Institut de la statistique Québec

Study on Fees Charged by Architecture and Engineering Firms in Québec 2024

About the study

The *Study on Fees Charged by Architecture and Engineering Firms in Québec* is conducted at the request of the Secrétariat du Conseil du trésor. The objective of this study is to collect data on the fees charged for architecture and engineering services related to construction work in Québec.

The information collected will be used to produce hourly rate ranges that are representative of what is charged on the market for architecture and engineering work related to construction work.

Mandatory participation

Your firm has been selected to take part in this study. Given the importance of the study results, the participation of your firm is mandatory in accordance with the *Act respecting the Institut de la statistique du Québec* (CQLR, chapter I-13.011).

Confidentiality

You must provide your data to the Institut de la statistique du Québec (ISQ) as requested in this questionnaire. The ISQ guarantees that the information provided by your firm as part of this study will remain confidential.

For quality and training purposes, telephone conversations with ISQ employees are recorded. Any person who does not want their conversation to be recorded can notify the agent at the beginning of the call.

Assistance

If you require assistance, please contact the Direction de la gestion de la collecte by telephone at 1-800-561-0213 or by e-mail at collecte@stat.gouv.qc.ca.

Instructions

Please give the questionnaire to the person in your firm who will be best able to provide the requested information. The cooperation of more than one person may be required, as a single person may not be able to answer all of the questions.

- **Do not return the questionnaire by mail or by fax.** To participate in the study, you must complete the online questionnaire by following the instructions in the letter or e-mail you received. We suggest that you fill out the paper version before completing the online questionnaire, since some of the questions may require more research. If you do not have access to the Internet, an ISQ employee will call you so that you can answer the questionnaire by telephone.
- If your firm has fewer than five employees, please contact the ISQ at 1-800-561-0213.
- **Please complete the questionnaire within the next two weeks.**
- This study focuses on the situation in the province of Québec. Please consider only the portion of your firm that is located in Québec when responding, for work carried out in the province.
- Answer to the best of your knowledge. If you do not have the exact information for certain sections of the questionnaire, please provide the best possible estimate.
- To answer all the questions, you may have to consult others working at your firm.
- For engineering firms, the study covers the following fields:
  - Civil engineering
  - Building engineering (foundations and structures, electrical and mechanical systems)
  - Construction engineering
- For architecture firms, only architecture related to construction work is concerned by the study. All other types of architecture not related to construction work are excluded (non-exhaustive examples: landscape architecture, process architecture, enterprise architecture, etc.).
- Firms that have contracts with private and/or public bodies (municipal, provincial and federal) are covered by the study.
- Fees charged for services provided by both unionized and non-unionized staff are included without distinction.

Definitions

These definitions refer to the terms marked with an asterisk (*) in the questionnaire.

Architect

For the purposes of the study, architects are members of the Ordre des architectes du Québec (OAQ) practising in the private sector as well as holders of a temporary permit issued by the OAQ practising in the private sector.

Architecture services

For architecture firms, only architecture related to construction work is concerned by the study. All other types of architecture not related to construction work are excluded (non-exhaustive examples: landscape architecture, process architecture, enterprise architecture, etc.).

Candidate to the architectural profession

New name for intern architects.

A person holding an architectural degree from a Québec university who is a registered intern who will be completing the 3,720 mandatory hours of experience and will be taking the licensing examination.

In accordance with the *Architects Act*, a candidate must be under the supervision of an architect when performing professional activities reserved to OAQ members as a regular or contract employee.

The term “Intern Architect” will continue to be used as part of the Canadian Internship in Architecture Program (IAP).

Candidate to the engineering profession

An engineer who is a member of the OIQ and is enrolled in the Candidate to the Engineering Profession (CEP) program, which takes a minimum of 24 months and a maximum of 60 months to complete.

Candidates obtain their engineer title (eng.) and permit once they have successfully completed the CEP program of the OIQ.

Drafter

The drafters included in this study are the firm staff members working on mandates for which fees are charged for architecture and engineering services related to construction work. This category excludes staff who do administrative work.

Engineer

For the purposes of the study, engineers are members of the Ordre des ingénieurs du Québec (OIQ) practising in the private sector as well as holders of a temporary permit issued by the OIQ practising in the private sector.

Engineering services

For engineering firms, the study covers the following fields:

- Civil engineering
- Building engineering (foundations and structures, electrical and mechanical systems)
- Construction engineering

Federal public client

A person named by the Canadian federal government or by a federal department, together with the personnel they direct, in the exercise of the functions assigned to them by law.

Hourly rate/fees

For the purposes of the study, the hourly rate means the fees charged for architecture and engineering services. These fees include the firm's direct and indirect costs and its profit margin but exclude overtime and exceptional fees.

Lead architect/engineer

Refers to architects and engineers in a management, coordination or supervision role.

Municipal public client

A person named by a municipal government within the province of Québec, together with the personnel they direct, in the exercise of the functions assigned to them by law.

Number of employees

Number of people employed by the firm in Québec. Includes employees who, for mandates realised in Québec, telework from outside Québec.

Performance bonus

Individual or group performance bonus given to professional employees (engineers and architects) during the reference period from January 1, 2023 to December 31, 2023.

Private client

For the purposes of the study, a private client is a person or a non-government company that requests the services of an architecture or consulting engineering firm for construction work carried out in Québec.

Provincial public client

A person named by the Québec provincial government or by a provincial ministry, together with the personnel they direct, in the exercise of the functions assigned to them by law.

Regular weekly hours

Number of weekly hours in a regular work week, excluding overtime.

Technician/technologist

The technicians and technologists included in this study are the firm staff members working on mandates for which fees are charged for architecture and engineering services related to construction work. This category excludes land survey technicians and staff who do administrative work.

Section 1 **Profile of the firm**

Please enter the total number of people you employ.

The answer to this question is essential for the analysis of the overall results.

1 As of today, what is the total number of employees* in your firm in Québec (all job statuses and categories)?

_____ employees

2 Where is your firm's head office located?

Simply enter the city, the state or province, and the country.

City: _____

State or province: _____

Country: _____

The answer to these questions is essential for the analysis of the overall results.

3 Does your firm provide engineering* and/or architecture* services related to construction work?

		Yes	No
a)	Engineering (civil engineering, building engineering and construction engineering)	☐	☐
b)	Architecture	☐	☐

➜ If you answered "No" to questions 3a and 3b, go to section 4.

4 For the services provided by your firm as reported in question 3, what type(s) of clients have you served in the past 4 years?

Only consider work carried out in the province of Québec.

		Yes	No
a)	Provincial public clients*	☐	☐
b)	Federal public clients*	☐	☐
c)	Municipal public clients*	☐	☐
d)	Private clients*	☐	☐

5 In your firm, do you have different fee policies depending on the type of client, as reported in question 4?

☐ Yes

☐ No

Section 2 Fee policy – Engineering services (civil engineering, building engineering and construction engineering)

6 For each level of experience, indicate how many employees there are in your firm, as well as their average annual salary, regular weekly hours of work, and average performance bonus.

Check off the corresponding checkbox if there are no employees for a given range of years of experience.

Classification	No employees* in Québec	Experience	Number of employees* in Québec	Average annual salary (2024)	Regular weekly hours*	Average annual performance bonus* (2023)
Engineer*	☐	26+ years				
	☐	21 to 25 years				
	☐	16 to 20 years				
	☐	11 to 15 years				
	☐	6 to 10 years				
	☐	0 to 5 years				
	☐	Candidate to the profession*				
Technician/ technologist (engineering)*	☐	26+ years				
	☐	21 to 25 years				
	☐	16 to 20 years				
	☐	11 to 15 years				
	☐	6 to 10 years				
	☐	0 to 5 years				
Drafter (engineering)*	☐	26+ years				
	☐	21 to 25 years				
	☐	16 to 20 years				
	☐	11 to 15 years				
	☐	6 to 10 years				
	☐	0 to 5 years				

➜ If you answered “No” to question 5 (if your firm’s fee policy does not depend on the type of client), go to question 10.

7 Is your fee policy for work carried out for provincial public clients based on the "Engineers' Fees (Services to Government) Regulation" (C-65.1, r. 12)?

Answer No if it has happened at least once that your fee policy for work carried out for provincial public clients is not based on the "Engineers' Fees (Services to Government) Regulation".

☐ Yes

☐ No

For the period from January 1, 2024 to December 31, 2024, for each job classification and level of experience, what are the fees charged by your firm for consulting engineering services when carrying out **provincial public contracts**?

Regulation C-65.1, r. 12 contains the maximum hourly rates. To take direct and indirect costs and profit into account, the hourly rate for each resource is increased by a percentage of 150%.

For each occupation and level of experience, you must enter the fees (hourly rates) charged by your consulting engineering firm for the work in question, meaning the hourly rate increased by 150% (hourly rate multiplied by 2.5). In the case of work carried out for the Québec government, the hourly rates cannot exceed the maximum hourly rates set in the regulation.

The table includes space to report minimum/maximum rates. If, for a given occupation and level of experience, your hourly rate is a single value, simply repeat the same amount in the "minimum" and "maximum" fields.

Classification	Experience	Hourly rate*		Hourly rate – Lead engineer*	
		Minimum	Maximum	Minimum	Maximum
Engineer	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
	Candidate to the profession				
Technician/ technologist (engineering)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
Drafter (engineering)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				

8 When carrying out federal public contracts, what fee policy do you apply for the levels of experience shown below?

For the period from January 1, 2024 to December 31, 2024, for each job classification and level of experience, what are the fees charged by your firm for consulting engineering services when carrying out **federal public contracts**?

Hourly rates are presented in the form of minimums/maximums to allow respondents to answer if several fee policies are used within the same category. If the hourly rate is a single value, simply repeat the amount in the "minimum" and "maximum" fields.

Classification	Experience	Hourly rate*		Hourly rate – Lead engineer*	
		Minimum	Maximum	Minimum	Maximum
Engineer	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
	Candidate to the profession				
Technician/ technologist (engineering)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
Drafter (engineering)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				

9 When carrying out municipal public contracts, what fee policy do you apply for the levels of experience shown below?

For the period from January 1, 2024 to December 31, 2024, for each job classification and level of experience, what are the fees charged by your firm for consulting engineering services when carrying out **municipal public contracts**?

Hourly rates are presented in the form of minimums/maximums to allow respondents to answer if several fee policies are used within the same category. If the hourly rate is a single value, simply repeat the amount in the "minimum" and "maximum" fields.

Classification	Experience	Hourly rate*		Hourly rate – Lead engineer*	
		Minimum	Maximum	Minimum	Maximum
Engineer	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
	Candidate to the profession				
Technician/ technologist (engineering)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
Drafter (engineering)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				

10 When carrying out private contracts in Québec, what fee policy do you apply for the levels of experience shown below?

For the period from January 1, 2024 to December 31, 2024, for each job classification and level of experience, what are the fees charged by your firm for consulting engineering services when carrying out **private contracts** or if it applies a unique fee policy for all types of clients?

Hourly rates are presented in the form of minimums/maximums to allow respondents to answer if several fee policies are used within the same category. If the hourly rate is a single value, simply repeat the amount in the "minimum" and "maximum" fields.

Classification	Experience	Hourly rate*		Hourly rate – Lead engineer*	
		Minimum	Maximum	Minimum	Maximum
Engineer	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
	Candidate to the profession				
Technician/ technologist (engineering)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
Drafter (engineering)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				

Section 3 **Fee policy – Architecture services**

11 For each level of experience, indicate how many employees there are in your firm, as well as their average annual salary, regular weekly hours of work, and average performance bonus.

Check off the corresponding checkbox if there are no employees for a given range of years of experience.

Classification	No employees in Québec	Experience	Number of employees* in Québec	Average annual salary (2024)	Regular weekly hours*	Average annual performance bonus* (2023)
Architect*	☐	26+ years				
	☐	21 to 25 years				
	☐	16 to 20 years				
	☐	11 to 15 years				
	☐	6 to 10 years				
	☐	0 to 5 years				
	☐	Candidate to the profession*				
Technician/ technologist (architecture)*	☐	26+ years				
	☐	21 to 25 years				
	☐	16 to 20 years				
	☐	11 to 15 years				
	☐	6 to 10 years				
	☐	0 to 5 years				
Drafter (architecture)*	☐	26+ years				
	☐	21 to 25 years				
	☐	16 to 20 years				
	☐	11 to 15 years				
	☐	6 to 10 years				
	☐	0 to 5 years				

➜ If you answered “No” to question 5 (if your firm’s fee policy does not depend on the type of client), go to question 15.

Answer No if it has happened at least once that your fee policy for work carried out for provincial public clients is not based on the "Architects' Fees (Services to Government) Regulation".

12 Is your fee policy for work carried out for provincial public clients based on the fee policy from the "Architects' Fees (Services to Government) Regulation" (C-65.1, r. 9)?

☐ Yes ➜ Go to question 13.

☐ No

For the period from January 1, 2024 to December 31, 2024, for each job classification and level of experience, what are the fees charged by your firm for architecture services when carrying out **provincial public contracts**?

Hourly rates are presented in the form of minimums/maximums to allow respondents to answer if several fee policies are used within the same category. If the hourly rate is a single value, simply repeat the amount in the "minimum" and "maximum" fields.

Classification	Experience	Hourly rate*		Hourly rate – Lead architect*	
		Minimum	Maximum	Minimum	Maximum
Architect	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
	Candidate to the profession				
Technician/ technologist (architecture)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
Drafter (architecture)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				

13 When carrying out federal public contracts, what fee policy do you apply for the levels of experience shown below?

For the period from January 1, 2024 to December 31, 2024, for each job classification and level of experience, what are the fees requested by your firm for architecture services when carrying out **federal public contracts**?

Hourly rates are presented in the form of minimums/maximums to allow respondents to answer if several fee policies are used within the same category. If the hourly rate is a single value, simply repeat the amount in the "minimum" and "maximum" fields.

Classification	Experience	Hourly rate*		Hourly rate – Lead architect*	
		Minimum	Maximum	Minimum	Maximum
Architect	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
	Candidate to the profession				
Technician/ technologist (architecture)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
Drafter (architecture)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				

14 When carrying out municipal public contracts, what fee policy do you apply for the levels of experience shown below?

For the period from January 1, 2024 to December 31, 2024, for each job classification and level of experience, what are the fees charged by your firm for architecture services when carrying out **municipal public contracts**?

Hourly rates are presented in the form of minimums/maximums to allow respondents to answer if several fee policies are used within the same category. If the hourly rate is a single value, simply repeat the amount in the "minimum" and "maximum" fields.

Classification	Experience	Hourly rate*		Hourly rate – Lead architect*	
		Minimum	Maximum	Minimum	Maximum
Architect	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
	Candidate to the profession				
Technician/ technologist (architecture)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
Drafter (architecture)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				

15 When carrying out private contracts in Québec, what fee policy do you apply for the levels of experience shown below?

For the period from January 1, 2024 to December 31, 2024, for each job classification and level of experience, what are the fees charged by your firm for architecture services when carrying out **private contracts** or if it applies a unique fee policy for all types of clients?

Hourly rates are presented in the form of minimums/maximums to allow respondents to answer if several fee policies are used within the same category. If the hourly rate is a single value, simply repeat the amount in the "minimum" and "maximum" fields.

Classification	Experience	Hourly rate*		Hourly rate – Lead architect*	
		Minimum	Maximum	Minimum	Maximum
Architect	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
	Candidate to the profession				
Technician/ technologist (architecture)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				
Drafter (architecture)	26+ years				
	21 to 25 years				
	16 to 20 years				
	11 to 15 years				
	6 to 10 years				
	0 to 5 years				

Section 4 **Comments**

If you have any comments, please enter them in the space below. Rest assured that we review all comments received in order to improve the study.

The Institut de la statistique du Québec thanks you for participating in this study.