

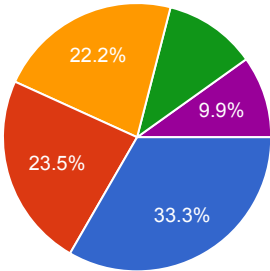
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# 81 responses

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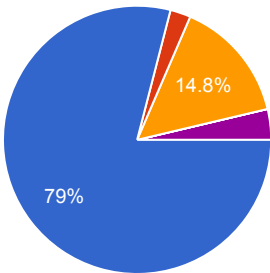
## Summary

### My company size is...



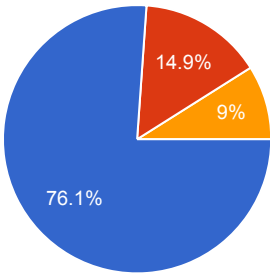
|                    |    |       |
|--------------------|----|-------|
| <50 people         | 27 | 33.3% |
| 50 - 250 people    | 19 | 23.5% |
| 250 - 1000 people  | 18 | 22.2% |
| 1000 - 5000 people | 9  | 11.1% |
| > 5000 people      | 8  | 9.9%  |

### My company is based in...



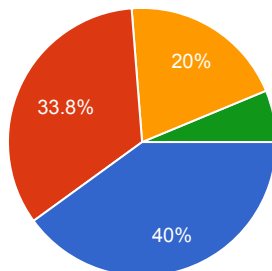
|              |    |       |
|--------------|----|-------|
| USA          | 64 | 79%   |
| Canada       | 2  | 2.5%  |
| EMEA         | 12 | 14.8% |
| Asia Pacific | 0  | 0%    |
| Other        | 3  | 3.7%  |

### If you're in the USA, are you in...



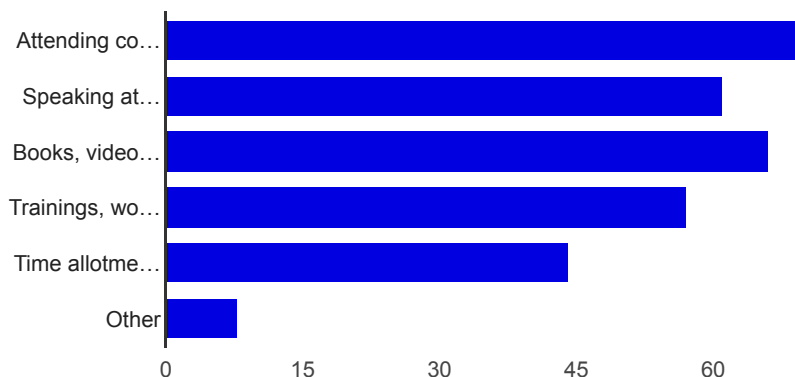
|   |           |       |
|---|-----------|-------|
| A tech "hub" or major city (i.e. SF Bay Area, NYC, Seattle) | <b>51</b> | 76.1% |
| A regional city (i.e. Madison, St. Louis, Salt Lake City)   | <b>10</b> | 14.9% |
| A small city or town  | <b>6</b>  | 9%    |

### My company is ...



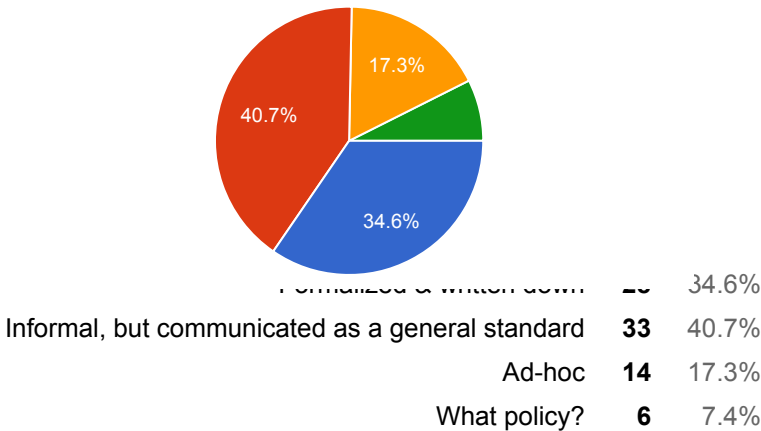
|   |           |       |
|---|-----------|-------|
| Private, venture capital funding                | <b>32</b> | 40%   |
| Private, bootstrapped or sustained with revenue | <b>27</b> | 33.8% |
| Public  | <b>16</b> | 20%   |
| Other   | <b>5</b>  | 6.3%  |

### What types of professional development does your company support?



|   |           |       |
|---|-----------|-------|
| Attending conferences   | <b>70</b> | 87.5% |
| Speaking at conferences   | <b>61</b> | 76.3% |
| Books, videos, tutorials, and other self-paced paid resources   | <b>66</b> | 82.5% |
| Trainings, workshops, classes                                   | <b>57</b> | 71.3% |
| Time allotment for professional development (even if it's free) | <b>44</b> | 55%   |
| Other   | <b>8</b>  | 10%   |

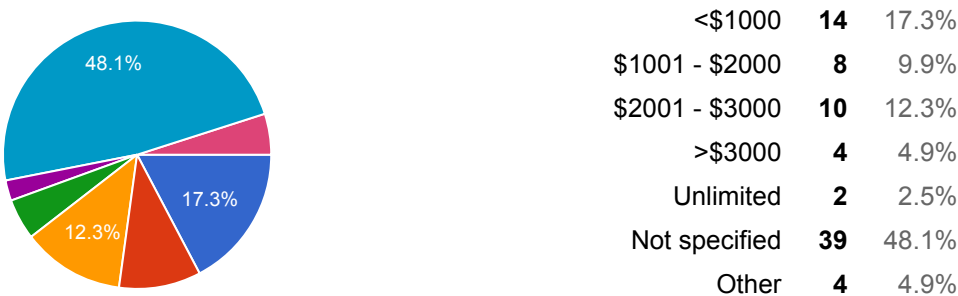
### Is your policy...



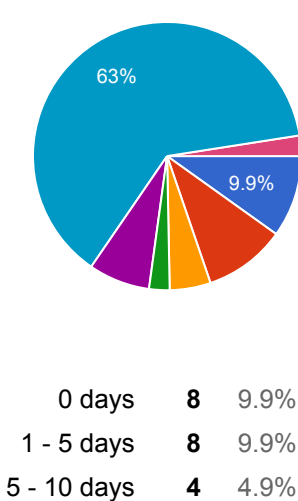
Whom does this apply to at your company?



What is your per person budget (USD)?

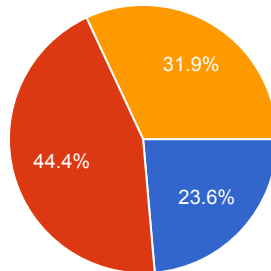


How much time off does an employee get for professional development?



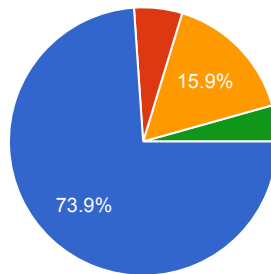
|                             |           |      |
|-----------------------------|-----------|------|
| >10 days, but not unlimited | <b>2</b>  | 2.5% |
| Unlimited                   | <b>6</b>  | 7.4% |
| Not specified               | <b>51</b> | 63%  |
| Other                       | <b>2</b>  | 2.5% |

### Is your budget and time allotment inclusive of employees' time spent speaking at conferences?



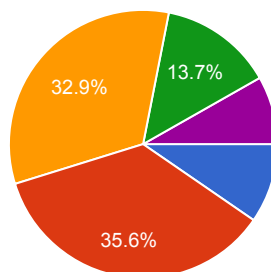
|            |           |       |
|------------|-----------|-------|
| Yes        | <b>17</b> | 23.6% |
| No         | <b>32</b> | 44.4% |
| It depends | <b>23</b> | 31.9% |

### What is your policy for employees speaking at conferences?



|   |           |       |
|---|-----------|-------|
| Paid for by company and time off given        | <b>51</b> | 73.9% |
| Paid for by company but no time off given     | <b>4</b>  | 5.8%  |
| Not paid for by company but time off given    | <b>11</b> | 15.9% |
| Not paid for by company and no time off given | <b>3</b>  | 4.3%  |

### We support employees speaking at conferences...



|                                   |           |       |
|-----------------------------------|-----------|-------|
| Locally (no travel required)      | <b>7</b>  | 9.6%  |
| Domestically (or short flight)    | <b>26</b> | 35.6% |
| Internationally (overseas flight) | <b>24</b> | 32.9% |

|       |    |       |
|-------|----|-------|
| N/A   | 10 | 13.7% |
| Other | 6  | 8.2%  |

### Anything else you'd like to share?

Employees can reimburse cost of materials (Excluding conferences). Conferences expenses that aren't covered by the event are covered by employee. We have unlimited PTO so all "time allocated" questions don't really apply.

For those not wishing to (or cannot) attend conferences, the budget falls back to a "work-related equipment" budget.

The policy is written, but there's greater flexibility for activities that are "directly related to your job" and which "the company sends you to." There's no formal definition of which conferences/activities apply to one vs. the other. As a new employee I feel a lot of uncertainty about whether any particular event is "directly related" or whether I need to spend my professional development budget. Also, the professional development funds explicitly can't be used for travel, but my company will cover travel expense if they "send" us to something.

We run internal training courses

We've never had anyone speak at a conference

We have a very strong emphasis on speaking at conferences, and it's been made clear that they will support whatever we need if we're speaking somewhere. However, the same policy does not apply to simply attending conferences - we have to justify that pretty hard (which I think is generally sensible). We work 32 hours a week for clients; Friday is development day, which is sometimes largely admin day, but we do have projects we work on. Recently, six of us went to an AWS workshop day showing off their IoT offerings. We were allowed and encouraged to spend our Friday doing this.

I intensely dislike that the policies aren't formal and vary so much based on the microclimate you're in, even within engineering. This was explained to me once as not wanting to limit what people might think to ask for, but I don't think that's the actual effect.

Not sure about their policies on speaking at conferences

Our budget is exactly \$1000

Pretty great benefits around this.

I wish our company had a formal program or structure for engineering professional development.

We don't have formal policy at this point in time. We're aiming to define mentoring process as we grow and this would be part of it.

Currently pursuing getting a course paid for by company - so far no news.

### My company's name is:

Online Business Systems

Netflix

HubSpot

Choose Not To Answer

- Bendyworks
- Sharethrough
- GE
- Under Armour
- LaterPay
- HelloSign
- Slack
- Test Double
- Stanford University
- Fastly
- The Guardian
- Red Badger
- StreetTeam
- WebCanada
- Truss
- New Relic
- GameDuell GmbH
- JSI
- Grio
- Indiegogo
- Eventbrite
- Credit Karma
- Mesosphere
- Etsy
- Vox Media
- Puppet
- Underscore
- Chef

Number of daily responses

