



**2024**

# **ENVIRONMENTAL WORKER SALARY INSIGHTS**

**A PROFILE OF THE ENVIRONMENTAL WORKFORCE**

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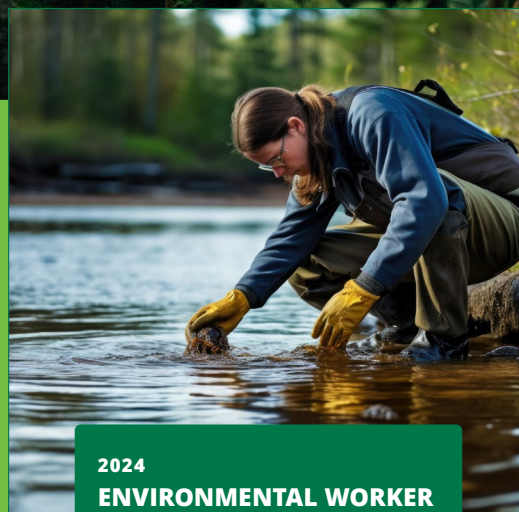
# ECO CANADA RESEARCH

## 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,  
purchase ECO Canada's  
**2024 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).

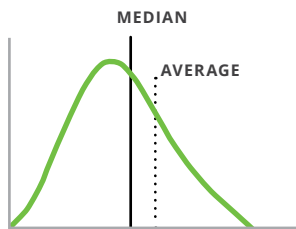
Job growth and retirements will account for **141,100 net core environmental job openings by 2033**—equivalent to 31% of 2024 employment levels.

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](mailto: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          |
| <b>TOTAL</b>   | <b>50,000</b>               | <b>70,000</b> | <b>93,500</b> |
| 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          |                                |
| <b>All respondents</b>      | <b>2,421</b> | <b>50,000</b>                    | <b>70,000</b> | <b>93,500</b> | <b>7.2%</b>                    |
| <b>By Organization Type</b> |              |                                  |               |               |                                |
| 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%                           |
| <b>By Organization Size</b> |              |                                  |               |               |                                |
| 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          |                              |
| <b>All respondents</b>                        | <b>2,421</b> | <b>50,000</b>                    | <b>70,000</b> | <b>93,500</b> | <b>7.2%</b>                  |
| 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          |                                |
| <b>All respondents</b>  | <b>2,421</b> | <b>50,000</b>                    | <b>70,000</b> | <b>93,500</b> | <b>7.2%</b>                    |
| 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          |                              |
| <b>All respondents</b>              | <b>2,421</b> | <b>50,000</b>                    | <b>70,000</b> | <b>93,500</b> | <b>7.2%</b>                  |
| 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          |                                |
| <b>All respondents</b>  | <b>2,421</b> | <b>50,000</b>                    | <b>70,000</b> | <b>93,500</b> | <b>7.2%</b>                    |
| 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](mailto: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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We are located in the heart of Calgary, Alberta, and have representatives located in Vancouver, Edmonton, Windsor and Halifax.

Visit our website or contact us for more information.



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