



2022-2023 ENVIRONMENTAL WORKER SALARY INSIGHTS

A profile of the environmental workforce

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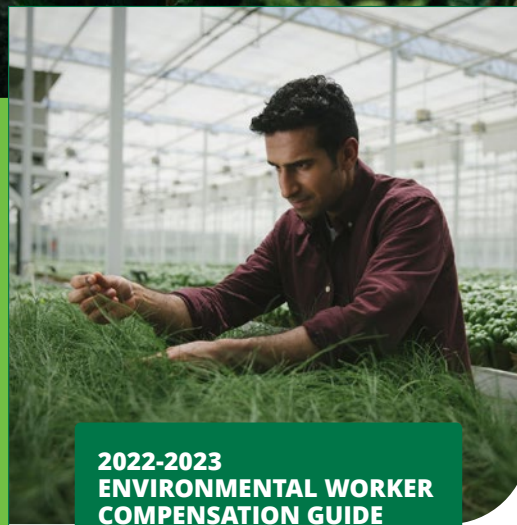
ECO CANADA RESEARCH

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
**2022-2023 Environmental
Worker Compensation Guide**



**2022-2023
ENVIRONMENTAL WORKER
COMPENSATION GUIDE**

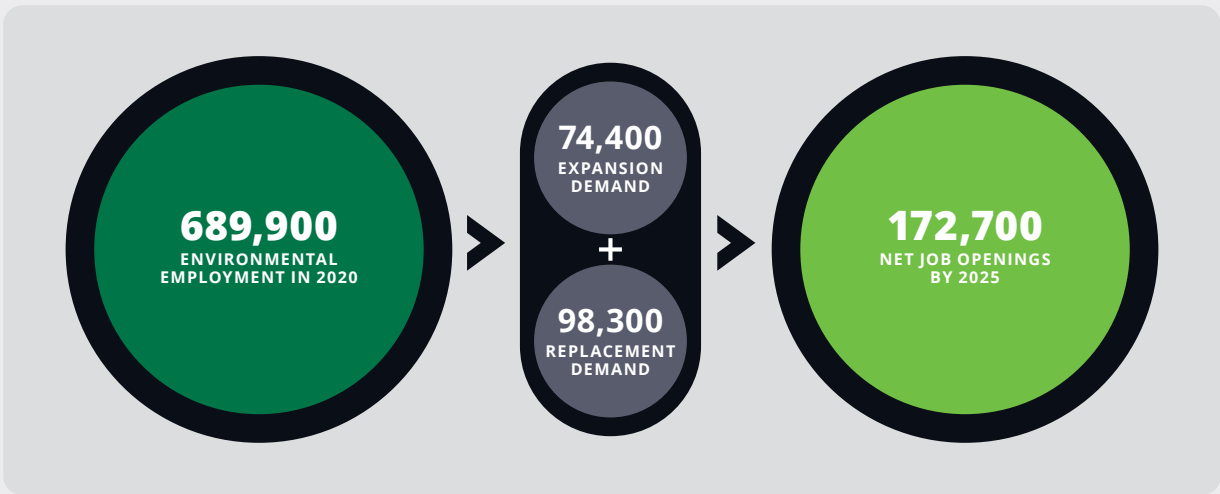


CANADIAN SNAPSHOT

About **689,900** of Canada's 18.1 million employed population in 2020 were environmental workers—more than the total employment for Manitoba and the Canadian Territories combined!

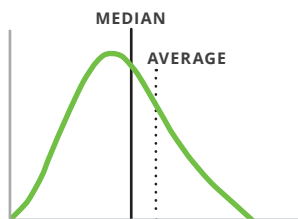
Job growth and retirements will account for **172,700 net environmental job openings by 2025**—equivalent to 25% of 2020 employment levels.

About **43%** of net job openings will stem from **expansion demand**, while **57%** will be due to **replacement demand**.



SALARY INSIGHTS

Based on responses from ECO Canada's **2022 HR Series** survey, the average annual salary offered to environmental workers across Canada was **\$70,773** and the median salary was **\$55,000** in 2022. Comparatively, the average annual salary of Canada's employed population was \$57,610.



	2022	AVERAGE	MEDIAN
All of Canada ¹		\$57,610	-
Survey respondents		\$70,773	\$55,000

¹ Statistics Canada. Table 14-10-0134-01 Average weekly earnings, average hourly wage rate and average usual weekly hours by union status, annual
DOI: <https://doi.org/10.25318/1410013401-eng>

Survey respondents earned close to **18% more** on average than national average in Canada, highlighting the highly skilled workforce required for the sector in all regions, industries, occupations and specializations.

ABOUT OUR DATA

In spring 2022, ECO Canada gathered compensation data for environmental workers through various sources. Information was collected for full-time, part-time, contract, intern, student and seasonal positions.

Data sources include national employer and worker surveys, surveys of environmental professionals (EP) and environmental professionals in training (EPt), and interns representing **2,907 incidents** (the number of reported jobs across data sources). Incidents may not be representative due to a non-randomized sample of respondents.

Environmental workers supplied salary and benefits data based on their current roles. **Employers** provided data on salaries and benefits for up to two (2) occupations and three (3) levels of experience or tenure where applicable – for a maximum of six incidents for which they employ the greatest number of environmental workers. Employers reported a total of **68,221** environmental employees within their organizations.

Annual salaries have been standardized and presented as **full-time equivalent (FTE) and rounded to the nearest ten**. Given the cross-sectoral nature of the environmental workforce, salary information is provided by:

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



Results were suppressed where data were insufficient (n<4) or unreliable.

A detailed compensation survey methodology can be found in our full report on environmental compensation guides.

Percentiles	
25th	50th
75th	
This resource reports the median annual salary 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 50th percentile.	
CATEGORY	MEDIAN ANNUAL SALARY
	50th
TOTAL	55,000
By Occupation	
By Industry	
By Specialization	
By Region	
By Experience Level	
By Organization Type	
By Organization Size	





SALARY BY CATEGORY

ORGANIZATIONAL HIGHLIGHTS

Environmental workers were employed across all types and sizes of organizations including all levels of experience within the workforce.

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

The median annual salaries for micro and small organizations were lower than the median across all other organization sizes.

As expected, median annual salaries increase with experience level.

On average, full-time employees were compensated slightly higher than part time employees and workers on permanent contract type were also paid better than workers in term positions.

CATEGORY	INCIDENTS	MEDIAN ANNUAL SALARY 2022
All Organization Types	2,581	55,000
Private sector	1,639	54,080
Public sector	475	71,450
Not-for-profit & Charity	467	48,000
All Organization Sizes	2,460	55,000
Micro (1-4 employees)	288	48,000
Small (5-99 employees)	1,132	54,850
Medium (100-499 employees)	467	60,000
Large (500+ employees)	573	71,350
All Experience Levels	2,901	55,000
Junior	1,483	45,750
Intermediate	689	60,000
Senior	729	86,070

Compensation data include full-time, part-time, contract, intern, and seasonal positions. Salary data provided represent annualized, full-time base salaries and have been rounded to the nearest ten.

Incidents have been presented as the combined number of reported jobs across surveys.

OCCUPATIONAL GROUPS

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

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

Among the **2,907 incidents** gathered, **2,700** were mapped to one (1) of the nine (9) occupational groups and sub-groups.

One (1) of the five (5) occupational groups had median annual salaries higher than the median across all occupations (\$55,000):

1. Managers and supervisors (\$70,000)

Engineers and architects in the technical specialist sub-group also had median annual salaries higher than the median across all occupations.



CATEGORY	INCIDENTS	MEDIAN ANNUAL SALARY 2022
All Occupations	2,700	55,000
Technical specialists	1,579	54,000
Scientists	497	54,460
Engineers	395	63,360
Technologists and technicians	426	48,000
Architects and planners	59	56,540
Operators and labourers	187	50,400
Business, finance and administration workers	72	45,300
Business, finance and administration officers	138	48,000
Managers and supervisors	566	70,000

Compensation data include full-time, part-time, contract, intern, and seasonal positions. Salary data provided represent annualized, full-time base salaries and have been rounded to the nearest ten.

Incidents have been presented as the combined number of reported jobs across surveys.



INDUSTRY CLASSIFICATION

Survey respondents' organizations were assigned to categories that align with the North American Industry Classification System (NAICS) – a standardized classification system that segments industries for the purpose of describing economic behaviour and activities.

Environmental consulting services was identified as a key employer for the environmental workforce and is the only 5-digit NAICS highlighted in this report. For surveying and reporting purposes, compensation data for Agriculture, forestry, hunting, and fishing and 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 removed.

Among the **2,907 incidents** gathered, **2,227** responses were mapped to a distinct industry.

Median annual salaries were higher than the national median for the following industries:

- 1 Public administration (\$80,000)
- 2 Natural resources (\$65,016)
- 3 Utilities (\$61,000)
- 4 Manufacturing (\$60,000)
- 5 Transportation & warehousing (\$60,000)



CATEGORY	INCIDENTS	MEDIAN ANNUAL SALARY 2022
All Industries	2,227	55,000
Professional, scientific and technical services	693	54,000
Environmental consulting services	344	63,260
Natural resources	214	65,020
Administrative and support, waste management and remediation services	111	47,000
Public administration	80	80,000
Manufacturing	134	60,000
Other services (except Public administration)	197	48,000
Utilities	58	61,000
Educational services	110	62,400
Construction	119	51,650
Wholesale trade & Retail trade	67	40,000
Health care and social assistance	59	48,000
Transportation and warehousing	33	60,000
Finance and insurance & Real estate and rental and leasing	82	60,000

Compensation data include full-time, part-time, contract, intern, and seasonal positions. Salary data provided represent annualized, full-time base salaries and have been rounded to the nearest ten.

Incidents have been presented as the combined number of reported jobs across surveys.

ENVIRONMENTAL SPECIALIZATIONS

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

Among the **2,907 incidents** gathered, **2,324** were mapped to one or more of the 14 environmental specializations.



CATEGORY	INCIDENTS	MEDIAN ANNUAL SALARY 2022
All Specializations	2,324	55,000
Air quality	493	65,000
Water quality	563	68,000
Site assessment, remediation and reclamation	462	65,000
Waste management	496	65,000
Environmental health and safety	559	64,260
Energy	552	60,000
Natural resource management	483	59,240
Fisheries and wildlife management	258	60,000
Policy and legislation	405	67,140
Sustainability	613	57,200
Research and development	360	62,300
Education and training	654	60,000
Communications and public awareness	610	59,740
Environmental management	749	67,000

Compensation data include full-time, part-time, contract, intern, and seasonal positions. Salary data provided represent annualized, full-time base salaries and have been rounded to the nearest ten.

Incidents have been presented as the combined number of reported jobs across surveys.

REGIONAL OVERVIEW

Environmental workers are present in every province and territory in Canada, but the vast majority work in **Ontario, Alberta, Quebec** and **British Columbia**.

Every province and territory in Canada will be looking for green talent, with opportunities arising from expansion of environmental activities, as well as openings created by retiring workers.

Among the **2,907 incidents** gathered, **2,899** were mapped to one of the seven (7) distinct regions based on the location of the organization.

CATEGORY	INCIDENTS	MEDIAN ANNUAL SALARY 2022
Canada	2,899	55,000
British Columbia	561	54,010
Alberta	513	65,000
Saskatchewan & Manitoba	200	50,000
Ontario	802	50,000
Quebec	481	52,860
Atlantic Canada	295	59,480
Canadian Territories	47	60,000

Compensation data include full-time, part-time, contract, intern, and seasonal positions. Salary data provided represent annualized, full-time base salaries and have been rounded to the nearest ten.

Incidents have been presented as the combined number of reported jobs across surveys.



ACKNOWLEDGEMENTS

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

Canada

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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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