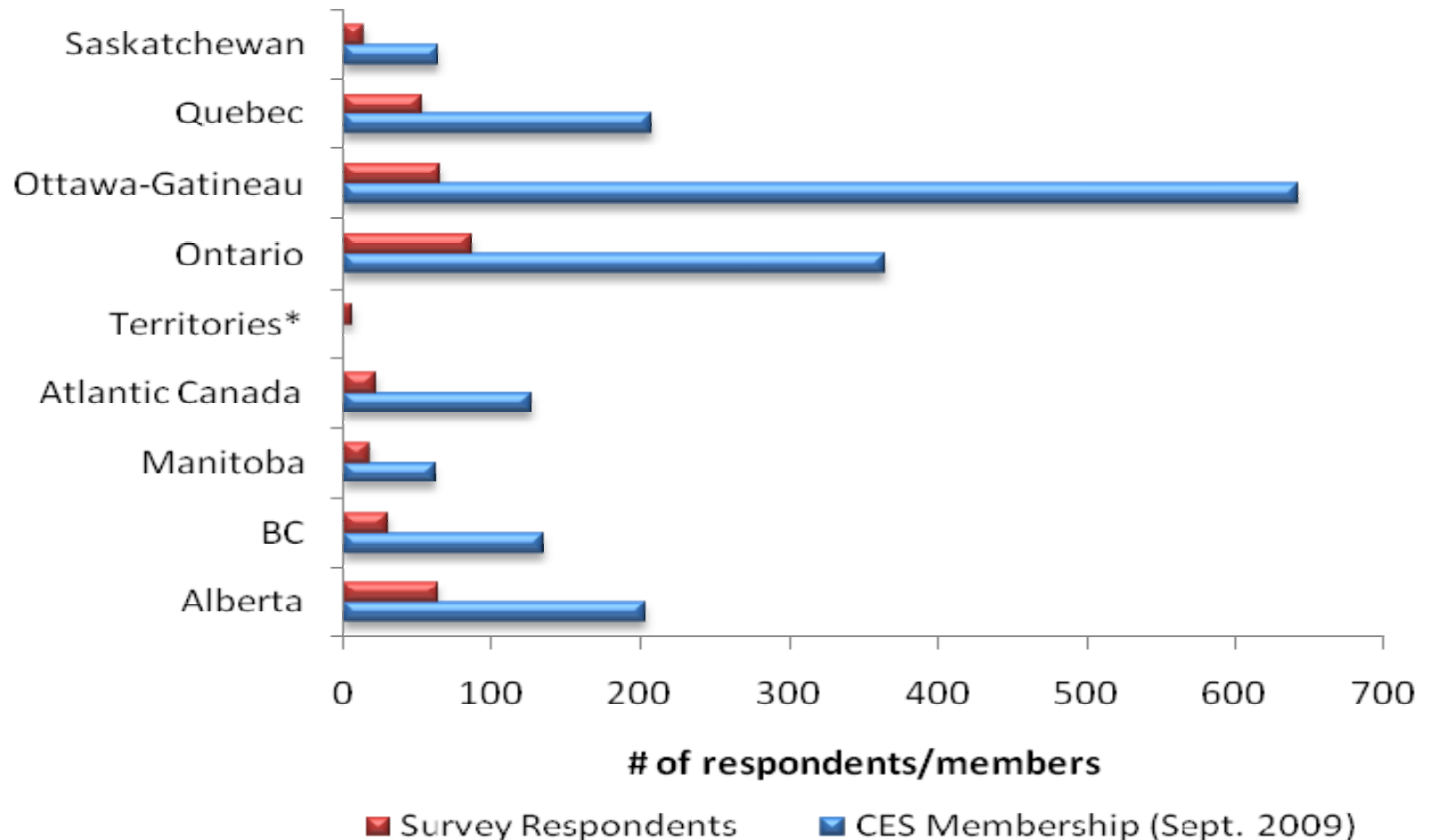
- Assess Evaluator compensation, including:
 - Salary
 - Benefits
 - Working environment

- Potential uses:
 - Promote evaluation as an attractive & viable career option
 - Promote compensation equity across the profession
 - Study trends in compensation over time

Methods

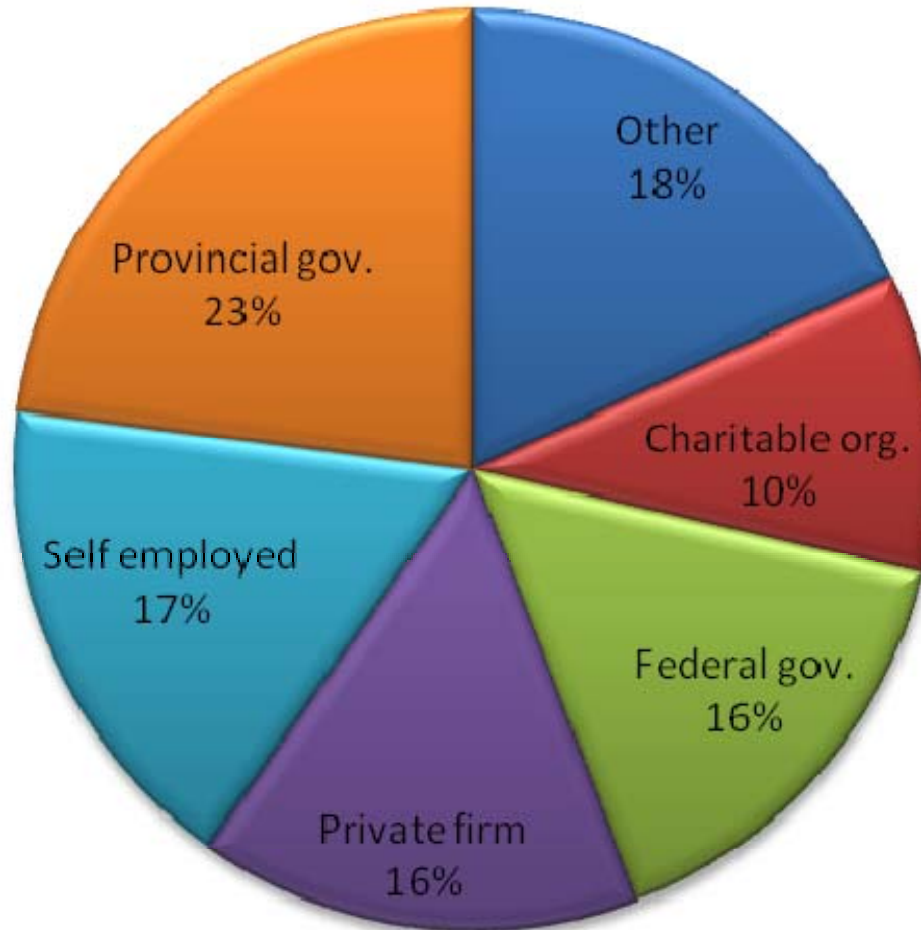
- 41-item survey posted on SurveyMonkey (French & English)
- Participants recruited through CES chapters and CES e-news broadcasts
- Survey open from September 17 to October 19, 2009
- Challenges/limitations

Respondent Breakdown: Region

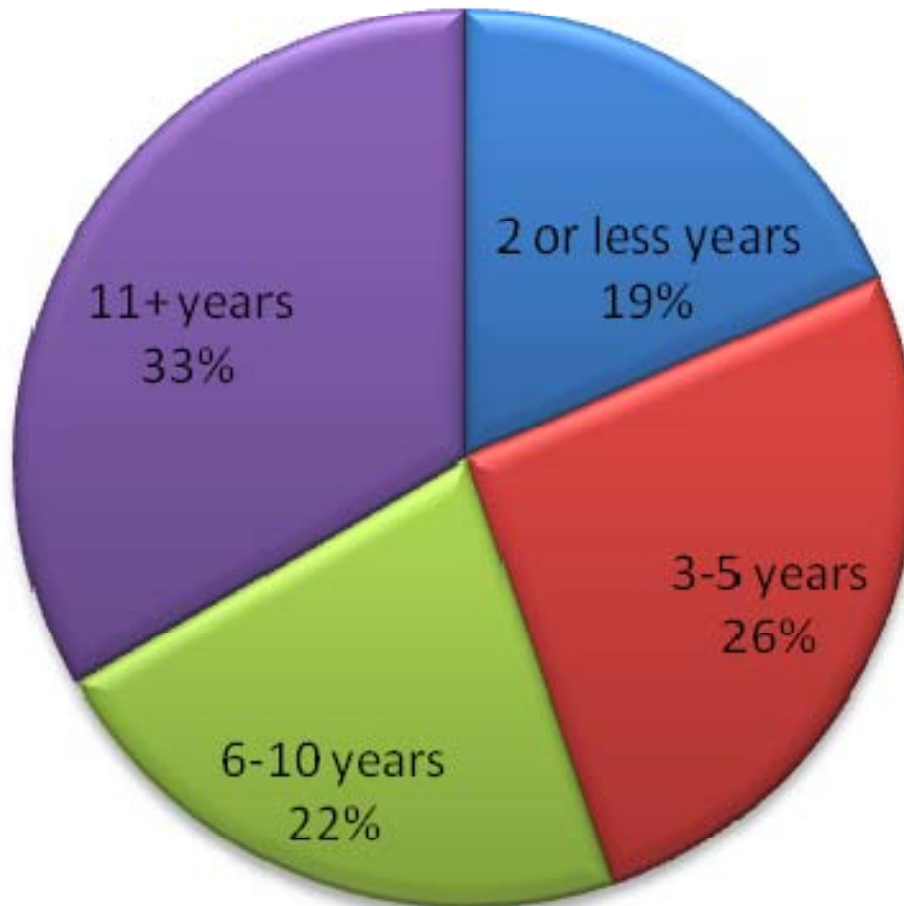


*The CES does not currently have territory chapters.

Respondent Breakdown: Employer



Respondent Breakdown: Career Stage



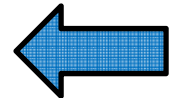
Evaluator Compensation:

An Overview

How much do Evaluators get paid?

- Median income has not changed since 2005.

| | 2009* | 2005 |
|-----------------------------|------------|----------|
| Highest | >\$200,000 | |
| 75 th percentile | \$87,500 | |
| Average | \$77,625 | |
| Median | \$72,500 | \$72,500 |
| 25 th percentile | \$62,500 | |
| Lowest | <\$30,000 | |



*Data analysed for full-time evaluators only

What types of benefits do Evaluators get?*

- Most commonly-received benefits:
 - Paid statutory holidays (96%)
 - Paid sick days (93%)
 - Group extended health & dental insurance (86%)
 - Pension or RRSP contributions (76%)
 - Paid personal days (74%)
 - Budget for professional development (73%)
 - Disability insurance (72%)
 - Life insurance (71%)
 - Flex or bankable hours (70%)

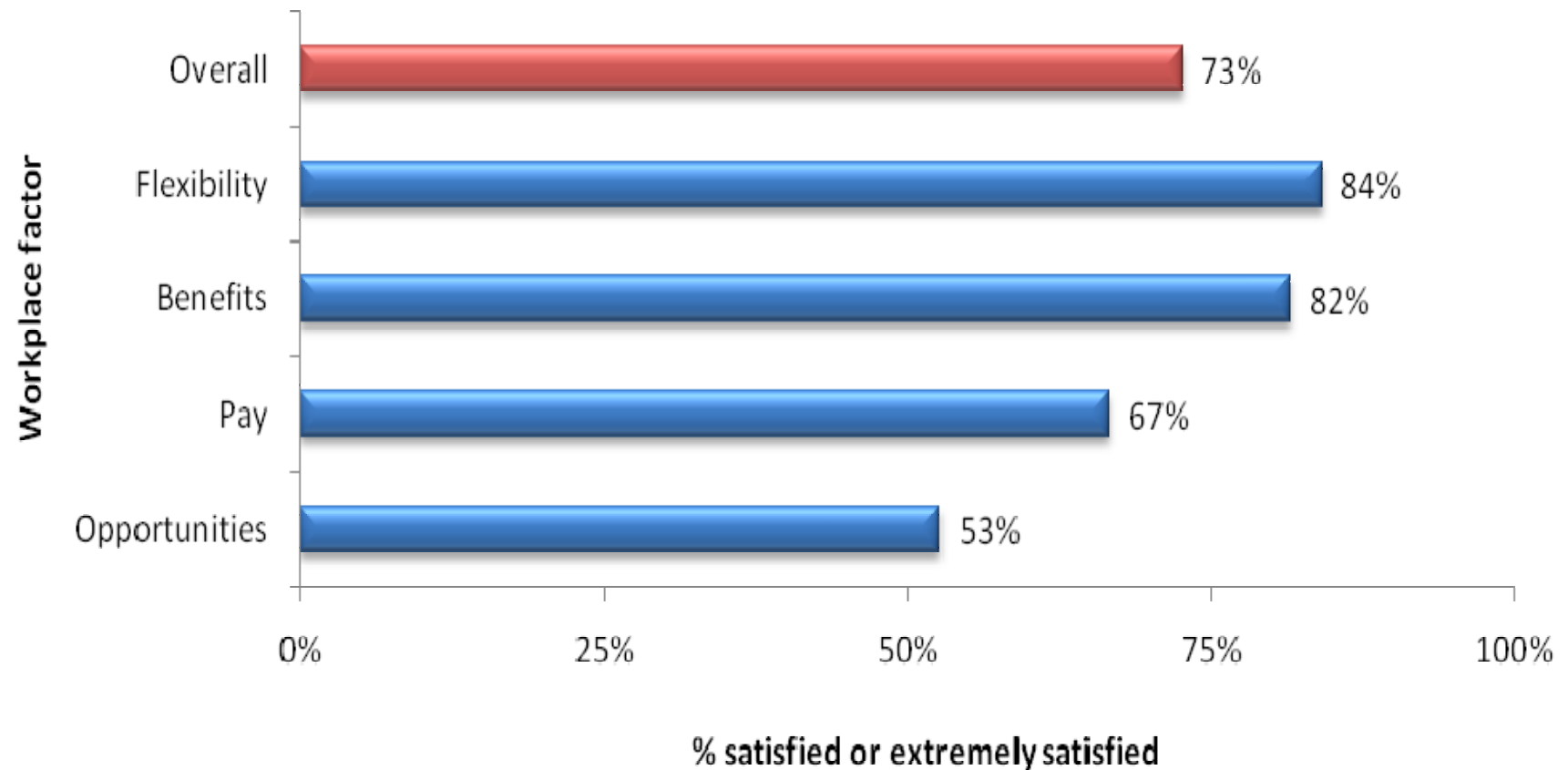
* These figures exclude self employed evaluators.

What types of benefits do Evaluators get?*

- Less commonly-received benefits:
 - Employee Assistance Program (64%)
 - Paid time for professional development (63%)
 - Casual dress (61%)
 - Opportunity to work with other evaluators (61%)
 - CES membership (54%)
 - The option to telecommute/work from home (53%)
 - Supplementary EI benefits (46%)
 - Subsidized commuting (16%)
 - Fitness/health club membership (12%)

* These figures exclude self employed evaluators.

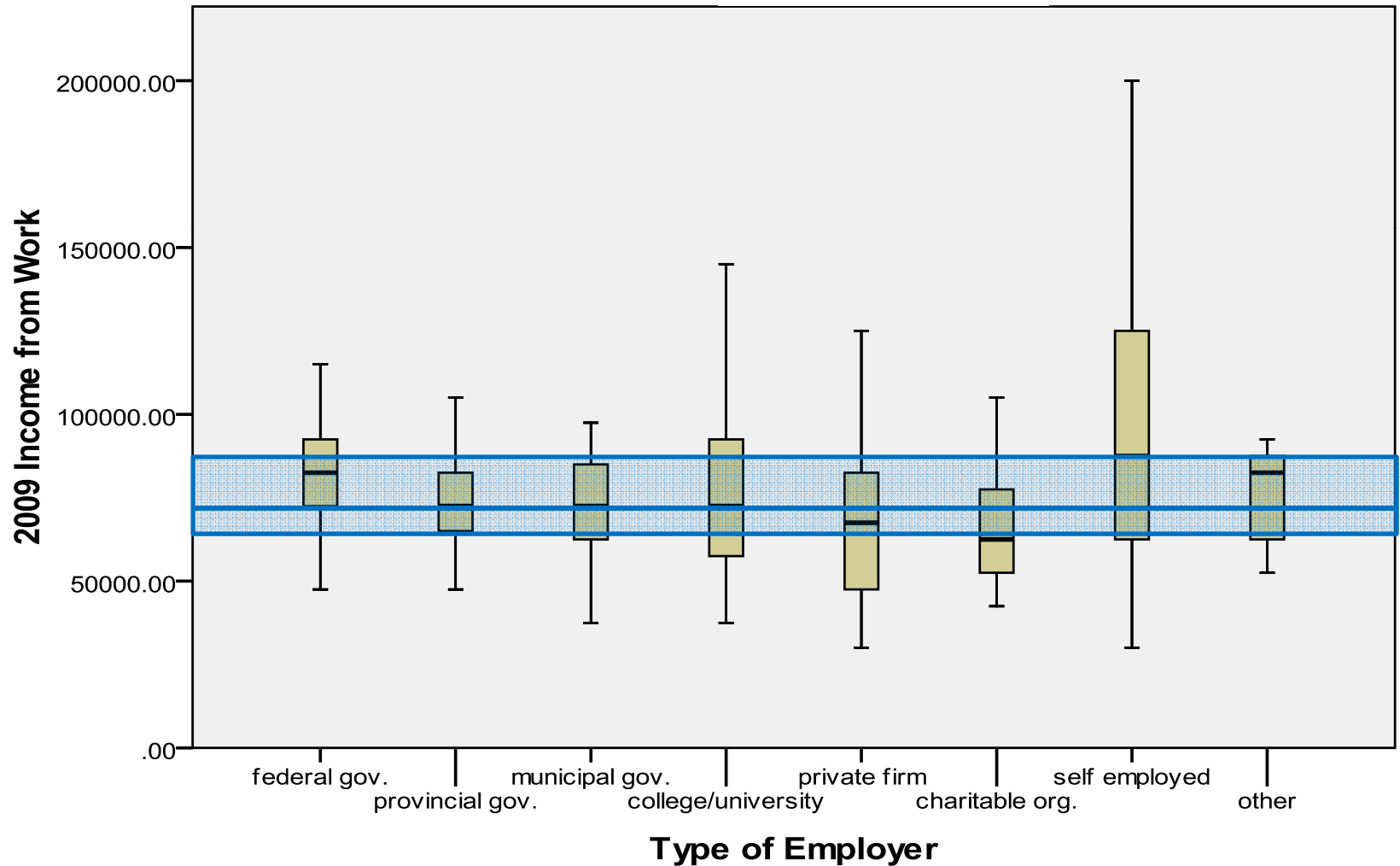
How satisfied are Evaluators with their compensation and working conditions?



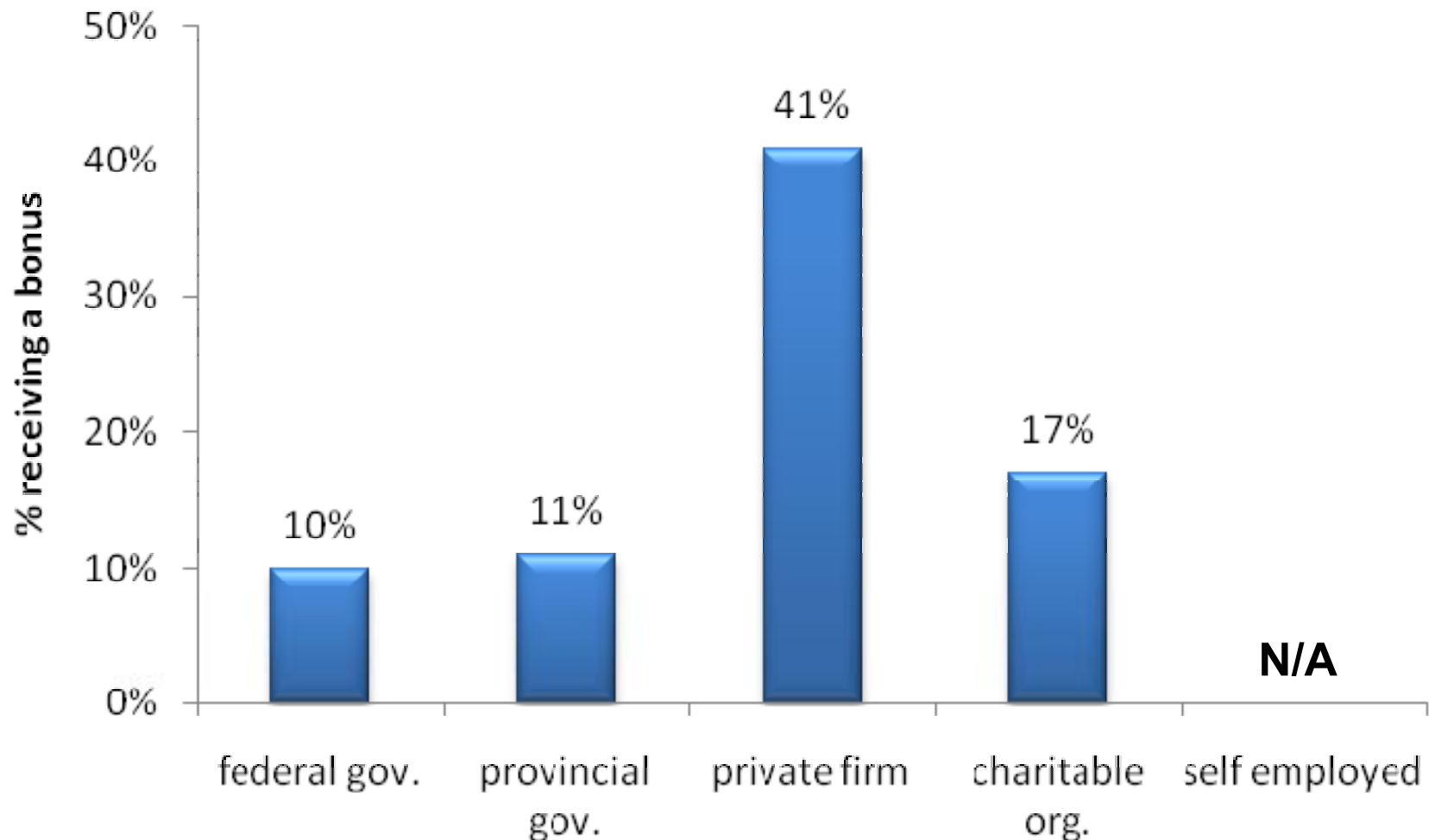
Employer Comparisons:

Facts Worth Exploring

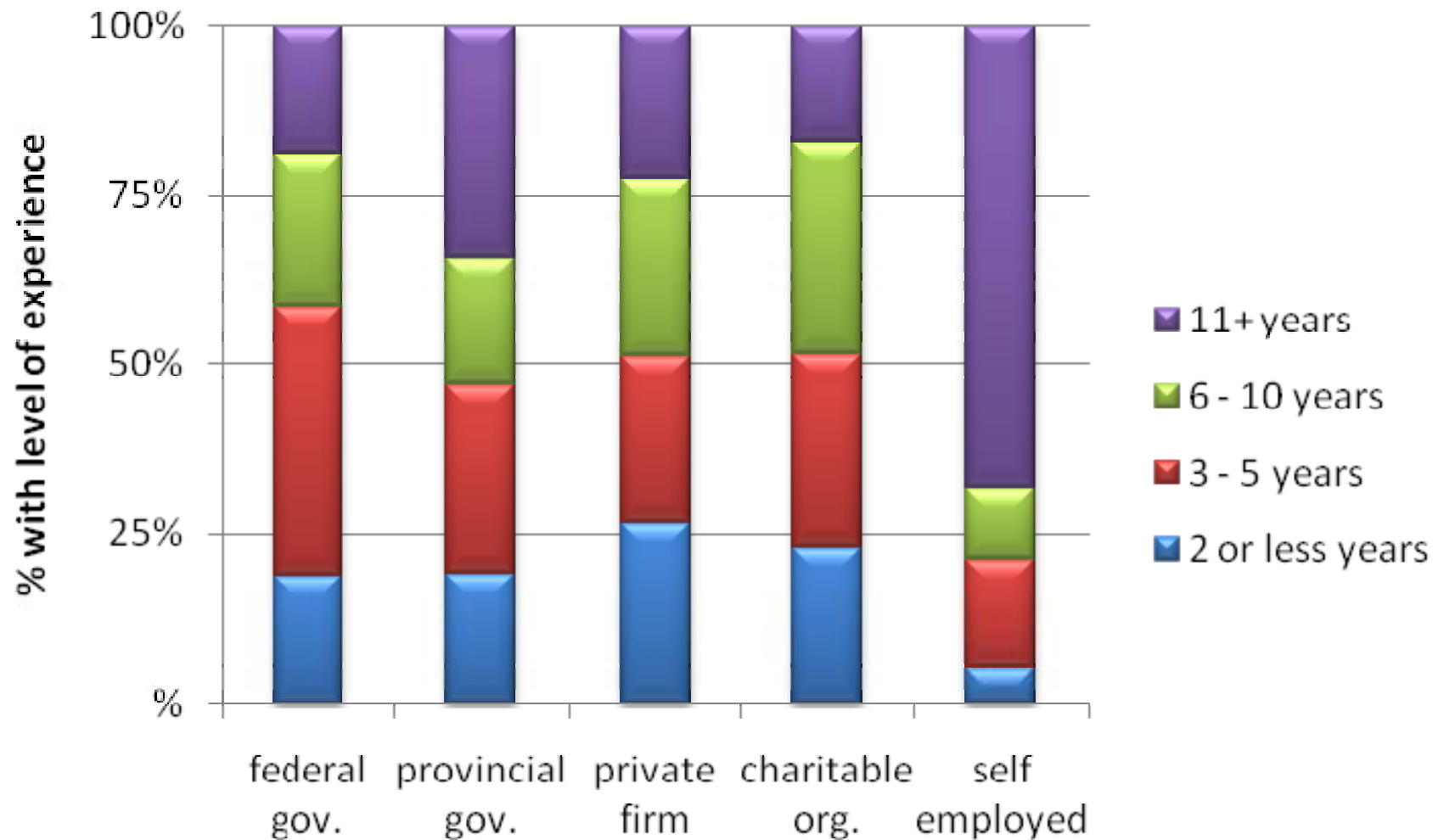
Who pays how much?



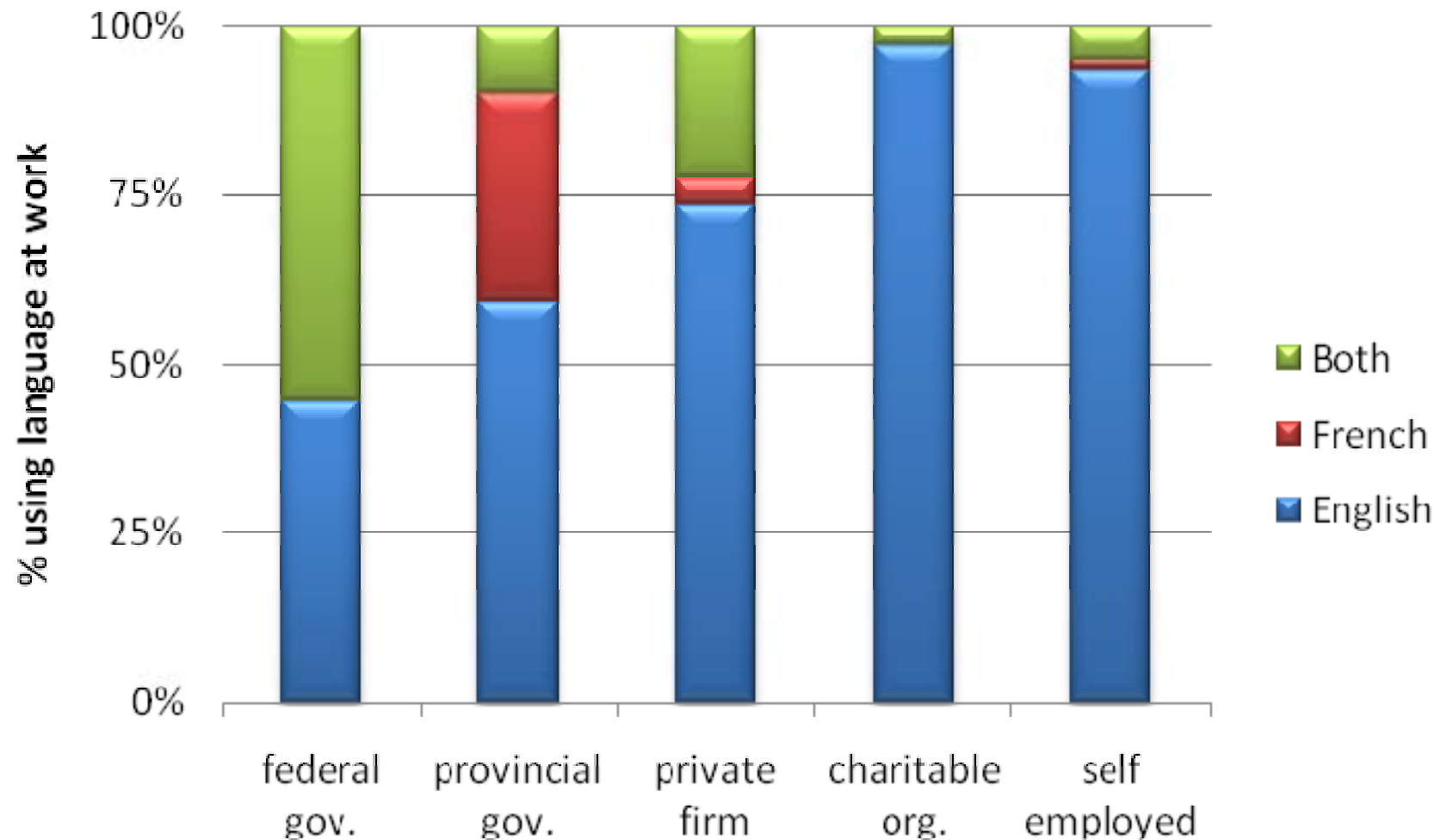
Who shares the wealth? (Bonuses)



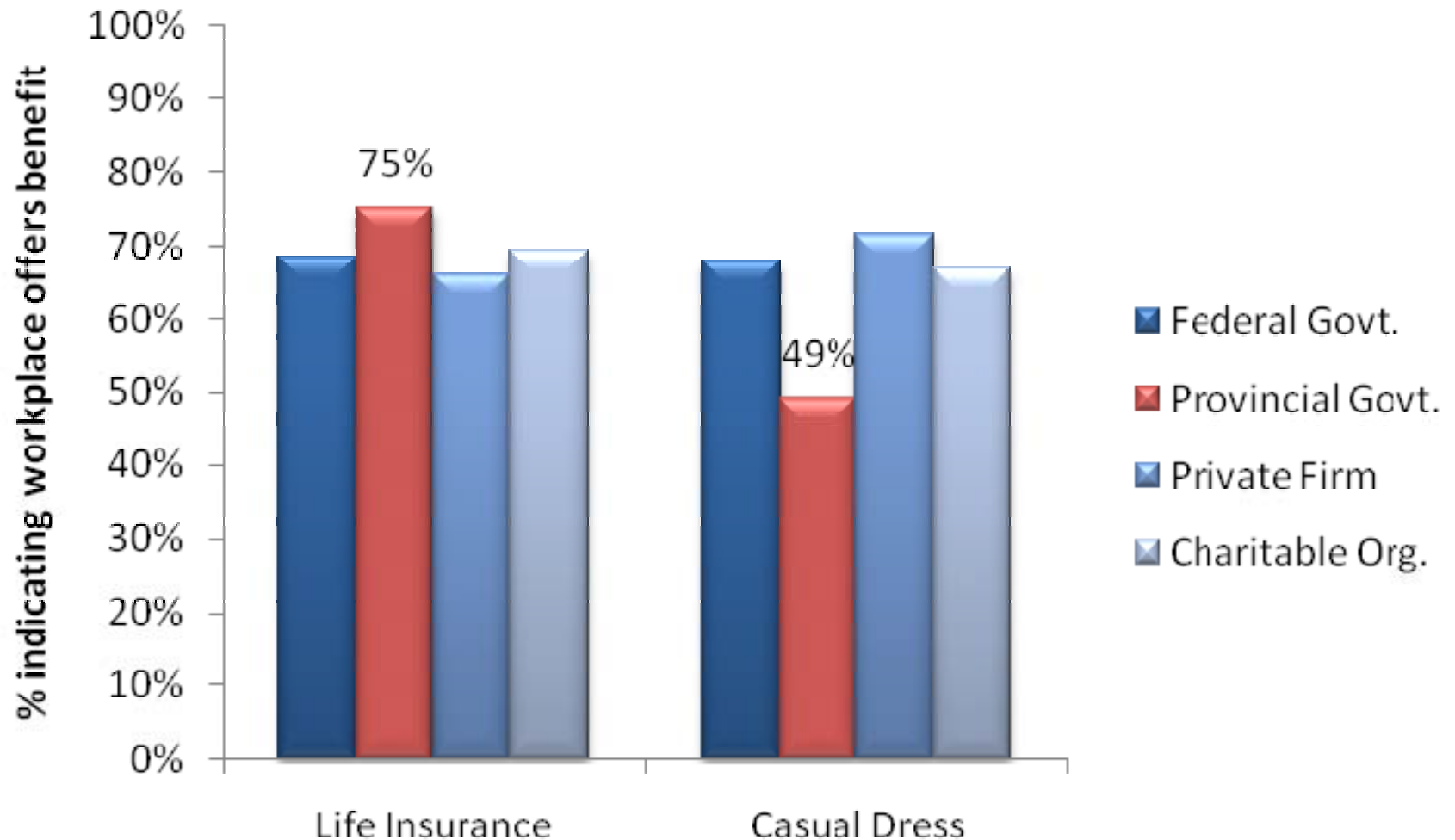
Entry and Exit Points (Years of Evaluation Experience)



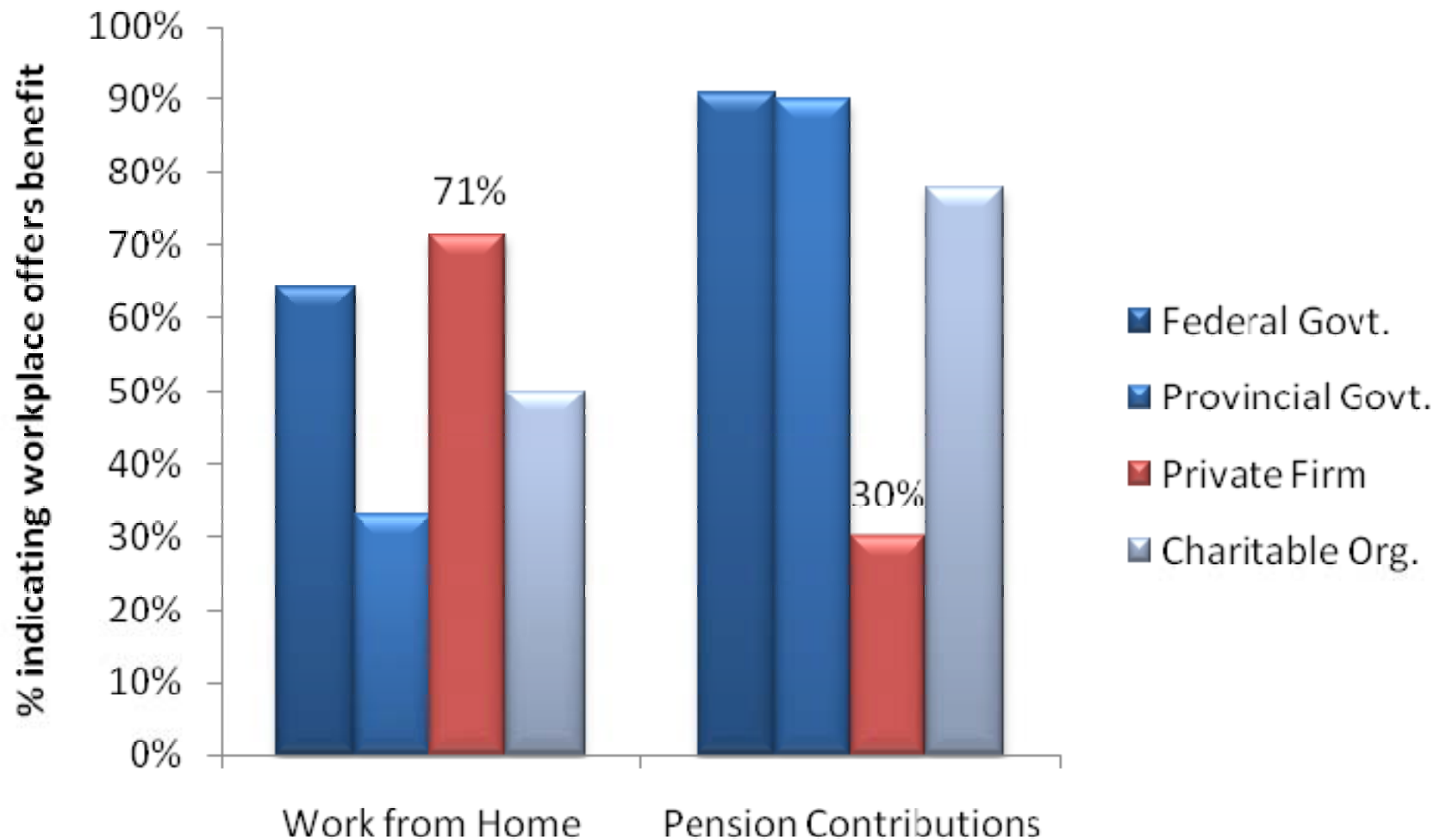
Is bilingualism necessary?



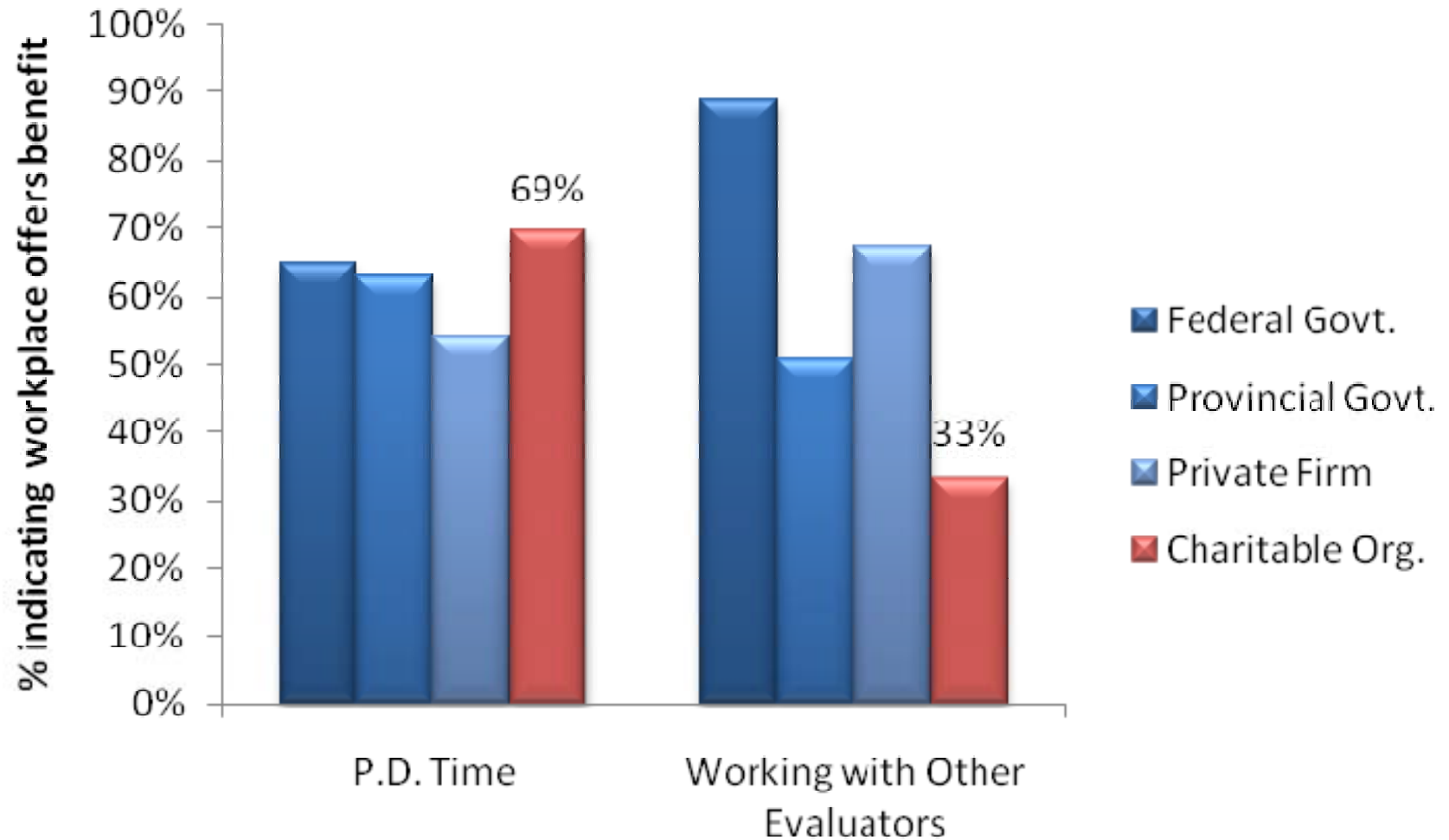
Show me the benefits!



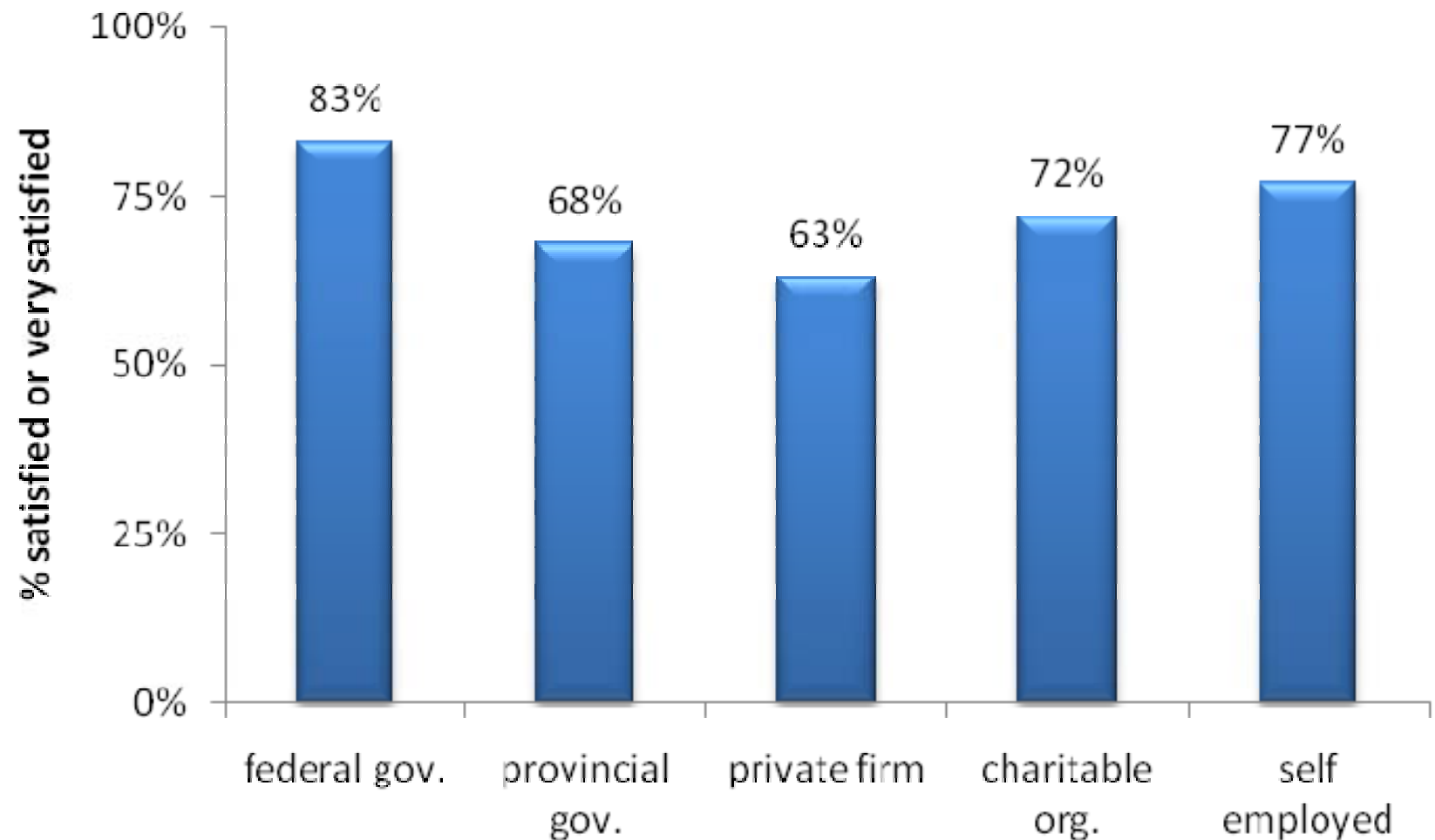
Show me the benefits!



Show me the benefits!



Satisfied?



What does an Evaluator look like?

(Personas illustrating averages and typical situations)



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Samira, Junior Evaluator



- Has a Masters in Public Admin
- Spent 3 years as an employment counsellor
- Joined a private firm 1 year ago
- Home by 5:30 every night
- Makes \$57.5k / year
- Spent her December bonus on shoes

Josh, Intermediate Evaluator



- Was a program manager in the Quebec Government for 9 years
- Transferred to a Federal evaluation department 4 years ago
- Makes \$72.5k / year
- Loves his benefits package

Lianne, Senior Evaluator



- Practiced immigration law for 6 years
- Joined an evaluation team at a charitable organization 9 years ago
- Works full time... and then some
- Makes \$82.5k / year
- Just got back from a month long cruise

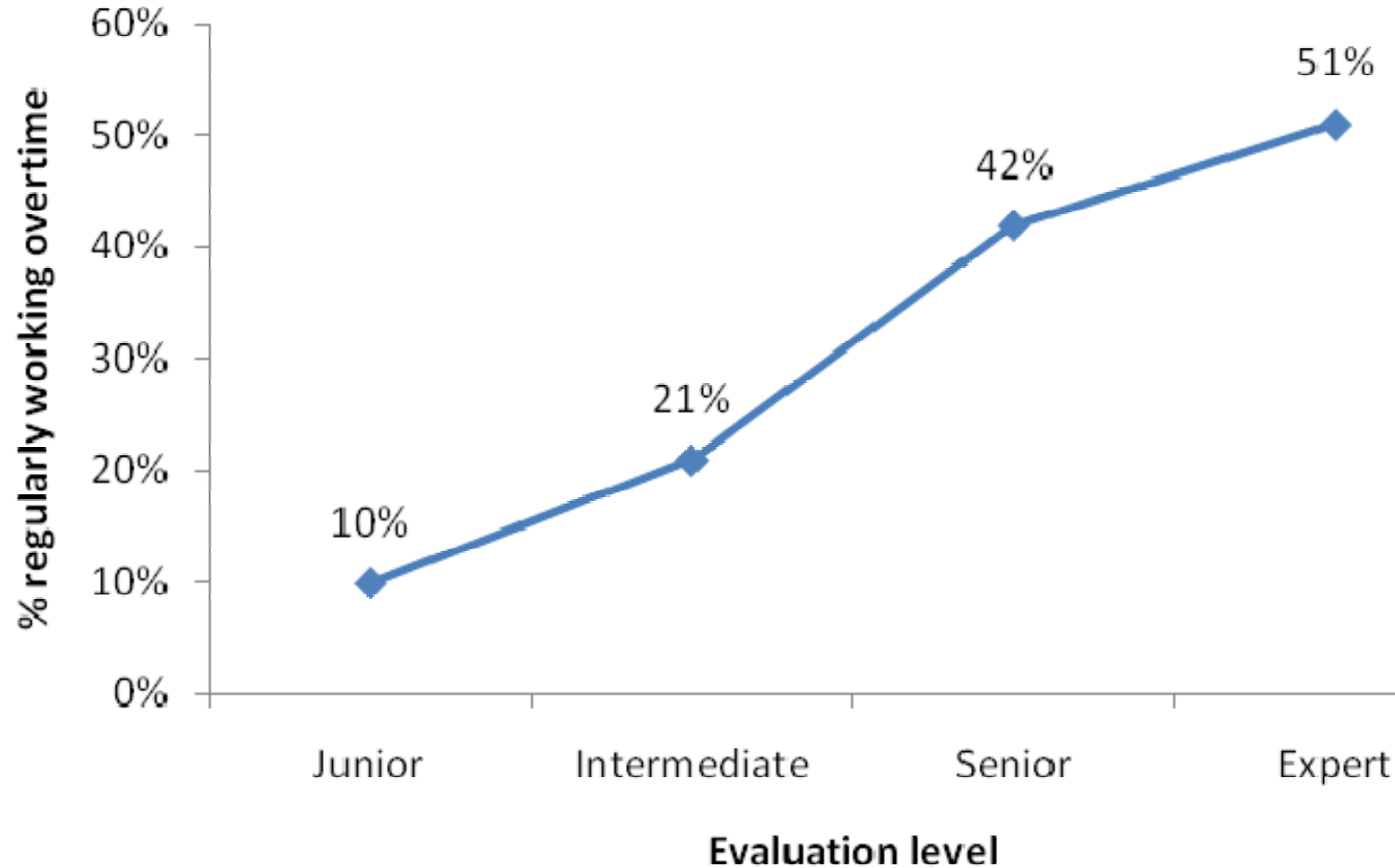
Zhara, Expert Evaluator



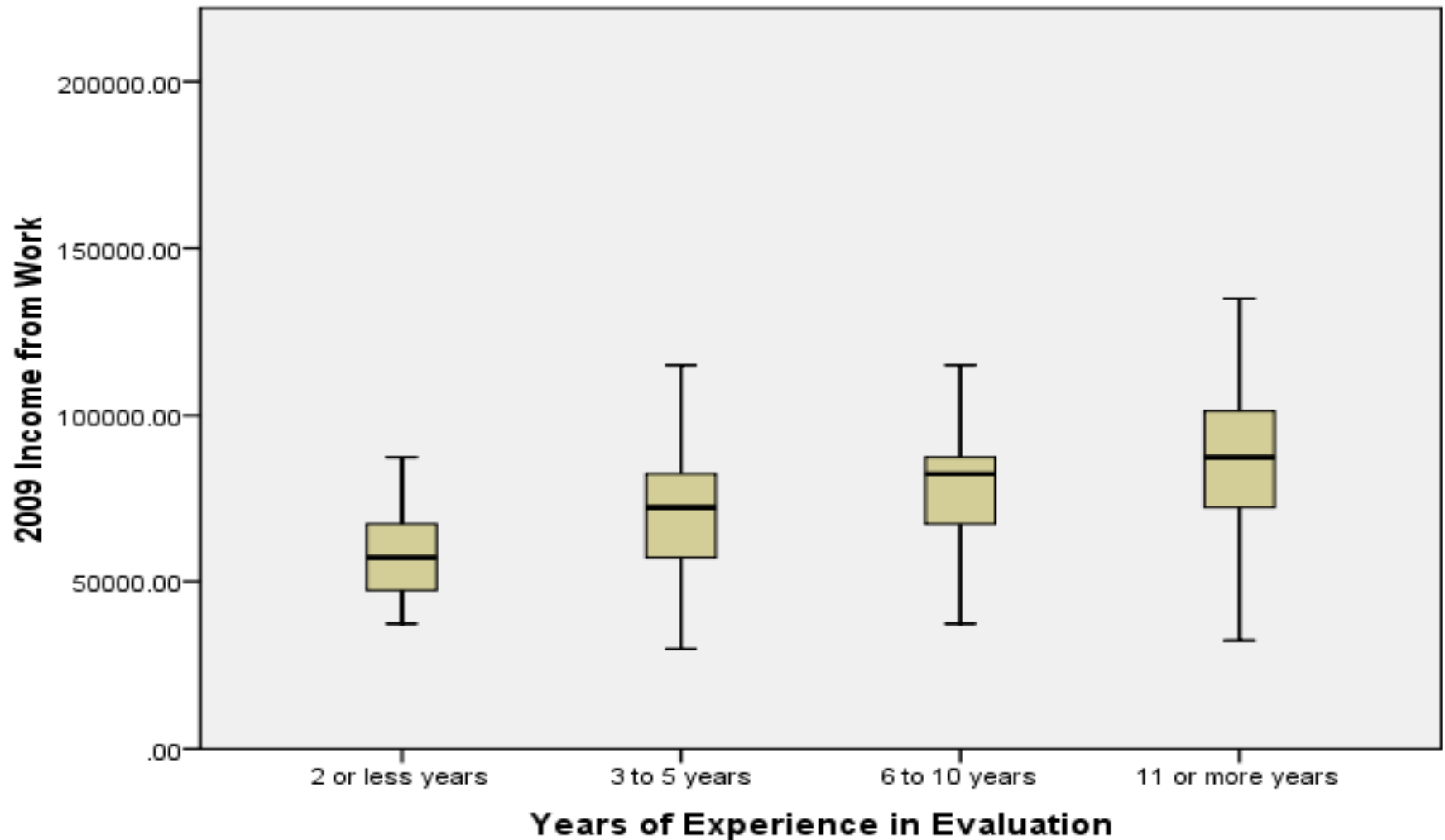
- 25 year career with government
- Now works as an independent consultant
- Makes \$125k in a good year and \$63k in a bad year
- Can't seem to find the time to take a vacation

Overtime Progression

(overtime= regularly work more than 40 hrs/week)



Income Progression



Discussion

Discussion

What does this tell you about evaluation?

How might you use this information?

What else would you be interested in knowing?

What next?