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SALARY BY CATEGORY

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# Occupational Group

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# Occupational Grouping

Survey respondents were asked to provide their job title and a description of their environmental work activities. More than **400 unique job titles** were identified, covering a broad range of employment.

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 Engineering Technologists and Technicians). In other cases, responses are grouped by the sector in which the environmental activity takes place (e.g., occupations in Foresters and Forest Operations, Parks, Enforcement and Wildlife Conservation, and Energy).

Environmental Specialists and Environmental Generalists each reflect a wide range of occupations that are grouped based on the specificity of the required environmental knowledge, skills or training.

Among the **8,095 jobs or incidents** gathered, **3,788** were mapped to one of the 11 distinct occupational groups.

Occupational Groups	Sample Size	Annual Salary 2020 (percentiles)			Average Salary Increase (2019)
		25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Occupations</b>	<b>3,788</b>				
Scientists	565				
Engineers	389				
Engineering Technologists and Technicians	77				
Environmental Specialists	686				
Environmental Generalists	689				
Business and Operations Occupations	807				
Planning and Design Occupations	119				
Foresters and Forest Operators	112				
Parks, Enforcement and Wildlife Conservation Occupations	98				
Energy Occupations	88				
Research and Education Occupations	158				

*Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Sample size has been presented as the combined number of reported incidents across both surveys. Results were suppressed where data are insufficient (n<4) or unreliable.*

# Environmental Specialists

This group includes a wide range of individual-contributor occupations that require specialized environmental technical skills and training.

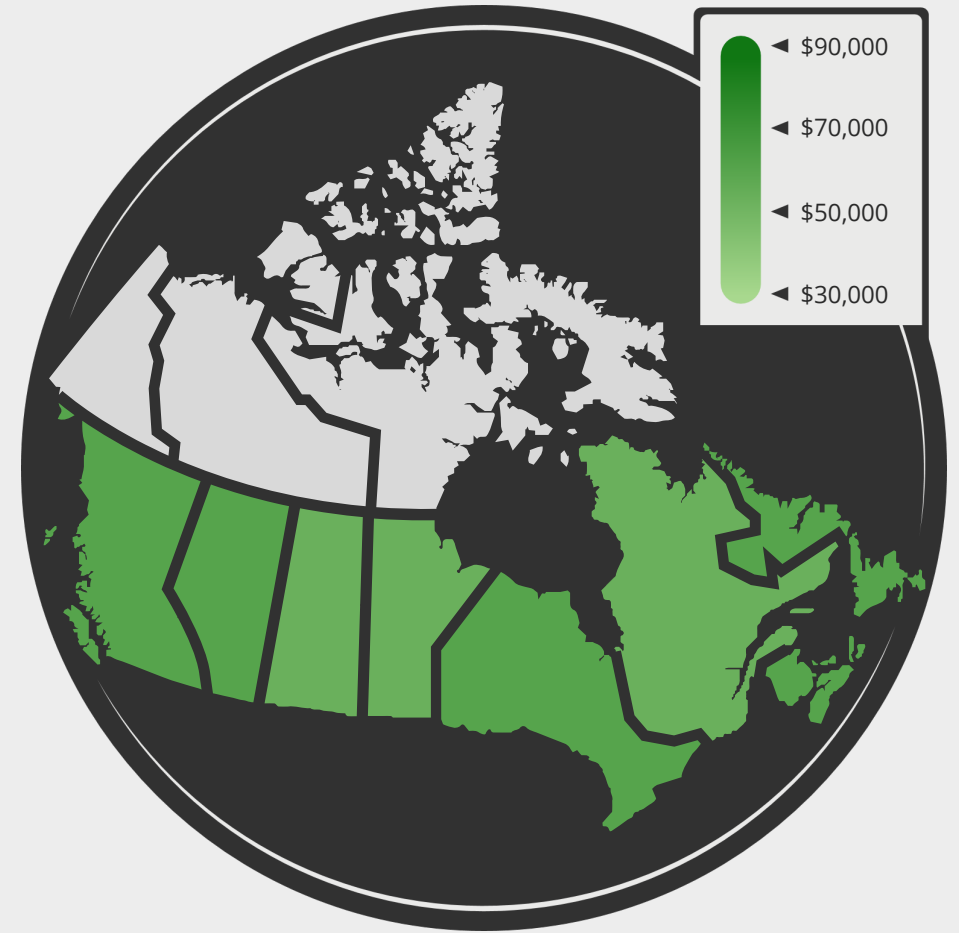
Job titles mapped to this occupational group include:

- Agriculture Specialist
- Agriculture Technologist
- Agriculture Technician
- Air Quality Specialist
- Air Quality Technician
- Air Quality Technologist
- Emission Analyst
- Emission Technologist
- Chemical Technician
- Chemical Technologist
- Climate Change Specialist
- Environmental Health and Safety
  - Advisor
  - Coordinator
  - Officer
  - Specialist
- Environmental Lawyer
- Fisheries Analyst
- Fisheries Specialist
- Fisheries Technician
- Fisheries Technologist
- Hazardous Materials Coordinator
- Hazardous Materials Officer
- Hazardous Materials Specialist
- Hydro-meteorological Technician
- Indigenous Relations Consultant
- Building and Environment Inspector
- Municipal Inspector
- Land and Resource Specialist
- Pollution Control Technologist
- Recycling Coordinator
- Soil Specialist
- Contaminated Sites Specialist
- Water Quality Analyst
- Water Quality Technician
- Water Quality Technologist

Category	Annual Salary (percentiles)		
	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Occupations</b>			
<b>Environmental Specialists</b>			
<b>By Job Level</b>			
Junior			
Intermediate			
Senior			
<b>By Type of Organization</b>			
Private Sector			
Public Sector			
Not-for-Profit and Charity			
<b>By Size of Organization</b>			
1-9 Employees			
10-49 Employees			
50-199 Employees			
200+ Employees			

# Environmental Specialists (cont.)

Category	Annual Salary (percentiles)		
	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>By Region</b>			
British Columbia			
Alberta			
Saskatchewan and Manitoba			
Ontario			
Quebec			
Atlantic Canada			
Canadian Territories			
<b>Top Industries</b>			
<b>Top Environmental Focus Areas</b>			



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SALARY BY CATEGORY

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# Industry

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# 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 for the purpose of describing economic behaviour and activities.

Environmental Consulting was identified as a key employer for the environmental workforce and is the only 5-digit NAICS highlighted in this guide. For surveying and reporting purposes, compensation data for this sector has been segregated from the broader Professional, Scientific and Technical Services industry. Comparatively, industries that contained few environmental workers were combined.

Among the **8,095 jobs or incidents** gathered, **4,709** were mapped to a distinct industry. For reporting purposes, any industry with one hundred or more incidents have been presented here.

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

1. Information and Cultural Industries (\$70,000)
2. Mining and Oil & Gas Extraction (\$68,000)
3. Utilities (\$65,000)
4. Public Administration (\$65,000)
5. Manufacturing (\$62,000)

Industry	Sample Size	Annual Salary 2020 (percentiles)			Average Salary Increase (2019)
		25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Industries</b>	<b>4,709</b>				
Professional, Scientific and Technical Services (except Environmental Consulting)	849				
Environmental Consulting	674				
Agriculture, Forestry, Fishing and Hunting	468				
Public Administration	385				
Manufacturing	376				
Construction	368				
Mining and Oil & Gas Extraction	325				
Administrative and Support, Waste Management and Remediation Services	213				
Educational Services	202				
Utilities	178				
Wholesale Trade and Retail Trade	154				
Transportation and Warehousing	144				
Health Care and Social Assistance	139				
Finance and Insurance, Real Estate and Rental and Leasing	134				
Other Services (except Public Administration)	100				

*Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Sample size has been presented as the combined number of reported incidents across both surveys. Results were suppressed where data are insufficient (n<4) or unreliable.*

# Environmental Consulting

Although a discrete sub-sector of Professional, Scientific and Technical Services, Environmental Consulting has been segregated and reported distinctly in this report for benchmarking purposes.

This industry includes establishments that provide environmental advice and assistance to organizations. They identify potential risks and recommend solutions to mitigate the negative effects of proposed development projects. Environmental consulting ensures that appropriate measures of compliance are in place to align with environmental regulations.

Category	Annual Salary (percentiles)		
	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
All Industries			
Environmental Consulting			
<b>By Job Level</b>			
Junior			
Intermediate			
Senior			
<b>By Type of Organization</b>			
Private Sector			
Public Sector			
Not-for-Profit and Charity			
<b>By Size of Organization</b>			
1-9 Employees			
10-49 Employees			
50-199 Employees			
200+ Employees			

# Environmental Consulting (cont.)

## Employment Trends

Category	Annual Salary (percentiles)		
	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>By Region</b>			
British Columbia			
Alberta			
Saskatchewan and Manitoba			
Ontario			
Quebec			
Atlantic Canada			
Canadian Territories			
<b>Top Occupations</b>			
<b>Top Environmental Focus Areas</b>			



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SALARY BY CATEGORY

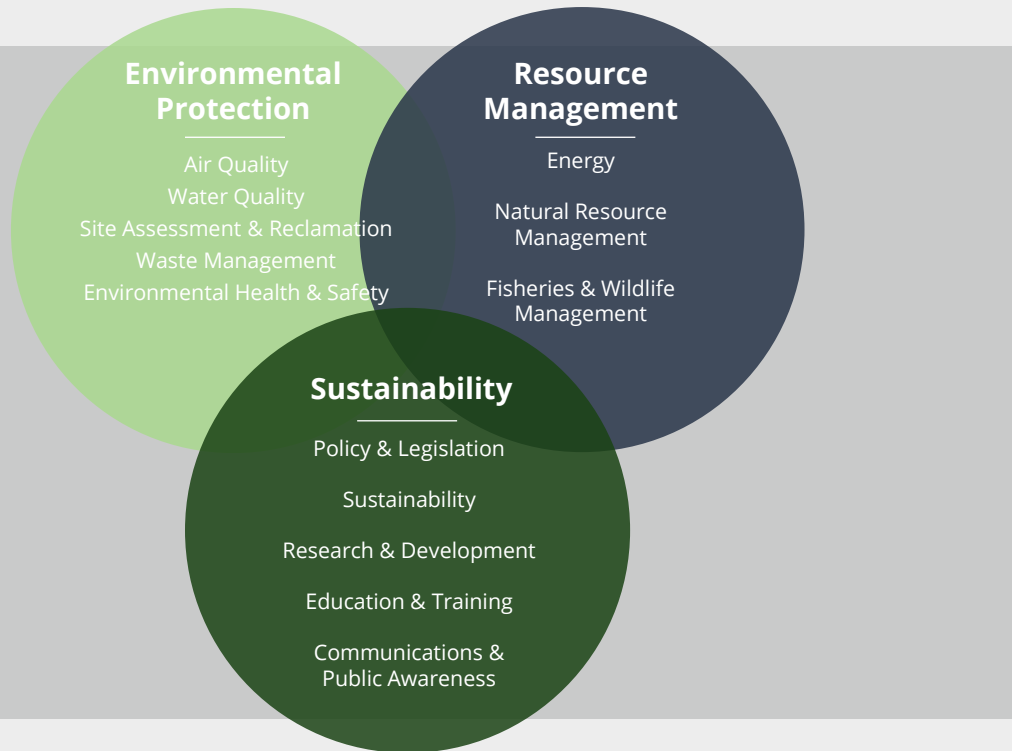
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# Environmental Focus Areas

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# Environmental Focus Area

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 **8,095 jobs or incidents** gathered, **4,690** were mapped to one or more of the 13 environmental focus areas.

Category	Sample Size	Annual Salary 2020 (percentiles)			Average Salary Increase (2019)
		25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Environmental Focus Areas</b>	<b>4,690</b>				
Air Quality Protection	961				
Water Quality Protection	1,463				
Site Assessment, Remediation and Reclamation	1,470				
Waste Management	1,575				
Environmental Health and Safety	1,551				
Energy	1,449				
Natural Resource Management	1,040				
Fisheries and Wildlife Management	719				
Policy and Legislation	904				
Sustainability	1,386				
Research and Development	1,051				
Education and Training	1,155				
Communications and Public Awareness	970				

# Water Quality Protection

Water quality practitioners protect water from contaminants including sediments, nutrients, toxic contaminants and chemicals, and pathogens that adversely affect the health of people, animals and plants. These contaminants impact the quality of surface water (e.g. streams, rivers, lakes, and wetlands), groundwater (e.g. aquifers and other underground water movement), and marine waters, impacting municipal water systems and food supply chains.

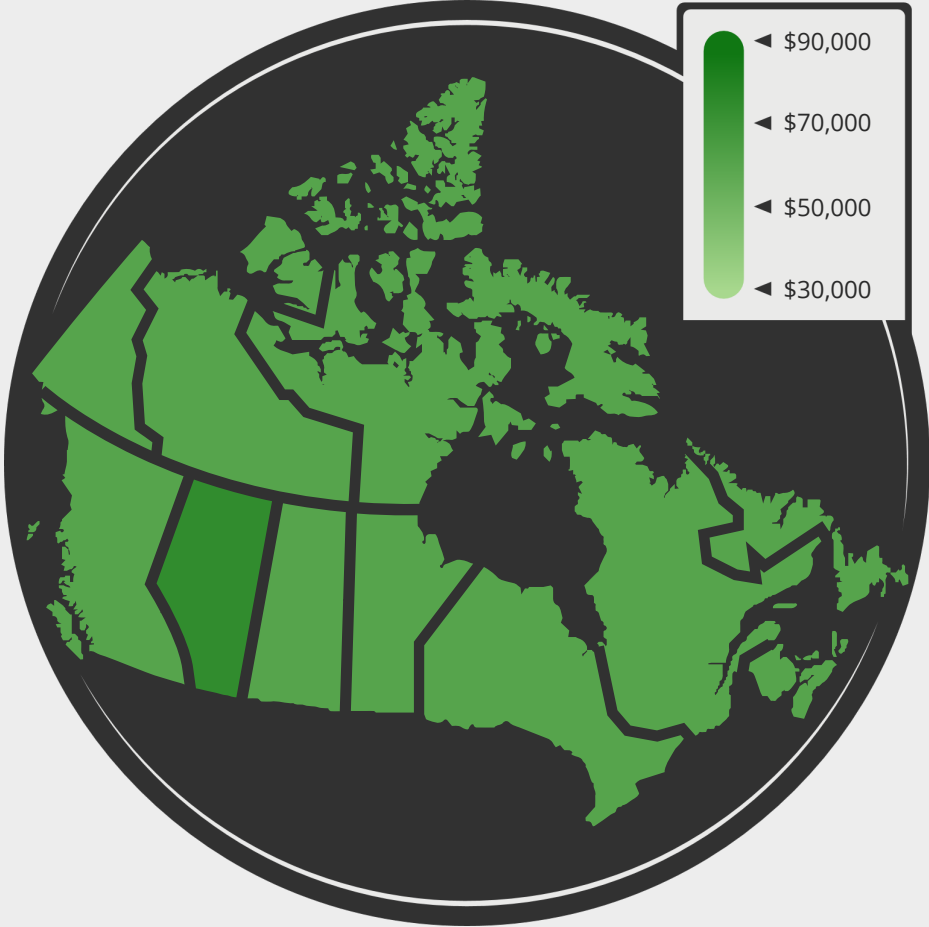
The ways in which contamination is managed, remediated, and prevented are diverse, so skills are required for a wide variety of jobs including:

- professionals and technicians in natural and physical sciences
- municipal water systems operators and related managers
- engineering workers
- green building and sustainable design workers
- managers, supervisors, contractors, and other in resource industries
- water quality communications, education, policy development and enforcement
- managers of water for recreational use
- water quality specialists in food and aquaculture

Category	Annual Salary (percentiles)		
	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Environmental Focus Areas</b>			
<b>Water Quality Protection</b>			
<b>By Job Level</b>			
Junior			
Intermediate			
Senior			
<b>By Type of Organization</b>			
Private Sector			
Public Sector			
Not-for-Profit and Charity			
<b>By Size of Organization</b>			
1-9 Employees			
10-49 Employees			
50-199 Employees			
200+ Employees			

# Water Quality Protection (cont.)

Category	Annual Salary (percentiles)		
	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>By Region</b>			
British Columbia			
Alberta			
Saskatchewan and Manitoba			
Ontario			
Quebec			
Atlantic Canada			
Canadian Territories			
<b>Top Occupations</b>			
<b>Top Industries</b>			



**Hiring Challenges**

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SALARY BY CATEGORY

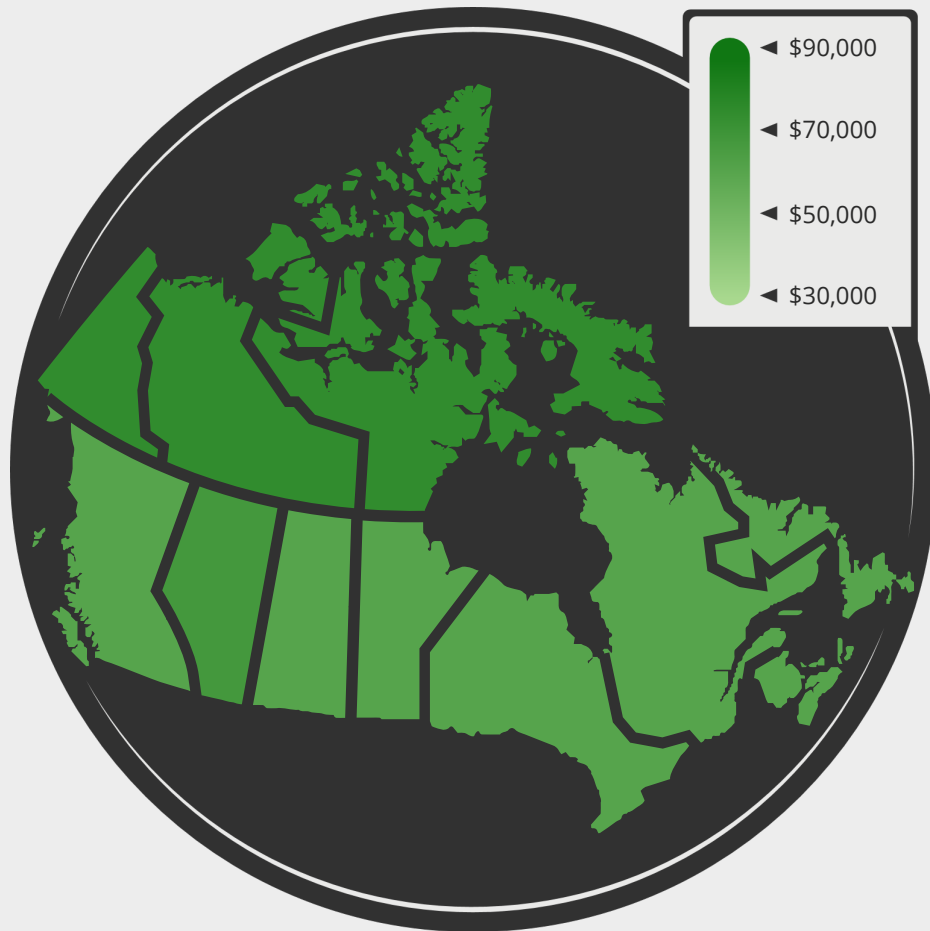
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# Region

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# National Overview

About **620,100** of Canada's 18.7 million employed population in 2019 were environmental workers—nearly the same size as Manitoba's overall employment! Of these, about **46% were core environmental workers**.



Canadian Regions	Sample Size	Annual Salary 2020 (percentiles)			Average Salary Increase (2019)
		25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>Canada</b>	<b>4,841</b>				
British Columbia	681				
Alberta	635				
Saskatchewan and Manitoba	236				
Ontario	1,515				
Quebec	1,571				
Atlantic Canada	189				
Canadian Territories	14				

*Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Sample size has been presented as the combined number of reported incidents across both surveys. Results were suppressed where data are insufficient (n<4) or unreliable.*

Environmental workers are present in every province and territory in Canada, but the vast majority work in **Ontario, Quebec, Alberta and British Columbia**. Although less than 1% of the 2019 environmental workforce was in the **Territories**, the region collectively has the highest EnviroShare at **6.4%**.

Employers will need to hire approximately **233,500 new environmental workers** over the next ten years--or nearly 38% of 2019 environmental employment levels. Every province and territory in Canada will be looking for green workers, including core workers, with opportunities resulting from jobs in new or expanding industries, as well as openings created by retiring workers.

Among the **8,095 jobs or incidents** gathered, **4,841** were mapped to one of the 7 distinct regions based on the location of the company's headquarters.

# British Columbia

British Columbia (BC) has the 4<sup>th</sup> largest environmental workforce in Canada.

Category	Annual Salary (percentiles)		
	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
Canada			
British Columbia			
<b>Top Occupations</b>			
<b>Top Industries</b>			
<b>Top Environmental Focus Areas</b>			

# British Columbia (cont.)

## Workforce Insights

Category	Annual Salary (percentiles)		
	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>By Type of Organization</b>			
Private Sector			
Public Sector			
Not-for-Profit and Charity			
<b>By Size of Organization</b>			
1-9 Employees			
10-49 Employees			
50-199 Employees			
200+ Employees			
<b>By Job Level</b>			
Junior			
Intermediate			
Senior			



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SALARY BY CATEGORY

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# Additional Categories

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# Organizations & Job Levels

Environmental workers are employed across all types and sizes of organizations, and all levels of experience are required for this workforce.

Category	Sample Size	Annual Salary (percentiles)			Average Salary Increase (2019)
		25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Types of Organizations</b>	<b>5,004</b>				
Private Sector	3,155				
Public Sector	1,236				
Not-for-Profit and Charity	613				
<b>All Sizes of Organizations</b>	<b>4,974</b>				
Micro (1-9 Employees)	861				
Small (10-49 Employees)	1,080				
Medium (50-199 Employees)	844				
Large (200+ Employees)	2,189				
<b>All Job Levels</b>	<b>4,673</b>				
Junior	1,586				
Intermediate	1,434				
Senior	1,653				

*Compensation data include full-time, part-time, contract, intern, student and seasonal positions. Sample size has been presented as the combined number of reported incidents across both surveys.*

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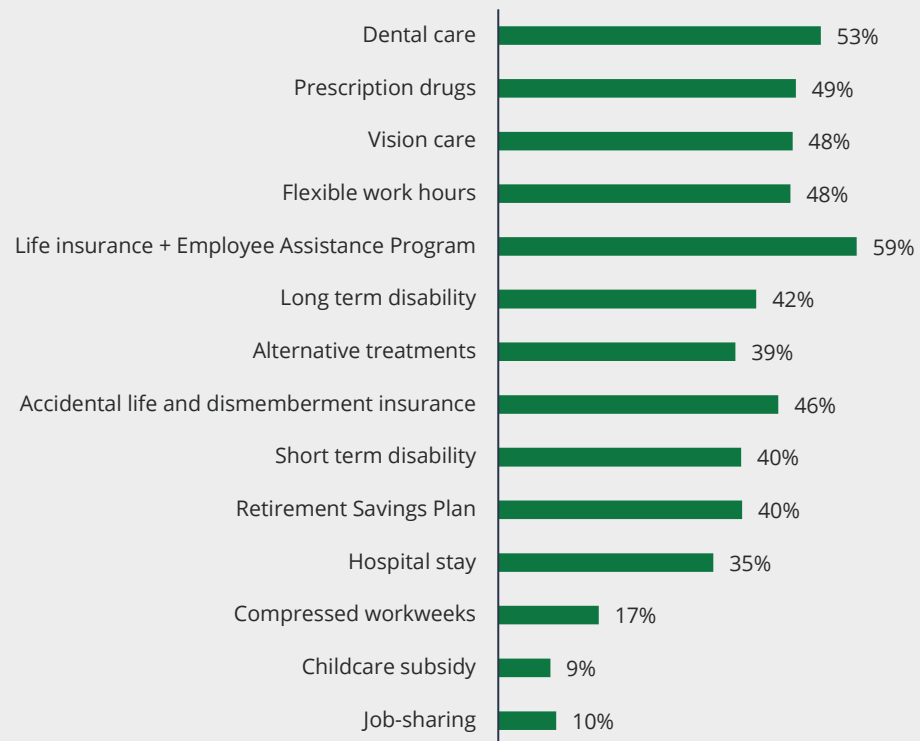
# Benefits by Category

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# Sample Benefits Chart and Sample Sizes

## Sample Chart

For reporting purposes, results are presented as the incidence rate – or the proportion of positions that include the specific benefits.



## Sample Sizes

Sample size has been presented as the combined number of reported incidents across both surveys. A total of 4,974 incidents were gathered for full-time, part-time, contract, intern, student and seasonal positions.

### By Organization Size

Micro (1-9 employees)	1,237
Small (10-49 employees)	1,836
Medium (50-199 employees)	1,754
Large (200+ employees)	3,012

### By Organization Type

Private Sector	4,835
Public Sector	2,212
Not-for-Profit and Charity	880

### By Industry

Professional, Scientific and Technical Services (except Environmental Consulting)	1,117
Construction	842
Environmental Consulting	835
Agriculture, Forestry, Fishing and Hunting	764
Manufacturing	599
Mining and Oil & Gas Extraction	589
Public Administration	490
Educational Services	342
Wholesale and Retail Trade	329
Administrative and Support, Waste Management and Remediation Services	316
Transportation and Warehousing	316
Utilities	291
Health Care and Social Assistance	239
Financial and Insurance, Real Estate and Rental and Leasing	199
Other Services (except Public Administration)	138