

2011 Member Survey Results

The 2011 SCEA member survey was completed in December 2011. This survey provides information to the membership on salary, work, education, and SCEA- related activities. 544 responses were received, which represents 26% of the membership at the time the survey was conducted. The compiled statistics are provided below. Since not every question was answered, when an average or percentage of the total is given, the calculation is based on the total number responding to that specific question (represented as n). Throughout the survey the number of respondents varies. Salary figures have been rounded to the nearest 100 dollars and percentages have been rounded to the nearest decimal point.

DEMOGRAPHICS

Exhibit 1 shows the overall profile of the respondents to the survey. Profile of respondents (n=544).

	Percent
Gender	
Male	75%
Female	25%
Age Group	
≤ 30	14%
31 - 34	6%
35 - 44	17%
45 - 54	30%
≥ 55	33%
Years of Experience	
≤ 5	19%
6 - 9	18%
10 - 19	24%
20 - 29	23%
≥ 30	16%
Supervisor	35%
CCEA	37%
PCEA	7%

Exhibit 1: Profile of respondents

Exhibit 2 shows the demographic breakdown of members by gender. The plurality of male respondents were in the over 55 category, whereas the plurality of female respondents were in the 45-55 age range (with the next highest percentage of female respondents in the under 30 range).

Respondents	Male	Female
Age Group		
≤ 30	11%	24%
31 - 34	5%	9%
35 - 44	17%	17%
45 - 54	29%	33%
≥ 55	39%	17%
Years of Experience		
≤ 5	16%	30%
6 - 9	17%	20%
10 - 19	24%	23%
20 - 29	23%	23%
≥ 30	20%	4%
Supervisor	38%	23%
CCEA	39%	31%
PCEA	7%	5%

Exhibit 2: Respondents by gender

Exhibit 3 shows a breakdown by employment status. The vast majority of respondents are employed full-time. The overall unemployment percentage is very low. For those employed part-time, the majority (68%) are employed as consultants. (n=541)

Employment Status	Percentage
Full-time	94%
Part-time	3%
Retired	2%
Unemployed	1%
Full-time Student	> 1%

Exhibit 3: Employment Status

Exhibit 4 shows the highest level of education the respondents have completed. The majority of respondents hold a Master's degree, and 5% hold a doctorate. As we've seen in previous SCEA surveys, the overall education level of SCEA members is very high. (n=540)

Level of Education	Percent
High School	2%
Associate's Degree	2%
Bachelor's Degree	35%
Master's Degree	56%
PhD	5%

Exhibit 4: Highest Level of Education

Exhibit 5 shows the principle field of study in which respondents received their degree. The highest number of respondents indicated that they studied business or management, but this number is down from 40% in 2005, indicating a diversification of the types of degrees that lead people to the cost estimating/analysis fields. Since the 2005 survey results, we've seen an increase in the number of respondents who earned their degrees in accounting/finance and operations research. (n=540)

Field of Education	Percent
Business/Management	26%
Engineering	21%
Math/Statistics	10%
Economics	12%
Accounting/Finance	16%
Operations Research	7%
Computer Science/Information Systems	2%
Physical Sciences	1%
Other	5%

Exhibit 5: Field of Education

Exhibit 6 provides a breakdown of the job functions of respondents. (n=539)

Job Function	Percent
Cost Estimating/Analysis	75%
Finance/Accounting	3%
Program/Project Management	8%
Procurement/Contracting	2%
Earned Value Management	1%
Engineering/Manufacturing/Quality Assurance	1.5%
Information Management	1.5%
Other	8%

Exhibit 6: Job Function

Exhibit 7 provides a breakdown of respondents by geographical region. The Atlantic and Pacific Regions of the US represent the largest percentage of the membership. The international presence is up considerably from the 2005 survey (at which time roughly 3% of respondents were international). (n=540)

Geographical Region	Percent
New England (CT, ME, MA, NH, RI, VT)	9%
Atlantic (DE, DC, MD, VA, WV)	30%
Mid-Atlantic (NJ, NY, PA)	2%
East North Central (IL, IN, MI, OH, WI)	9%
West North Central (IA, KS, MN, MO, NE, ND, SD)	4%
South East (FL, GA, NC, SC)	6%
East South Central (AL, KY, MS, TN)	6%
West South Central (AR, LA, OK, TX)	5%
Mountain (AZ, CO, ID, MT, NV, NM, WY, UT)	6%
Pacific US (AK, CA, HI, OR, WA)	15%
Canada	<1%
Japan	1%
Asia Pacific (Australia, Korea, China, Singapore, India, etc.)	3%
United Kingdom	2%
Europe	<1%
Africa/Middle East	<1%
Other	1%

Exhibit 7: Respondents by Geographic Region

Exhibit 8 shows a breakdown of respondents by field of employment. For those working within the Government, the respondents are broken out by Active Duty Military and Civilian Employee. (n=535)

Employer	Percent
Business/Industry	64%
Government	34%
Active Duty Military	5%
Civilian	95%
Academia	2%

Exhibit 8: Employment by field

Exhibit 9 shows the breakdown of respondents by Military Branch or Civilian Agency. The list of civilian agencies includes only those with the highest number of responses, but there were 35 individual agencies named in the responses.

If you answered “Military” which branch?	
Air Force	88%
Navy/Marine Corps	12%
If you answered “Civilian,” for which agency do you work?	
Air Force	40%
Army	5%
Navy	9%
NASA	5%
DoD, Australia	4%
Missile Defence Agency	4%
UK Ministry of Defence	4%

Exhibit 9: Military Branch or Civilian Agency Breakdown

Exhibit 10 shows a breakdown of respondents working in business/industry by primary market focus. (n=339)

Primary Focus	Percentage
Commercial Markets	21%
Government/Defense Markets	79%

Exhibit 10: Business/Industry employees Primary Market Focus

Exhibit 11 shows a breakdown of the products and services offered by employees who work for Government or Defense Markets. Consulting/Professional Services received the largest percentage of respondents, at 42%.

Product/Service	Percentage
Aircraft, Missiles, Spacecrafts	29%
RDT&E	3%
Electronics/Communications	7%
Intelligence/Reconnaissance	5%
Shipbuilding	2%
Components/Devices	1%
Consulting/Professional Services	42%
N/A	2%
Other	7%

Exhibit 11: Government/Defense Markets Breakdown of Products/Services

COMPENSATION

The following data show the median salary breakdown based on a number of factors. We received 345 responses to this question, and based on the overall responses, the median salary was \$105,000. For reference purposes, the median salary in 2003 was \$90,000. Because of the high level of interest in this data, we will break down the salary results based on a variety of factors to give the fullest possible picture. (n=345)

Exhibit 12 shows the median salary breakdown by employer, both overall and by gender.

Employer	Median Salary (\$)		
	Overall	Males	Females
Business/Industry	104,000	105,000	93,500
Government	109,000	109,000	103,000
Academia	150,000	156,500	-

Exhibit 12: Median Salary by Employer

Exhibit 13 shows the same data, broken out by level of education. It's interesting to note that respondents with a High School diploma earn only slightly less than those with a Bachelor's degree, but significantly less than those with an Associate's degree. This may be attributed to the years of work experience that people with Associate's degrees have, whereas more Bachelor's degree holders may be recent graduates.

Level of Education	Median Salary (\$)		
	Overall	Males	Females
High School	86,000	86,000	-
Associate's Degree	100,000	92,500	-
Bachelor's Degree	88,300	90,000	83,000
Master's Degree	111,500	118,500	108,000
PhD	145,000	150,000	115,000

Exhibit 13: Median Salary by Level of Education

Exhibit 14 shows the median salary for those with CCEA® and PCEA® certification. The median salary for those with CCEA® degrees is higher than the overall median salary of \$105,000. The median salary of PCEA®-holders is lower than the overall median due to the fact that PCEA-holders must have only 2-5 years of experience in the field. The median salary for PCEA®-holders is higher than the overall median salary for people with 5 years or less of experience (see Exhibit 15).

	Median Salary (\$)
CCEA®	114,000
PCEA®	92,000

Exhibit 14: Median Salary for Certification Holder

Exhibit 15 shows the median salary of respondents by years of experience, overall and broken out by gender. For those with 0-19 years of experience, women tend to earn slightly more than men. For those with 20 years of experience or more, women earn less than men.

Yrs of Experience	Median Salary (\$)		
	Overall	Male	Female
5 Years or Less	70,000	70,000	79,000
6 to 9 Years	99,000	98,500	100,000
10 to 19 Years	111,500	111,250	112,000
20 to 29 Years	118,500	119,500	109,500
30 + Years	120,000	120,000	115,000

Exhibit 15: Median Salary by Years of Experience

Exhibit 16 shows the median salary of respondents broken out by field of employment. The highest earners can be found in Academia with over 30 years of experience.

Yrs of Experience	Median Salary (\$)		
	Business/Industry	Government	Academia
5 Years or Less	70,000	83,000	-
6 to 9 Years	92,000	100,000	-
10 to 19 Years	120,000	110,000	105,000
20 to 29 Years	110,000	119,000	136,500
30 + Years	113,000	130,000	200,000

Exhibit 16: Median Salary by Employer

Exhibit 17 shows the median salary of respondents by age, broken out by gender. As expected, the median salary generally increases by age, in direct correlation to years of experience. However, the median salary of males in the 45-54 age bracket is lower than the median salary of those in the 35-44 age bracket.

Age	Median Salary (\$)		
	Overall	Male	Female
30 or Younger	68,500	64,500	74,000
31 to 34	98,500	97,000	100,000
35 to 44	109,000	115,000	104,000
45 to 54	110,000	110,000	111,000
55 or Older	111,500	111,500	111,500

Exhibit 17: Median Salary by Age

Exhibit 18 shows the median salary of respondents by geographic location, broken out by gender. Results for Japan and Central/South America are not listed because we received no responses for those regions.

Region	Median Salary (\$)		
	Overall	Males	Females
New England	110,000	114,000	101,000
Atlantic	109,500	115,000	94,750
Mid-Atlantic	105,000	105,000	108,000
East North Central	100,000	106,000	93,000
West North Central	92,500	92,500	90,000
South East	96,000	96,000	99,500
East South Central	107,000	111,500	107,000
West South Central	102,500	105,000	88,600
Mountain	107,500	106,00	109,000
Pacific US	109,500	109,500	99,000
Canada	107,500	107,500	-
Asia Pacific	93,500	99,000	75,000
United Kingdom	55,500	55,500	-
Europe	85,000	85,000	-
Africa/Middle East	122,800	125,000	120,600

Exhibit 18: Median Salary by Geographic Region

CHAPTERS

Exhibit 19 shows the respondents broken out by SCEA Chapter.

Chapter	Percent	Chapter	Percent
Atlanta	<1%	New England	9%
Australia, Canberra	2%	Northwest Florida	1%
Baltimore	2%	Northwest/Washington	6%
Central Florida	2%	Pikes Peak	3%
Greater Alabama	5%	Rocky Mountain	1%
Greater Dayton	7%	San Diego	2%
Hampton Roads	3%	Southern California	5%
Heart of Texas San Antonio	<1%	St. Louis Gateway	3%
Houston Clear Lake	1%	Twin Cities	1%
Japan, JSCEA	1%	Washington DC Metro	24%
Lone Star Texas	3%	At-Large Member	10%
Mid-Atlantic	1%	Do not know	8%

Exhibit 19: Respondents by Chapter

Exhibit 20 shows a breakdown of responses for the question “Do you attend local chapter meetings/workshops?”

Do you attend local chapter meetings/workshops?	
	Percentage
Yes	49%
No	51%

Exhibit 20: Chapter Meeting Attendance, Overall

Exhibit 21 shows a breakdown of responses to the question “What motivates you to attend chapter meetings/workshops?” Respondents were permitted to choose more than one answer. (n=335)

	Percentage
Who the Speakers are	80%
If CCEA Training is Conducted	22%
Other Professional Development	34%
The Cost	20%
Educational Value	59%

Exhibit 16: What Motivates Chapter Members to Attend Meetings/Workshops, Overall

For responses by Chapter, that data will be provided directly to the Chapter Presidents.