



2025

ENVIRONMENTAL WORKER SALARY INSIGHTS

A PROFILE OF THE ENVIRONMENTAL WORKFORCE

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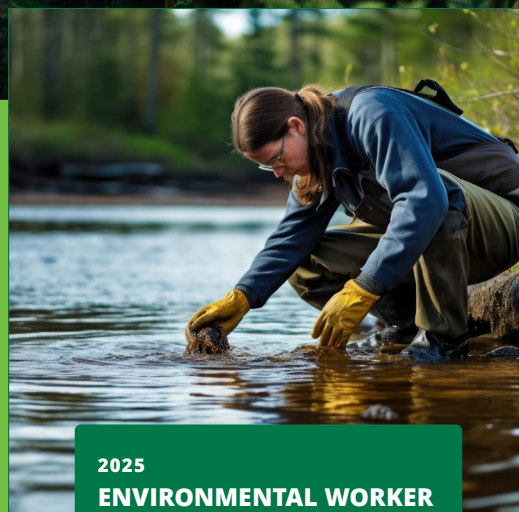
ECO CANADA RESEARCH

OUR VALUE PROPOSITION

ECO Canada provides **up-to-date, relevant, and credible** data and insights on **Canada's environmental workforce** to guide decision making within organizations and for individuals. Our labour market information helps:

- **Individuals** build meaningful careers
- **Employers** attract, develop and retain the best environmental talent
- **Governments** develop or refine programs or policies
- **Educators and trainers** prepare the workforce with the required knowledge and skills

For more detailed information,
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**2024 Environmental
Worker Compensation Guide**



2025
**ENVIRONMENTAL WORKER
COMPENSATION GUIDE**



CANADIAN SNAPSHOT

In 2024, about **2%** of workers in Canada were in jobs that required environmental-specific skills, knowledge and competencies (core environmental workers).

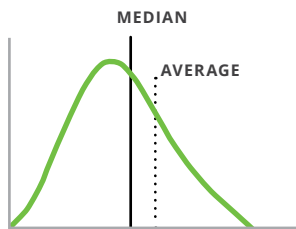
Job growth and retirements will account for **141,100 net core environmental job openings by 2033**—equivalent to 31% of 2024 employment levels.

About **20%** of net job openings will stem from **expansion demand**, while **80%** will be due to **replacement demand**.



SALARY INSIGHTS

Based on responses from ECO Canada’s **2023** salary survey, the average annual salary offered to environmental workers across Canada was **\$80,752** and the median salary was **\$70,000** in 2023. Comparatively, the average annual salary of Canada’s employed population was **\$60,880**.



	2024	AVERAGE	MEDIAN
All of Canada*		60,880	-
Survey respondents		80,752	70,000

* Statistics Canada. Table 14-10-0204-01 Average weekly earnings by industry, annual

Survey respondents earned close to **33% more** on average than the national average in Canada, highlighting the highly skilled workforce required for the sector in all regions, industries, occupations and specializations.

ABOUT OUR DATA

In early spring 2023, ECO Canada surveyed employers and workers on compensation for environmental workers. Compensation data were collected for full-time, part-time, contract, intern, student and seasonal positions. Annual salaries have been standardized and presented as full-time equivalent (FTE) and rounded to the nearest ten.

We collected data from national surveys of environmental employers and workers and surveys of ECO Canada's certified Environmental Professionals (EP) and Environmental Professionals in training (EPt). A total of **2,421 incidents** of salary data were collected from these sources. Employers reported a total of 43,759 environmental employees within their organizations.

Incidents have been presented as the combined number of reported jobs across surveys. Results were suppressed where data were insufficient ($n < 4$) or unreliable. Incidents may not be representative due to a randomized sample of respondents.

Environmental workers supplied salary and benefits data based on their current roles. Employers provided data for up to two (2) occupations and three (3) levels of experience or tenure where applicable – for a maximum of 6 “incidents” for which they employ the greatest number of environmental workers.

Given the cross-sectoral nature of the environmental workforce, salary information is provided by:

- **Specialization**
- **Occupation**
- **Industry**
- **Region**
- **Organization Type and Size**
- **Experience Level**



Additional data may be available by select occupations with sufficient sample sizes. Please contact research@eco.ca to request a quote.

Percentiles			
25th	50th	75th	
This guide reports salary percentiles across segments of the sector, focusing on data by occupation, industry, specialization, and region. Salaries reflect combined incidents from the employer and worker surveys, and are presented for the 25th, 50th (median), and 75th percentile.			
CATEGORY	ANNUAL SALARY (PERCENTILES)		
	25th	50th	75th
TOTAL	50,000	70,000	93,500
By Occupation			
By Industry			
By Specialization			
By Region			
By Experience Level			
By Organization Type			
By Organization Size			





SALARY BY CATEGORY

ORGANIZATIONAL HIGHLIGHTS

Environmental workers are employed across all types and sizes of organizations.

The median annual salary was highest for Public sector organizations. Comparatively, Not-for-profit and charitable organizations offer the lowest compensation.

CATEGORY	INCIDENTS	ANNUAL SALARY 2023 (PERCENTILES)			AVERAGE SALARY INCREASE (2022)
		25th	50th	75th	
All respondents	2,421	50,000	70,000	93,500	7.2%
By Organization Type					
Private sector	1,396	51,650	70,000	94,950	7.8%
Public sector	725	54,500	75,000	100,000	5.9%
Not-for-profit & Charity	292	48,180	62,700	80,000	7.3%
By Organization Size					
Micro (1-4 employees)	299	48,000	60,000	90,000	8.6%
Small (5-99 employees)	965	50,000	65,000	85,000	7.8%
Medium (100-499 employees)	505	55,000	75,000	100,000	6.5%
Large (500+ employees)	638	56,850	76,250	100,000	6.3%

Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Annual salaries have been standardized and presented as full-time equivalent (FTE) and rounded to the nearest ten. Incidents have been presented as the combined number of reported jobs across surveys. Results were suppressed where data are insufficient (n<4) or unreliable.

OCCUPATIONAL GROUPS

Survey respondents were asked to provide their job title and a description of their environmental role.

For analysis, **groups of occupations** with similar characteristics have been created. Sometimes, responses are grouped by traditional disciplines (e.g., Scientists, Engineers, and Technologists and technicians). In other cases, responses are grouped by organizational roles (e.g., occupations in Business, finance and administration and Managers and supervisors).

Of the incidents gathered, **2,421** were mapped to one of the nine (9) occupational groups and sub-groups.

Scientists (\$75,000), **Engineers** (\$76,800) and **Managers and supervisors** (\$80,000) had median annual salaries higher than the national median (\$70,000).



CATEGORY	INCIDENTS	ANNUAL SALARY 2022 (PERCENTILES)			AVERAGE SALARY INCREASE 2023
		25th	50th	75th	
All respondents	2,421	50,000	70,000	93,500	7.2%
Technical Specialists	1,155	51,000	70,000	91,200	7.4%
Scientists	440	55,000	75,000	94,950	8.0%
Engineers	317	60,000	76,800	100,000	6.9%
Technologists and technicians	163	50,000	65,000	85,000	5.1%
Architects and planners	14	46,920	62,500	88,260	3.8%
Operators and labourers	169	48,000	59,170	75,000	7.8%
Business, finance, and administration workers	75	45,000	61,500	81,600	8.9%
Business, finance and administration officers	38	39,900	57,000	67,000	12.4%
Managers and supervisors	750	60,000	80,000	107,040	6.3%

Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Annual salaries have been standardized and presented as full-time equivalent (FTE) and rounded to the nearest ten. Incidents have been presented as the combined number of reported jobs across surveys. Results were suppressed where data are insufficient (n<4) or unreliable.



INDUSTRY CLASSIFICATION

Survey respondents were assigned to categories that align with the North American Industry Classification System (NAICS) – a standardized classification system that segments industries to describe economic behavior and activities.

Environmental consulting services were identified as crucial employers for the environmental workforce and are the only 5-digit NAICS highlighted in this guide. For surveying and reporting purposes, compensation data for Agriculture, forestry, hunting and fishing, mining, quarrying, and oil and gas extraction have been combined into a broader category of Natural resources. Industries that contained few environmental workers were combined or omitted.

Among the **2,421** incidents gathered, **2,174** responses were mapped to a distinct industry.

Industries with annual salaries higher than the national compensation offerings (\$70,000):

1. Public administration (\$80,270)
2. Professional, scientific and technical services (except Environmental consulting) (\$80,000)
3. Transportation and warehousing (\$78,000)
4. Utilities (\$75,000)
5. Natural resources (\$75,000)



CATEGORY	INCIDENTS	ANNUAL SALARY 2023 (PERCENTILES)			AVERAGE SALARY INCREASE (2022)
		25th	50th	75th	
All respondents	2,421	50,000	70,000	93,500	7.2%
Professional, scientific and technical services (except Environmental consulting)	294	57,600	80,000	110,000	6.9%
Environmental consulting	441	55,000	70,000	94,900	8.0%
Natural resources	263	57,000	75,000	95,000	7.2%
Administrative and support, waste management and remediation services	148	48,000	60,000	80,750	6.4%
Public administration	206	63,300	80,270	100,000	5.0%
Manufacturing	221	55,000	70,000	100,000	5.2%
Other services (except Public administration)	59	55,000	70,000	84,000	9.8%
Utilities	110	59,700	75,000	95,000	4.3%
Educational services	125	47,200	65,000	85,000	8.4%
Construction	101	45,000	62,000	80,000	4.9%
Wholesale trade and Retail trade	68	48,500	60,580	82,600	5.6%
Health care and social assistance	75	40,000	54,000	75,000	13.7%
Transportation and warehousing	27	48,000	78,000	108,000	2.6%
Finance and insurance & Real estate and rental and leasing	36	48,500	66,000	90,000	9.2%

Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Annual salaries have been standardized and presented as full-time equivalent (FTE) and rounded to the nearest ten. Incidents have been presented as the combined number of reported jobs across surveys. Results were suppressed where data are insufficient (n<4) or unreliable.

ENVIRONMENTAL SPECIALIZATIONS

Survey respondents were asked to describe their environmental work activities, and these data were mapped to ECO Canada’s environmental sub-sector model. Most respondents work within more than one area.



CATEGORY	INCIDENTS	ANNUAL SALARY 2023 (PERCENTILES)			AVERAGE SALARY INCREASE 2022
		25th	50th	75th	
All respondents	2,421	50,000	70,000	93,500	7.2%
Air quality	616	50,250	71,000	97,500	6.8%
Water quality	828	55,000	70,000	90,180	6.5%
Site assessment and reclamation	667	60,000	75,000	99,600	6.5%
Waste management	684	60,000	75,000	100,000	6.5%
Environmental health and safety	827	52,000	70,000	98,670	5.8%
Energy	587	55,000	75,000	108,000	6.9%
Natural resource management	634	55,000	70,000	90,000	6.5%
Fisheries and wildlife	405	53,970	72,000	90,120	7.6%
Sustainability	686	56,780	75,000	100,000	6.5%
Policy and legislation	583	55,000	72,000	99,000	7.2%
Research and development	412	52,000	72,000	95,000	6.7%
Education and training	827	50,000	70,000	93,000	8.4%
Communications and public awareness	792	51,810	71,000	95,000	6.8%
Environmental management	1,046	55,000	75,000	100,000	6.5%
Impact assessment	577	60,000	75,000	98,840	6.1%

Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Annual salaries have been standardized and presented as full-time equivalent (FTE) and rounded to the nearest ten. Incidents have been presented as the combined number of reported jobs across surveys. Results were suppressed where data are insufficient (n<4) or unreliable.

REGIONAL OVERVIEW

Environmental workers are present in every province and territory in Canada, but the vast majority work in **Ontario, Quebec, Alberta and British Columbia** accounting for **83%** of the total environmental workforce in 2024.

Every province and territory in Canada will be looking for green talent, with opportunities resulting from jobs in new or expanding industries, as well as openings created by retiring workers. Total net hiring requirements for core environmental workers exceeds 141,460 job openings from 2024-2033.

Among the **2,421** incidents gathered, **2,407** were mapped to one (1) of the seven (7) distinct regions based on the location of the organization.

CATEGORY	INCIDENTS	ANNUAL SALARY 2023 (PERCENTILES)			AVERAGE SALARY INCREASE (2022)
		25th	50th	75th	
All respondents	2,421	50,000	70,000	93,500	7.2%
British Columbia	400	55,000	75,000	100,000	7.3%
Alberta	360	58,060	75,000	95,000	8.2%
Saskatchewan & Manitoba	212	48,250	70,000	94,350	6.8%
Ontario	661	50,000	66,000	90,000	7.5%
Quebec	471	48,000	63,600	85,000	6.8%
Atlantic Canada	247	53,000	75,000	95,000	6.3%
Canadian Territories	56	60,000	84,820	97,080	6.3%

Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Annual salaries have been standardized and presented as full-time equivalent (FTE) and rounded to the nearest ten. Incidents have been presented as the combined number of reported jobs across surveys. Results were suppressed where data are insufficient (n<4) or unreliable.



ACKNOWLEDGMENTS

We acknowledge the research expertise provided by Leger Marketing Alberta Inc. We are also thankful for the invaluable information provided by the Canadian employers and workers, whose identities will be kept confidential.

We would also like to thank those who have provided ongoing advice and feedback regarding our Labour Market Information (LMI) through ECO Canada's National Advisory Committee.

Individuals or organizations interested in contributing to future research projects can send a request to research@eco.ca.



ABOUT ECO CANADA

ECO Canada is the steward for the Canadian environmental workforce across all industries.

We champion the **end-to-end career** of an environmental professional.



Our efforts promote and drive **responsible, sustainable, economic growth** to ensure that environmental care and best practice are a priority.



We are thought leaders in the environmental labour market. **Our research provides unmatched statistics** with up-to-date, relevant data and insights for policy, business and educational purposes.





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