

From the President



IT'S TIME FOR THE SALARY SURVEY EDITION OF AUGIWORLD!

The salary survey is always one of our most popular editions as it provides people a way to gauge how they fit in financially within their industry.

In addition to the salary survey, the articles provided are a medley of topics. (We let the authors write about whatever they want!)

I decided that I should take this opportunity to discuss pay raises and salary negotiation.

I realize that some of you work for organizations where your pay is determined by a set scale, in those cases you will generally have a known list of items that need to be accomplished to increase pay or you may have to apply for a different job within that organization in order to increase your salary. Work with what you have available to you and do your research to know what that is.

If you are stable in your job and like where you work (or just don't want to switch jobs) it can be a bit harder to get a pay raise, but not impossible. So, what can you do? To start the process, setup a minimum of quarterly meetings with your manager. During those meetings establish and review goals that you want to accomplish and make sure to find a balance with goals you are interested in and that your manager wants for you. Be sure to communicate clearly and come in with some ideas that you've thought about before the meeting. Some other suggestions, be patient with yourself and management; set reasonable expectations; make learning a priority; take initiative and above all else, have a positive attitude! Finally, just like with a new job negotiation, do research on current salaries and bring that data to your manager to make them aware of industry standard pay.

In my opinion the best time to make drastic changes in your salary is when you are switching jobs. My suggestions (these have worked very effectively for me), do your research so you have a good knowledge of current salaries (this magazine provides a great start!). Create a unique resume for each job you apply for that targets the position, and don't disclose your current salary and if you are asked (they really shouldn't ask). Also, don't hesitate to give a higher number than you actually make that is based on your research. Plan to negotiate, now is the time as it's highly unlikely you'll be able to do so after you are hired. If you are asked to give a salary expectation, always go 10-20% higher than what you expect. Never accept the first offer as it would be extremely rare for that to be the best offer. Finally, if you aren't able to negotiate a higher salary, consider asking for increased benefits (like vacation time) and/or a signing bonus.

I've also had the company I was working for at that time come back with an offer to increase my salary based on what I told them I was going to be getting. So, if that is something you want, don't hesitate to use it as a bargaining chip. I know for myself, I personally decided to move on to the new company even though I was offered more money, because the new job would give me more flexibility and opportunities.

Whatever you do, don't underestimate what you have to offer!

Sincerely,

KaDe

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Asking for More Staff



Some of you work alone and others have staff under you to help with supporting tech. Being a Tech Manager means you oversee technology efforts and hopefully staff. Both of these areas of oversight are important. Overseeing technology started on day one, but overseeing staff may not be something that your firm has expanded into yet. Or you may have staff but need more. The job is just too big to get done on your own. Having staff who report to you and help with tech oversight is a great benefit. If you have help, be thankful. If you have no one who is paid to help you, or you have too few people helping you, then this article is for you.

YOU NEED HELP

When you have too much to get done and it is impacting projects it is time to ask for staff. It is overwhelming when you think of all the things you have to get done. It is tiring, just thinking about it. When it is just you, it can be very daunting. You need help. You need more people. Projects are being impacted. You are overworked. When you have a team and the team has too much to get done and it is impacting projects, you need to ask for more staff. Either way, you need help.

So how do you build a good case for getting more staff to help with CAD/BIM/Tech? Oh, that was just as easy as asking. Everyone should know how swamped you are. They should understand your trials, toils and travails. This should be a no-brainer. Just ask and they will give you more people.

You do need to ask, but you can't just waltz into the boss's office and ask for another team member... "One does not simply walk into Mordor." You need some data to back up the request and some planning on presenting it. You need to do your homework. You need to build a case for the productivity and progress that can be made with a larger team. Try some of the things that I have done in the past to help me get more staff.

DEFINE WHAT YOU WOULD DELEGATE

If you had another person to help out, what would they do? I covered delegation in the last few articles and even if you have no one to give things to... keep track of what you would give them *if* you had someone. I know one of the questions would be "What would the new person do?" You need to

be ready to answer that question with a good list of things that could be done by someone else. Be ready with a list.

KEEP TRACK OF HOURS SPENT

When discussing staff tasks you may hear a statement, "Those things don't take that long to do." You need to follow up your delegated task list with the time it takes to get the things done. This is a must. Don't let others define the timeline that you have to live with. Make sure they know the actual time it takes for the tasks you plan for a new employee. They add up quick. Don't forget the daily, weekly, or monthly repetitive tasks that must be done that few seldom know about because they are less obvious to others.

DEFINE WHAT YOU WOULD DO IF YOU HAD TIME

The two-part conversation above is usually followed by, "Aren't you doing that now, why do we need someone else?" The Answer: "Because it chews up a lot of my time." Then you can rattle off the things you would be able to do if you had the time. Paint a picture of the innovation that could be achieved. Tell them about the new tech you might be able to introduce. Don't make promises but do let them know the possibilities.

KEEP TRACK OF HOURS SPENT

You may not really keep track of how long it takes to get things done. You just keep plodding along and things come and go, and you may not remember how long it takes for some tasks. Start writing them down. Write down the start and stop times as you do them. Don't forget to include the time it takes to break off what you are doing and starting up something else. Planning time is needed also, no matter how brief. Include that. Documentation after the job is done takes time too (you are doing that – right?). Include that also. You will soon start seeing where all your time goes.

KEEP TRACK OF OVERTIME AND CHARGE FOR IT

You have to come up with 40 hours per week that is needed to sustain a full-time employee. If you are working beyond the 40 that is shown on the

books, track it. Don't forget to add those hours that you put in by starting early, working through lunch and staying late. And the best thing to do is to charge for them. If you are non-exempt, make sure you are compensated. If you are exempt, you may not be paid but you need to make those hours visible to others. You may have to send an early email (to timestamp when you are working) or send one right before you head out the door 45 minutes after quitting time. Don't forget the weekend emails that you reply to. Or the longer hours you or others put in to get the tech back online and working. Don't leave those hours hidden. If you have a team, the collective hours can be pooled to get 40 or more. It is critical that other see those hours, because you need to use that data to say, "We are working enough additional hours to justify another full-time employee."

KEEP TRACK OF WHAT IS BEING DELAYED

Another topic you may want to bring up are initiatives that are being delayed because of the lack of sufficient staffing. Things are taking longer. Your backlog is growing. Things languish for the need of extra hands to help. You may have projects that are not being done or strategic plans that are not coming to fruition. This discussion is a delicate balance, don't make it seem like you are unable to do your job or prioritize. Keep it positive and show your desire to tackle these tasks, but you just need more help. One way to do this is to ask your boss which is more important, project 1 or project 2, because being shorthanded may cause delays in one of them. Then she knows what is on your list, that you can do them both, but that staffing constraints is causing delays.

MAKE A STAFFING PLAN

Know what position you want to hire and what the duties are. Have a job description draft ready. Plan for expanding your staff and in what order. Write it down. Always remind your boss that you have a plan and know what is needed next. Add the justification to the plan. Write up a paragraph on each position that you need (if you need multiple people) and why you need it. Update it as new initiatives come to mind. Keep him informed.

MAKE YOUR CASE

Is the company increasingly profitable? Are they expanding? Taking on new projects? Then it is time to ask for more staff. Ask casually and formally. Set a meeting with your boss to discuss workload and staffing. Talk about what the current situation is, don't complain. Tell them that you are managing it well, but it is getting tougher each day. Let them know what the benefit is of hiring. Then, depending on the flow of the conversation, ask if you can hire now or soon. Don't be too demanding and don't be too soft. You need to ask, politely, "Now? If not now, when might it be possible?"

KEEP ASKING

Ask regularly for more staff. If you get a no, then take it as "not now". Go back every so often and ask again. Do it more informally for a while, then make a formal request after a period of months. Situations change all the time, and you may be able to make some headway. Is the company hiring in other departments? Ask again. Did the company just land a major new project? Ask again.

With skill, luck and perseverance, you can land a new staff person and see the results. It is worth the effort, and it strengthens your team and firm.



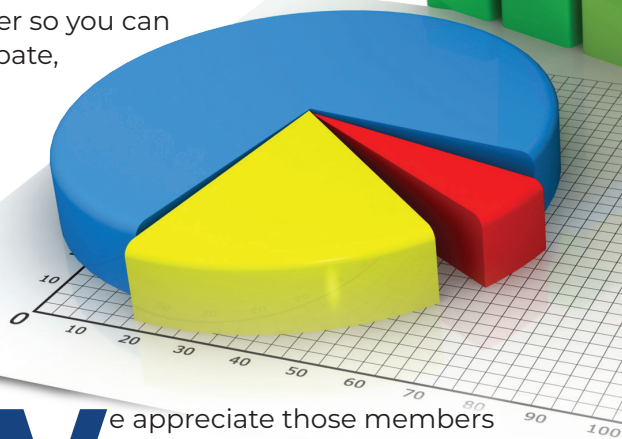
Mark Kiker has more than 30 years of hands-on experience with technology. He is fully versed in every area of management from deployment planning, installation, and configuration to training and strategic planning. As an internationally known speaker and writer, he is a returning speaker at

Autodesk University since 1996. Mark is currently serving as Chief Technology Officer for SIATech, a non-profit public charter high school focused on dropout recovery. He maintains two web sites, www.caddmanager.com and www.bimmanager.com. He can be reached at mark.kiker@augi.com and would love to hear your questions, comments and perspectives.

21st Annual AUGI Salary Survey

20 years ago, AUGI ran the first survey of its members, providing real-world data specific to our industry.

Please keep an eye out for email blasts, social media channel updates and the forums next summer so you can participate, too!



We appreciate those members who were able to take the time to participate in this year's survey. If you are reading this and do not remember seeing the emails with the survey link and salary content, please be sure to go to augi.com/account to ensure your email address is current. If you need help accessing your account, reach out to membership@augi.com. Then check augi.com/account/email-subscriptions to ensure 'Bulletins' is checked 'Yes'.

As always, when members take the survey, they are asked to reply with the details from their most recent fulltime role, and to indicate any job changes such as layoffs or furloughs in later questions.

The first question people have with regard to our salaries, is always the differences in Cost of Living in various areas. Metropolitan areas and rural areas can be costly or affordable no matter the location, so be sure to check additional resources for those variances. For example, according to the ETC Salary Calculator, an Architectural Drafter with an Associate's degree and 6-10 years of experience could make a median of \$58,000 a year in Tennessee, and \$67,000 a year in the New York City metro area.

I am a big fan of wwwIndeed.com/Salary, the ETC Salary Calculator, Glassdoor, as well as industry-specific surveys from other professional organizations. The salaries reported here (in US dollars, as participants were given a link to a currency convertor) reflect salary and bonuses for those who work 40 hours a week, and are calculated to exclude overtime pay.

Ten years ago, only 15% of our members were able to telecommute, but that is up to nearly 55% today.

In 2020, 20% of us were hit with a reduction in wages or benefits, but this year, only 4% were. Wages increased across the board, but those in Rural areas saw the smallest increases.

59% of companies increased staff, vs only 35% in 2020. 36% of people that year did not receive a wage increase, vs 21% this year.

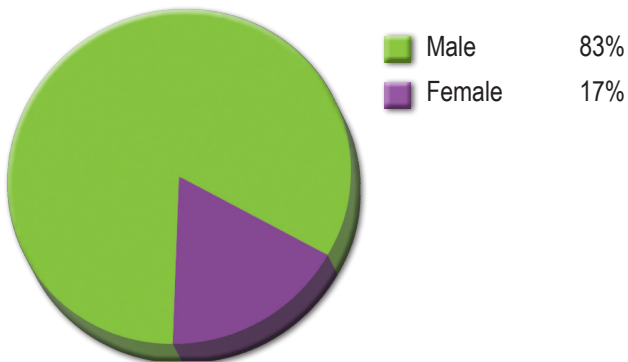
63% of respondents report that supply chain issues have impacted their business this year.

Designer remains our most common job title, so we have one page specifically addressing that role.

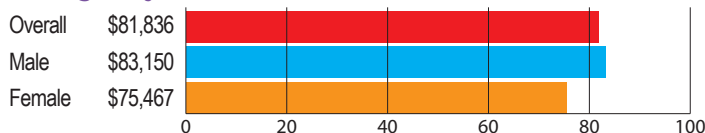
Please enjoy examining the factors that impact wages, and remember to come back next year to take part.

DEMOGRAPHICS

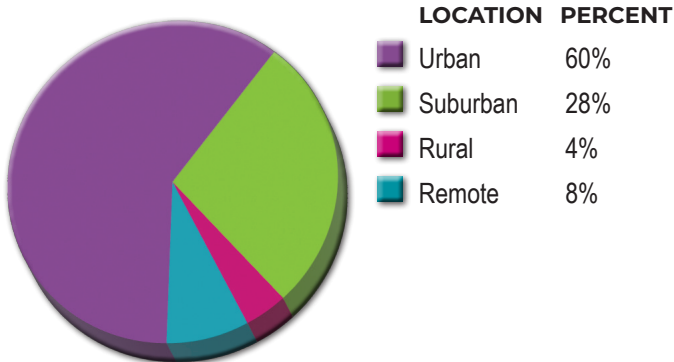
Employee Gender



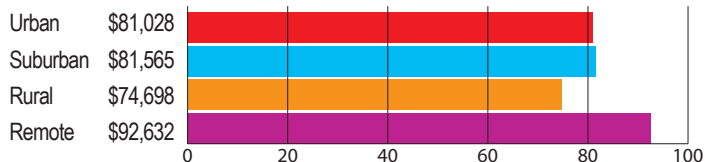
Average Pay



Work Location



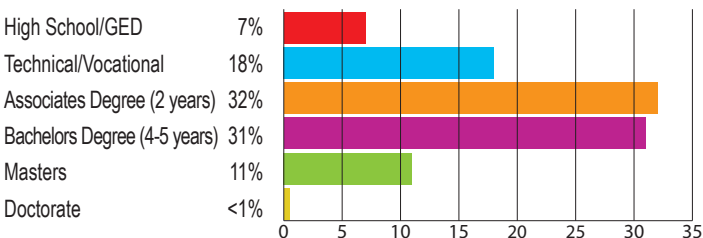
Pay by Work Location



Those working in Urban areas have decreased 10% since COVID.

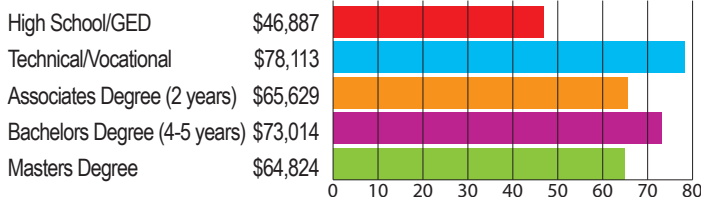
Those who work remotely 100% of the time have quadrupled in the same timespan.

Education Level/Degree Attained

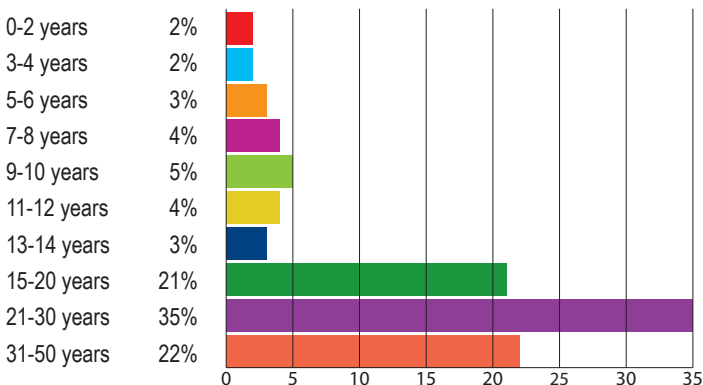


Average Pay by Education Level

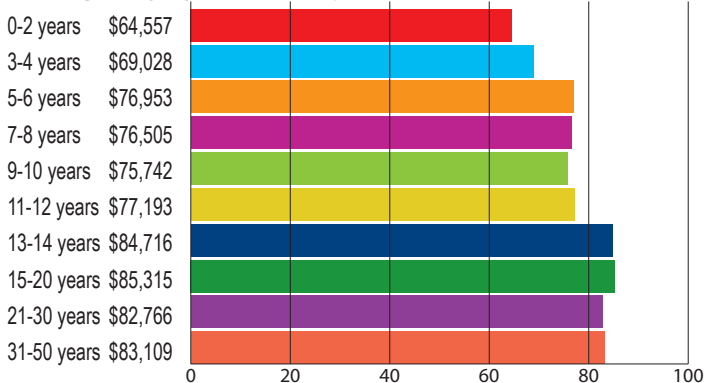
(for those with 5 or fewer years of experience)



Respondents' Years of Experience



Average Pay by Years of Experience



Check out these resources for additional information on pay:

[Indeed.com/salary](https://www.indeed.com/salary)
[Salary.com](https://www.salary.com)
[Payscale.com](https://www.payscale.com)

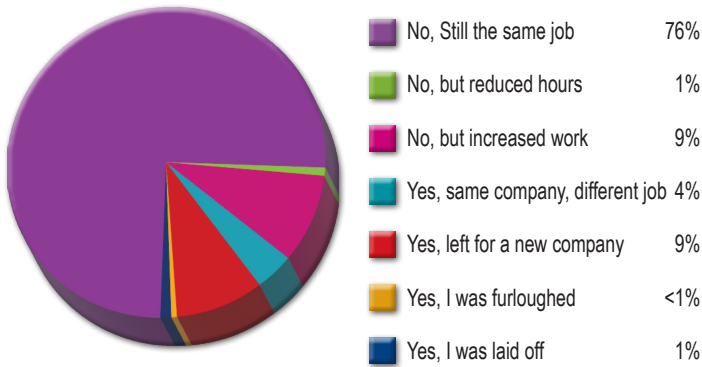
[ETC Salary Calculator](https://www.etc.com)
[Glassdoor](https://www.glassdoor.com)

Search for other professional organizations related to your market, or administrative services like TriNet, to get more niche data.

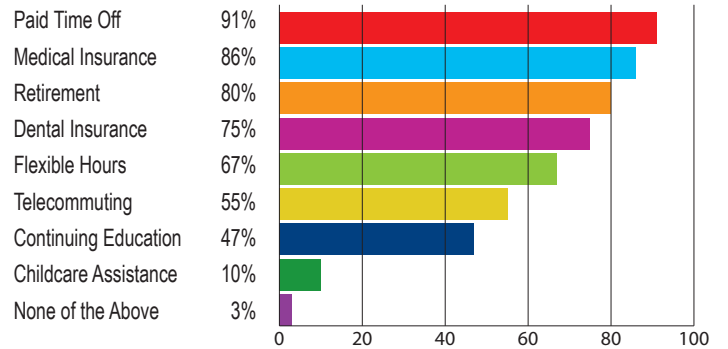
Work life balance seems to be improving, continuing last year's decrease in those saying they are not available after hours.

COMPANY DATA

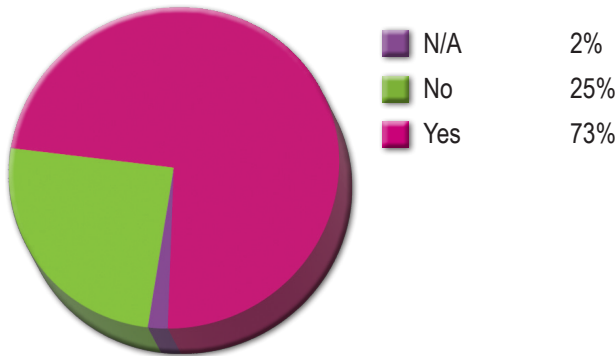
Change in Employment?



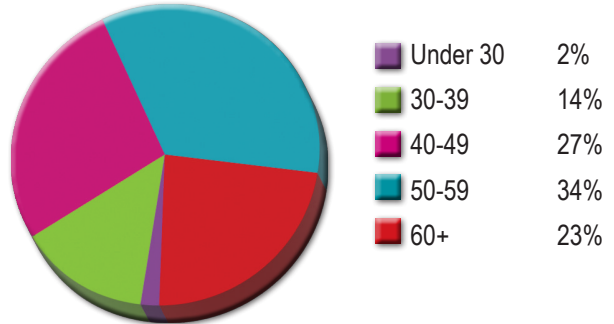
What Benefits Are Available to You?



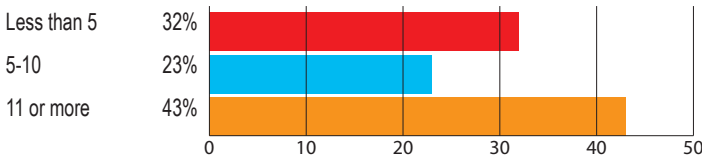
Does Your Company Have a Human Resources Department?



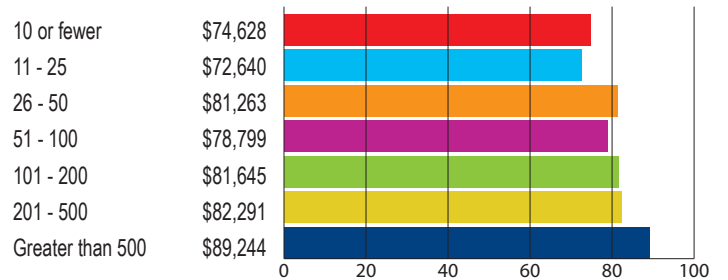
Age of Respondents



How Many Years Have You Worked for Your Current Employer?

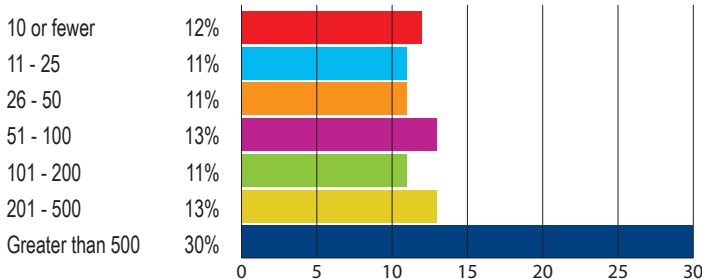


Average Pay by Company Size (Number of Employees)



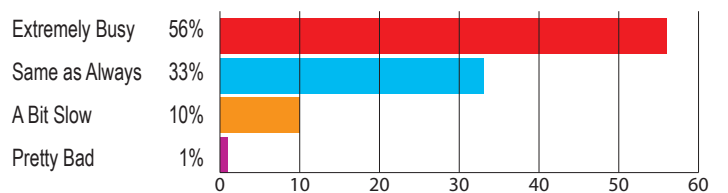
When this survey began, only 7% of employers offered childcare assistance.

Number of Employees in Company

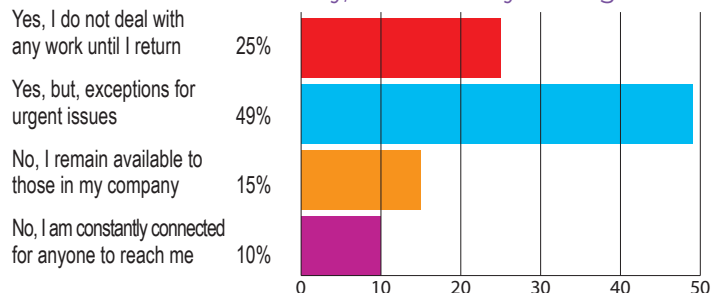


The ability to telecommute has further increased to 55%. That is a big jump over the 15% who reported this benefit a decade ago. But, let's face it, for many design and engineering roles, it could be higher.

Current Workload

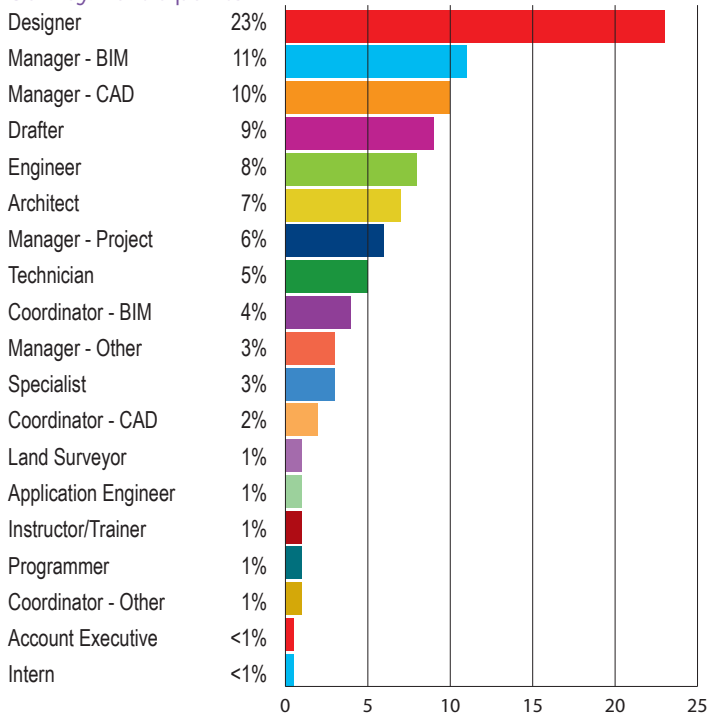


When You Leave for the Day, Are You Really Leaving Work?

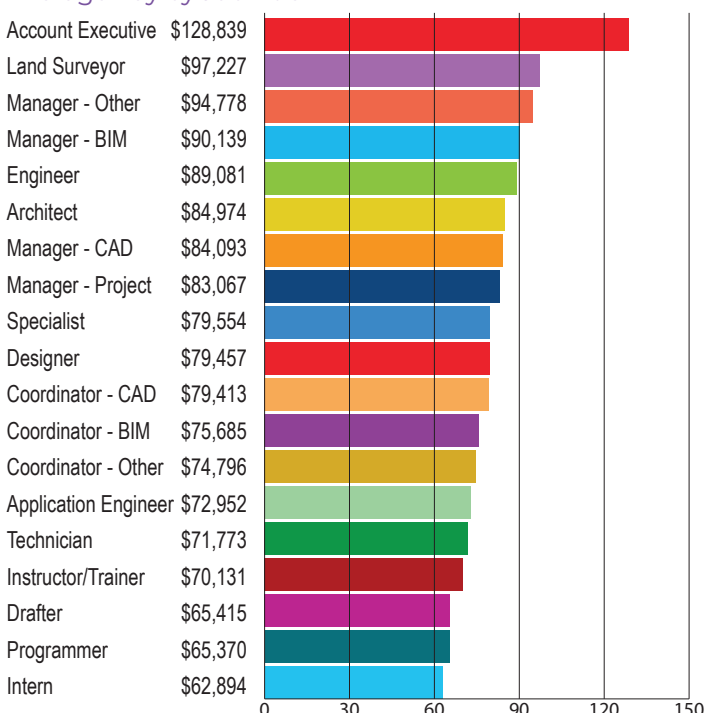


JOB TITLES

Survey Participants

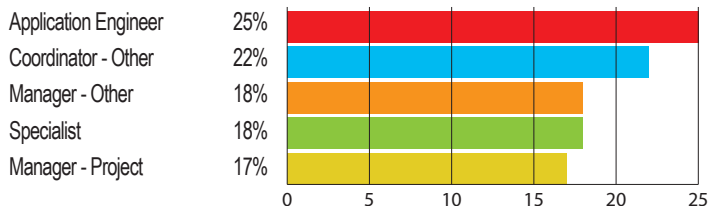


Average Pay by Job Title



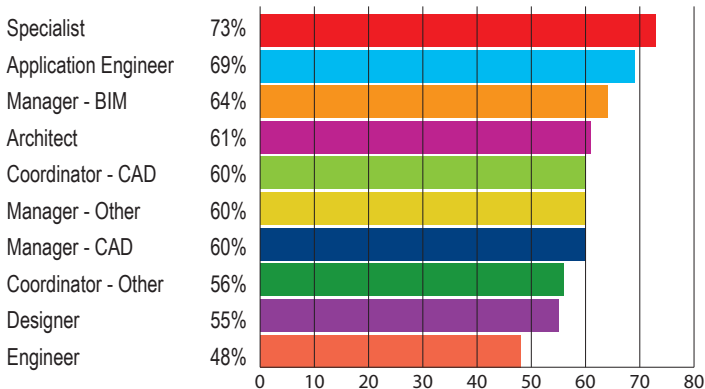
Jobs with the Highest Mobility

(percentage of each title who reported being in a new role this year)



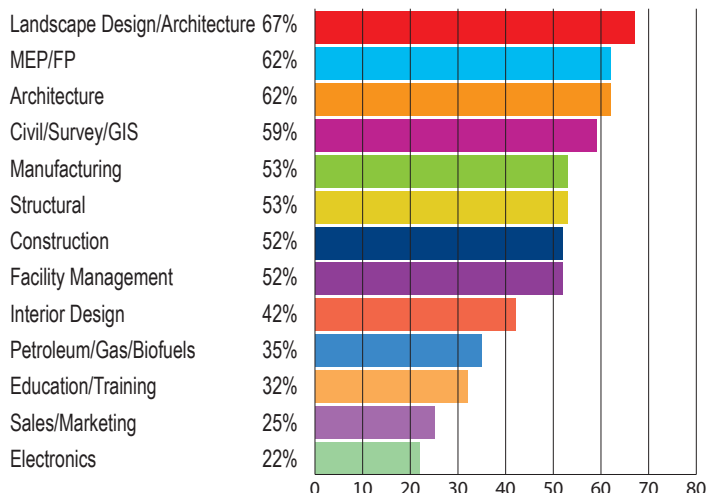
Those with slow workloads decreased from 14% to 11%

% of Each Job Who Has the Option to Telecommute

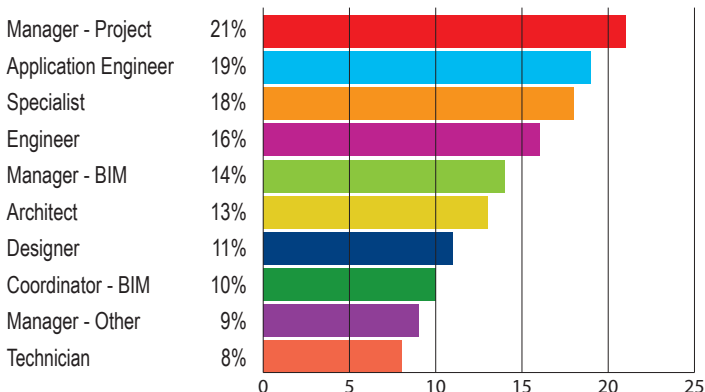


Reminder: All reported average pay is based upon a 40 hour workweek. It would include potential bonuses, but, is calculated to exclude overtime pay.

Percentage with Extremely Busy Workload

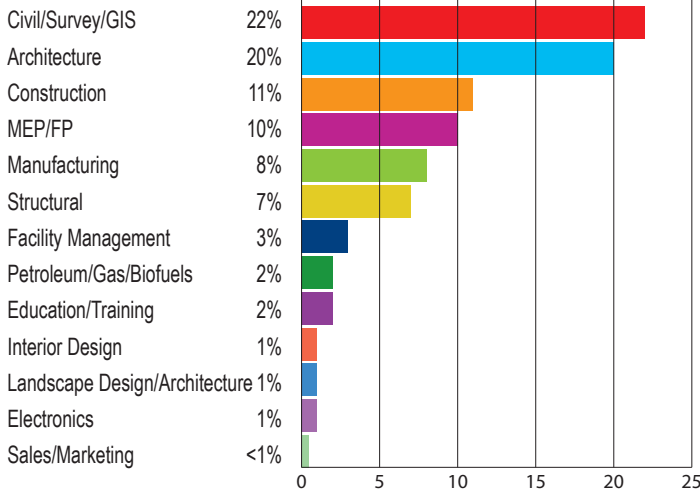


% of Jobs Who Received a Raise Greater than 10%

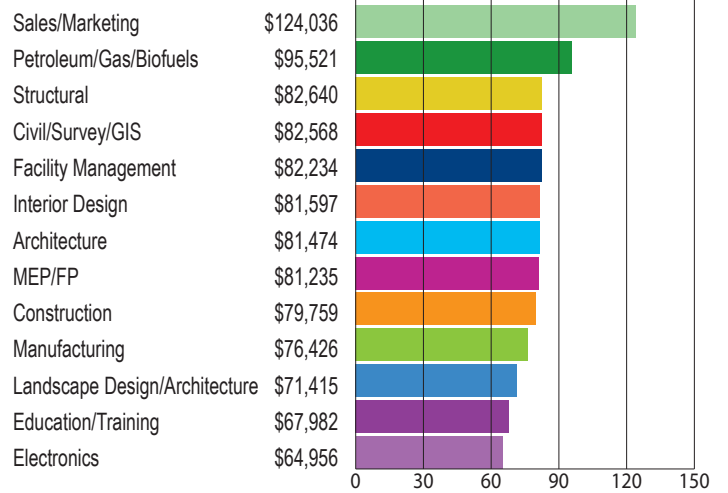


INDUSTRY/DISCIPLINE

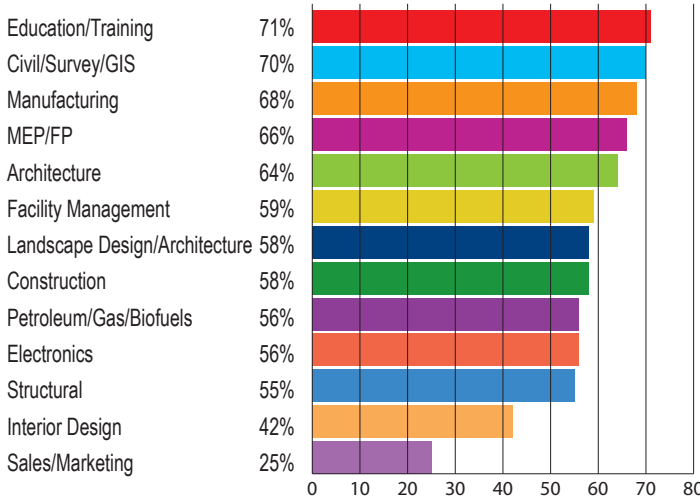
Survey Participants



Average Pay by Field/Industry

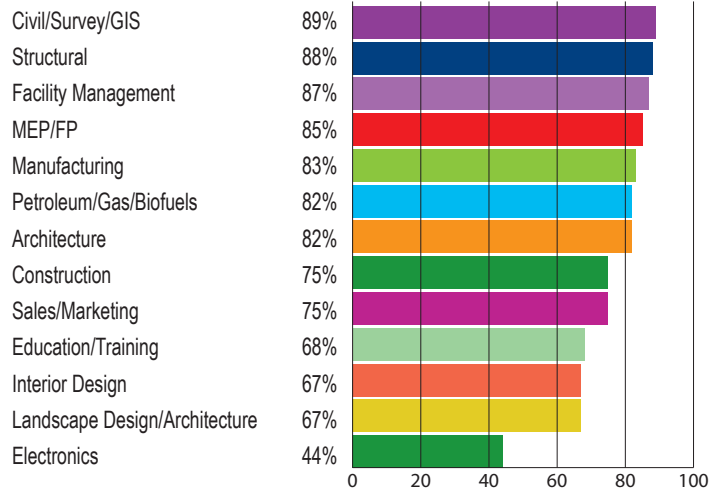


Percentage Experiencing Staffing Issues*



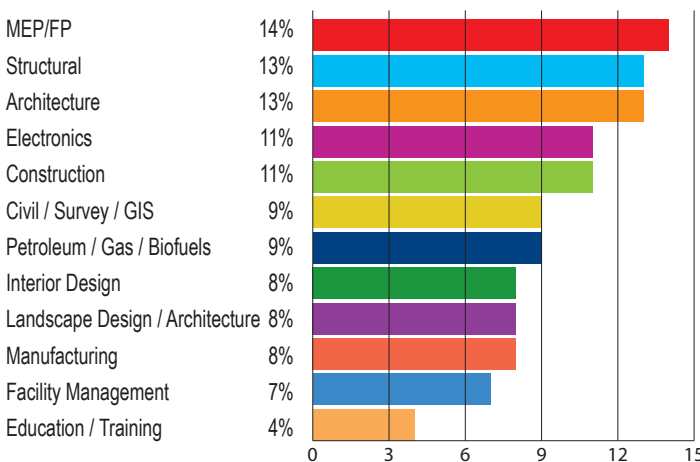
*For details on the type of staffing issues these companies are experiencing, please see our Hot Topics page.

Percentage of each industry feeling Secure in their jobs

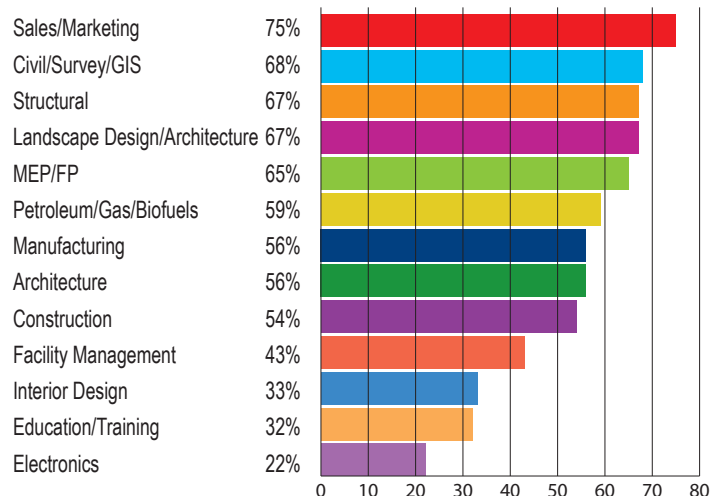


For only the second year in our history, Civil is leading in industry participation rates!

% of each industry who received greater than a 10% raise

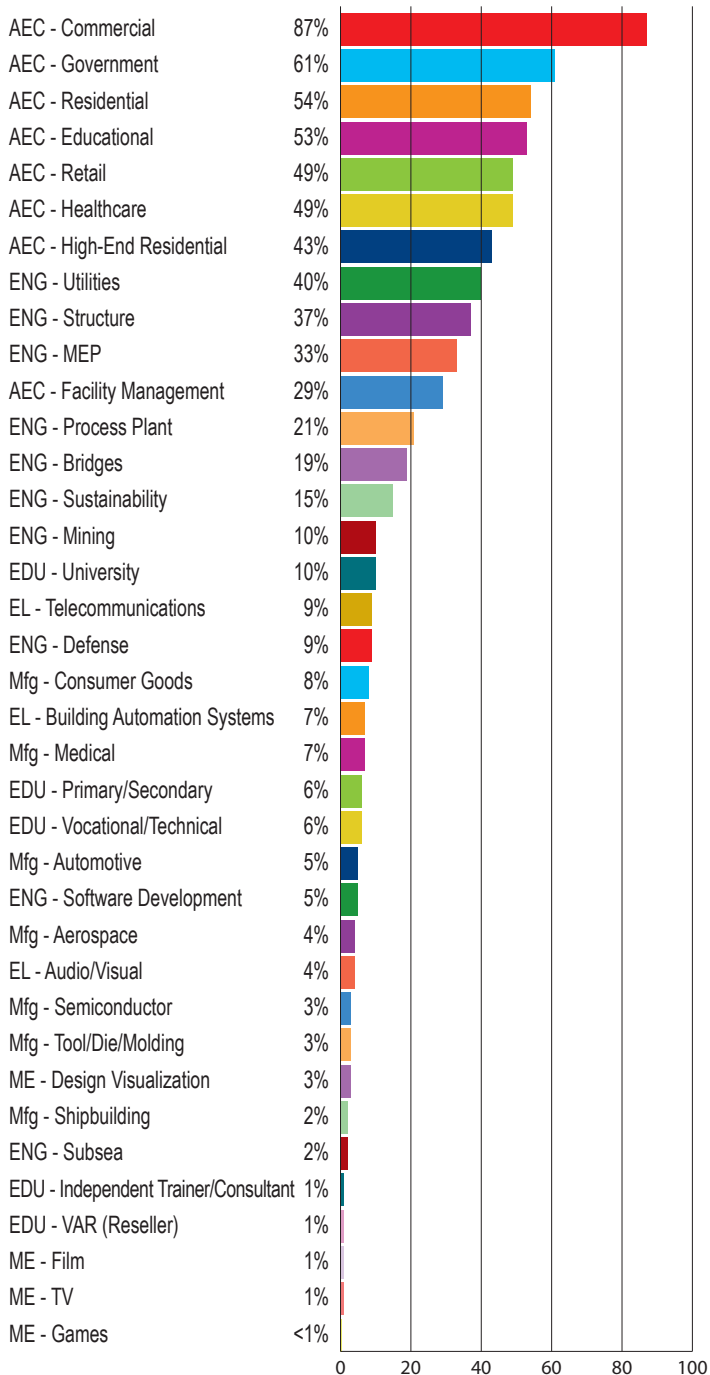


Percentage of Each Industry Reporting Staffing Increases

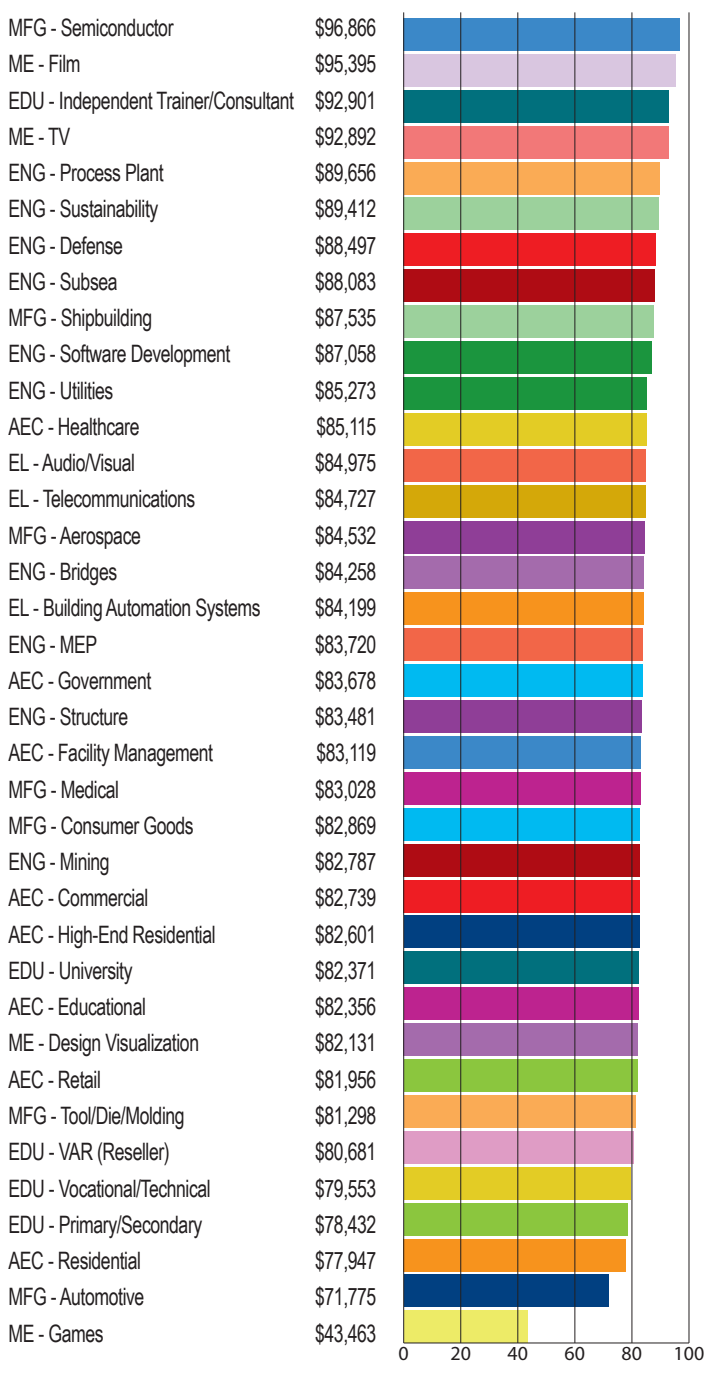


MARKETS SERVED - INDUSTRY SPECIALTIES

Size of Market Segments

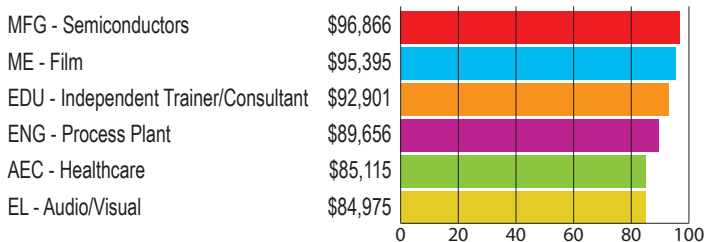


Average Pay of Market Segments

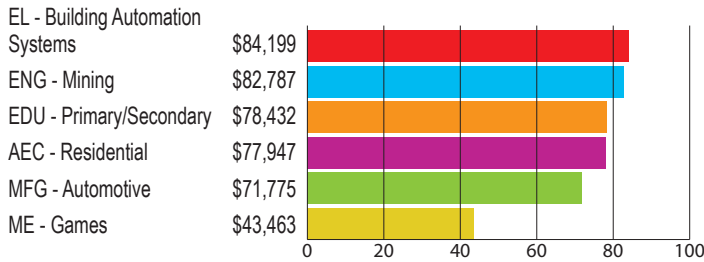


Between 50-82% of every market specialty in this list reports having issues staffing adequately over the past year.

Highest Average Paid Specialty by Industry

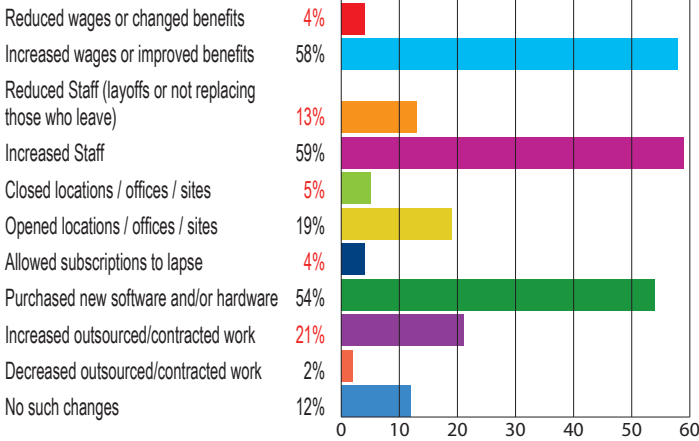


Lowest Average Paid Specialty by Industry

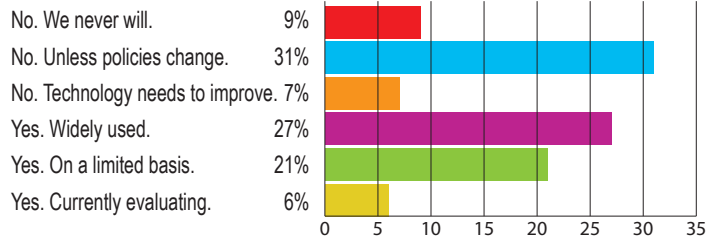


HOT TOPICS

Has Your Company Done Any of the Following in the Past Year?

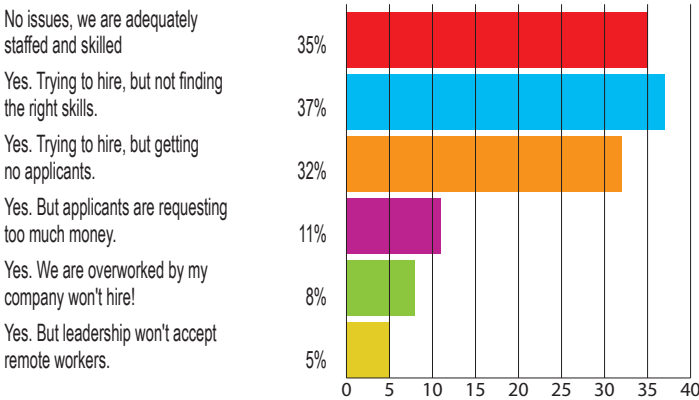


Do you use CAD/BIM in Cloud?

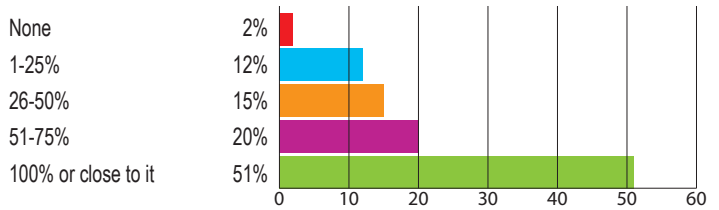


"No" responses on cloud usage have fallen from 83% in 2013, to 47% currently.

Has your company experienced staffing issues this year?

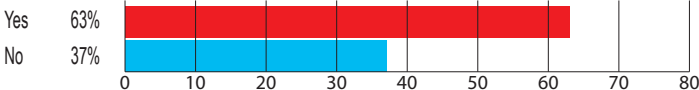


How much of your company is back in the office now?



The Conference Board, a nonprofit researcher of business trends, revealed the results of a survey in April. Showing that only 4% of companies were requiring all of their employees to return to the workplace fulltime. 90% were allowing hybrid working.

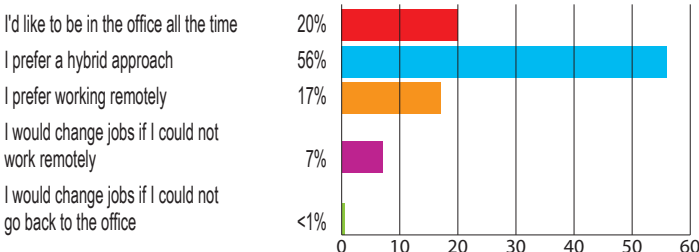
Have Supply Chain Issues Impacted Your Work This Year?



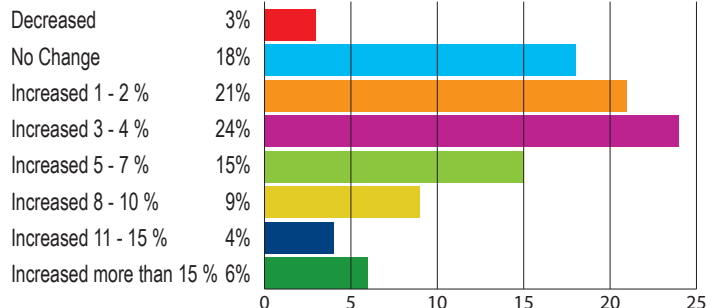
Compared to 2020:

- Wage reductions dropped from 20% to 12%
- Wage increases improved from 32% to 44%
- Staff reductions decreased from 36% to 27%
- Staff increases improved from 35% to 49%

What are your feelings on remote work?

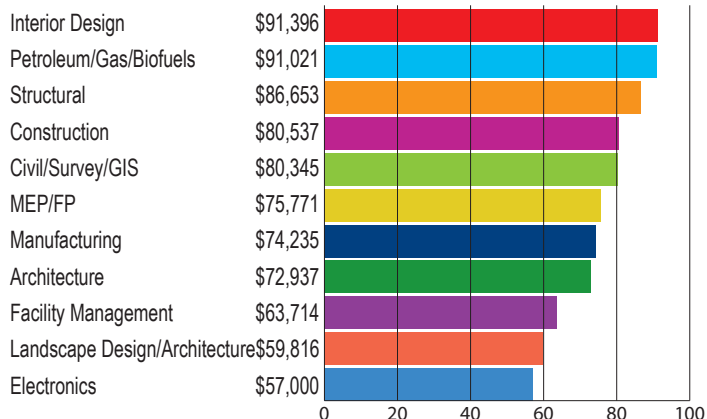


Has Your Salary Changed in the Past Year?

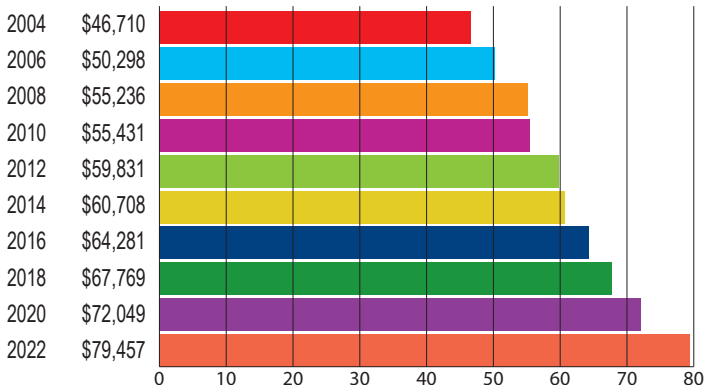


DESIGNER CLOSE-UP

Average AUGI Designer Salary by Industry



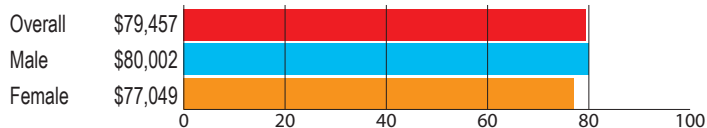
Historical Average Designer Pay



Average Age of Designers is 51.

55% of Designers report the ability to telecommute.

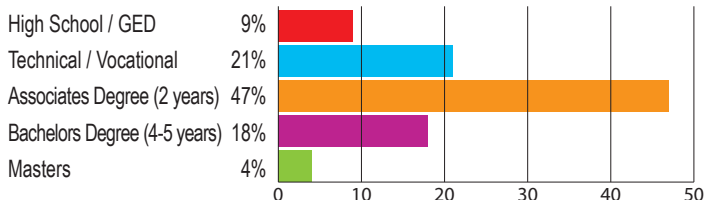
Average Designer Salary



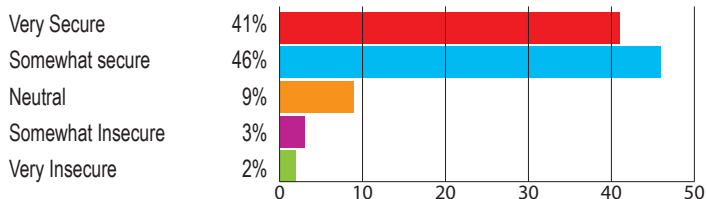
Have 25 years of experience in the industry.

12 years working for their current company.

Designer Education Levels



How would you describe your feelings of job security?



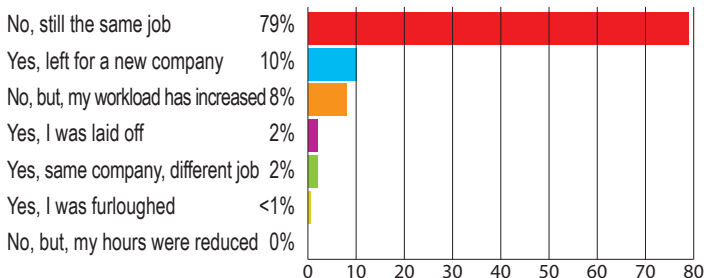
55% of Designers rate their workload as Extremely Busy, almost 30% more than 2020

70% of Designers can work flexible hours.

86% of designers feel Secure in their jobs.

5% of Designers feel insecure in their jobs, vs 12% in 2020.

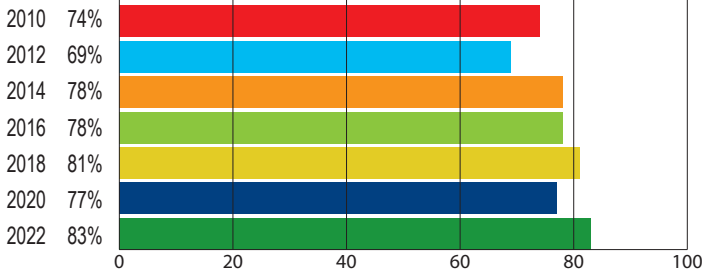
Employment Change in the Past Year



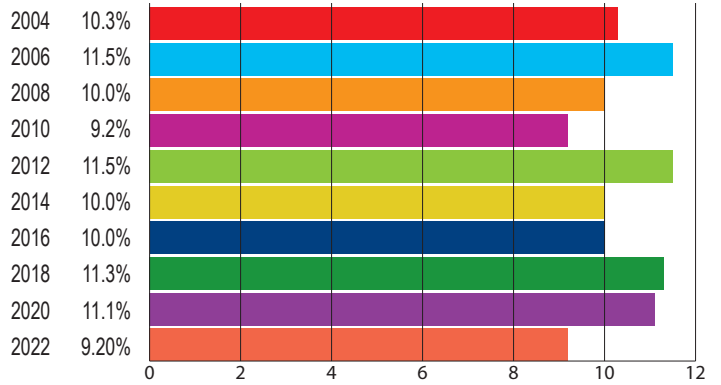
83% of designers received a pay increase in past in the past year.

A LOOK BACK

Percentage of Users Who Feel Secure

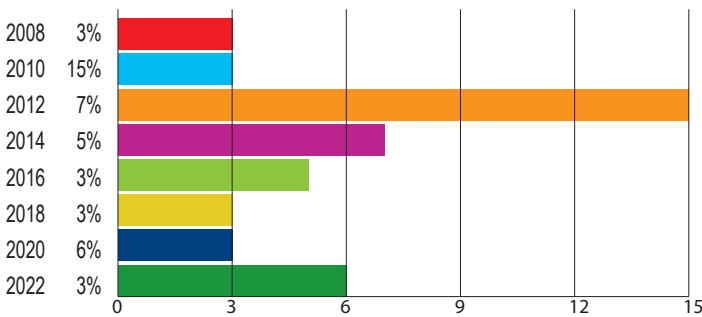


Percentage of Gender Pay Difference*



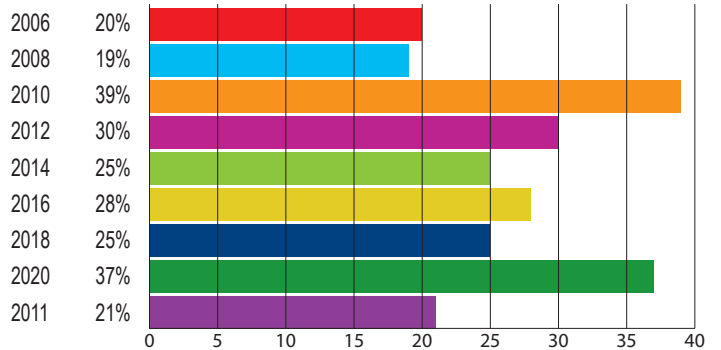
* These numbers reflect a 40 hour workweek

Percent Who Experienced a Pay Decrease

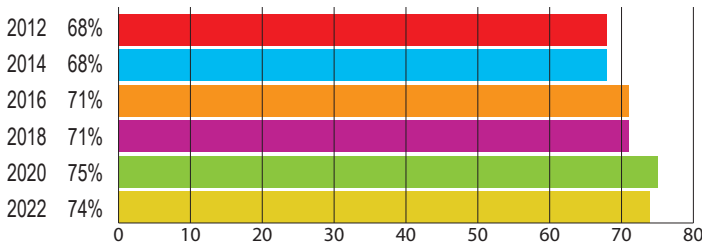


While the percentage of Designers has remained steady over the years, the volume of members with the title of Drafter has shrunk from 28% in 2002 to less than 9% today.

Percentage of Respondents Who Received No Raise



Percent of Users Who Are Satisfied



FUN FACT: The AUGI Salary Survey first ran in 2002 and was initially published every January.

In order to shift the publication date, so that it would fall prior to end of year performance reviews, two surveys were published in 2008. Which is why this article's headline describes 2022 as the 21st Annual Survey.

The U.S. Bureau of Labor Statistics' Occupational Outlook Handbook

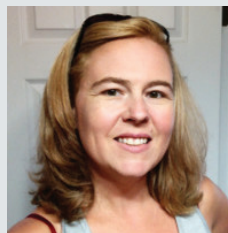
Describes many jobs in our industry, and reports on how many workers are in those jobs as well as the median earnings and projected outlook:

<https://www.bls.gov/ooh/architecture-and-engineering/home.htm>

Architects, for example, are predicted to grow 3% more jobs over the next decade, which is not much. There will still be a lot of hiring, through, thanks to retirement and moves to different occupations.

Drafters are predicted to shrink a further 2%.

Mechanical Engineers are predicted to grow 7% more jobs, with over 20,000 job openings per year.



Melanie Stone is an IWMS Application Engineer working with R.O.I. Consulting Group. She served as an AUGI Director/Officer for over 6 years, and is currently involved with the STLRUG. Melanie can be reached at mstone@roicg.com or found on Twitter as @MistresDorkness