

2025 APEGS Salary Survey Summary Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contacted 7,465 Professional Engineers, Professional Geoscientists, Engineers-in-Training, Geoscientists-in-Training and Licensees living in Saskatchewan. A total of 1,504 members completed the survey representing a 20.1 per cent response rate. Surveys were conducted between February 12 and March 10, 2025 and salaries reported were as of December 31, 2024. Insightrix Research Inc. compiled and tabulated all results. The detailed report, which includes analysis by gender, can be found on the APEGS web site under the ‘About’ menu.

Professional designation (P.Eng. and/or P.Geo.), supervision scope and accident and health hazards are the top three predictors of salary.

The work of engineering and geoscience professionals contributes to the public wellbeing and economic stability of Saskatchewan. The goal of providing current market salary information for engineers and geoscientists is to help ensure that the province retains proficient and competent services in engineering and geoscience. Making this information available provides guidance to both employers and employees to assess current compensation for professionals at various levels of education, experience, and responsibility. The salary survey also has the additional benefit of providing students, career counsellors and other interested persons with information on employment in the engineering and geoscience professions in Saskatchewan.

Annual Salary by Final Year of Graduation (B.Sc.)

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
1986 and prior†								
1987	12	0.9%	\$178,751	\$105,200	\$157,500	\$177,500	\$202,898	\$229,500
1988†								
1989†								
1990†								
1991†								
1992†								
1993†								
1994	12	0.9%	\$167,880	\$112,000	\$136,551	\$160,500	\$179,668	\$290,000
1995	15	1.1%	\$169,882	\$80,000	\$134,000	\$175,000	\$208,000	\$250,000
1996	19	1.4%	\$182,305	\$105,000	\$142,000	\$185,000	\$210,000	\$293,000
1997	11	0.8%	\$166,295	\$80,000	\$120,000	\$160,000	\$175,000	\$283,250
1998	19	1.4%	\$162,167	\$80,000	\$135,000	\$162,400	\$180,000	\$280,000
1999	22	1.6%	\$146,727	\$96,000	\$120,000	\$135,000	\$160,000	\$250,000
2000	20	1.4%	\$163,843	\$105,250	\$122,189	\$151,000	\$186,500	\$273,750
2001	34	2.4%	\$151,273	\$87,000	\$122,600	\$156,000	\$176,533	\$205,960
2002	27	1.9%	\$147,504	\$84,000	\$112,000	\$147,000	\$172,000	\$204,500
2003	24	1.7%	\$144,459	\$68,000	\$114,577	\$145,468	\$179,025	\$205,000
2004	27	1.9%	\$142,995	\$73,000	\$110,000	\$144,000	\$171,000	\$220,000
2005	36	2.6%	\$149,466	\$75,000	\$120,340	\$151,500	\$180,000	\$228,247
2006	41	2.9%	\$142,743	\$84,000	\$115,000	\$145,000	\$168,932	\$202,000
2007	38	2.7%	\$138,344	\$76,000	\$120,838	\$136,000	\$158,871	\$208,000
2008	59	4.2%	\$139,186	\$79,000	\$110,000	\$140,333	\$162,815	\$225,000
2009	53	3.8%	\$131,528	\$78,000	\$103,000	\$127,000	\$155,275	\$208,312
2010	46	3.3%	\$144,355	\$82,000	\$118,000	\$139,660	\$165,918	\$215,000
2011	54	3.8%	\$124,175	\$75,600	\$103,000	\$127,250	\$144,000	\$165,000
2012	65	4.6%	\$122,897	\$85,250	\$103,234	\$125,186	\$138,000	\$164,644
2013	59	4.2%	\$124,264	\$80,000	\$101,175	\$125,237	\$142,000	\$155,000
2014	53	3.8%	\$111,933	\$77,600	\$95,700	\$110,500	\$126,000	\$166,000

2015	68	4.8%	\$116,529	\$80,000	\$96,790	\$108,500	\$131,886	\$170,000
2016	41	2.9%	\$112,124	\$73,000	\$95,000	\$106,500	\$129,500	\$166,000
2017	56	4.0%	\$102,265	\$68,000	\$86,060	\$100,000	\$115,675	\$150,000
2018	69	4.9%	\$96,178	\$65,000	\$84,000	\$97,500	\$105,000	\$129,000
2019	68	4.8%	\$95,620	\$70,024	\$81,319	\$90,293	\$103,750	\$130,000
2020	57	4.1%	\$91,094	\$62,985	\$77,981	\$89,291	\$97,000	\$130,000
2021	52	3.7%	\$83,858	\$64,000	\$74,425	\$80,000	\$87,405	\$113,000
2022	55	3.9%	\$83,045	\$65,000	\$73,500	\$80,850	\$90,000	\$105,000
2023	62	4.4%	\$76,138	\$60,000	\$69,000	\$75,328	\$81,000	\$98,000
2024	56	4.0%	\$75,087	\$61,500	\$68,272	\$72,900	\$79,934	\$90,000

†Not available due to reporting rules (insufficient data)

Annual Salary by Designation

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	877	59.7%	\$138,789	\$87,000	\$106,810	\$132,000	\$160,795	\$220,000
P.Geo.	80	5.4%	\$147,915	\$87,025	\$123,250	\$144,500	\$175,000	\$224,750
P.Eng. and P.Geo†								
Engineering License	14	1.0%	\$120,821	\$87,401	\$105,000	\$120,697	\$135,000	\$175,000
Engineer-in-Training	442	30.1%	\$84,976	\$62,985	\$72,800	\$80,000	\$92,784	\$125,000
Geoscientist-in-Training	45	3.1%	\$87,607	\$60,000	\$75,000	\$85,000	\$97,000	\$120,000
Geo Licensee†								

†Not available due to reporting rules (insufficient data)

Annual Salary by Discipline

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	29	2.0%	\$99,246	\$68,000	\$82,160	\$93,000	\$105,230	\$151,000
Biological and Biomedical†								
Chemical, Ceramic and Metallurgical	64	4.4%	\$125,553	\$72,000	\$96,500	\$123,550	\$150,000	\$204,000
Civil	329	22.4%	\$115,698	\$68,850	\$86,000	\$106,000	\$138,000	\$195,000
Electrical and Engineering Physics	219	14.9%	\$125,155	\$68,500	\$85,843	\$120,000	\$155,820	\$205,000
Environmental	109	7.4%	\$106,904	\$62,985	\$75,000	\$102,000	\$130,000	\$180,000
Geological, Mining, Petroleum Engineering	135	9.2%	\$140,390	\$79,000	\$100,104	\$130,000	\$165,000	\$240,000
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	97	6.6%	\$129,116	\$73,000	\$90,314	\$129,000	\$155,000	\$204,500
Mechanical and Industrial	345	23.5%	\$122,138	\$69,500	\$84,000	\$115,000	\$147,500	\$208,000
Software Engineering	35	2.4%	\$112,457	\$75,000	\$82,000	\$96,000	\$137,897	\$201,000
Other	104	7.1%	\$117,426	\$74,000	\$90,250	\$114,000	\$136,500	\$180,000

†Not available due to reporting rules (insufficient data)

Annual Salary by Function

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	135	9.2%	\$178,881	\$117,000	\$145,000	\$170,000	\$202,000	\$280,000
Project or Operations Management	437	29.8%	\$124,627	\$70,000	\$94,500	\$120,000	\$146,936	\$195,800
Project Administration	43	2.9%	\$112,182	\$65,000	\$87,320	\$115,000	\$130,000	\$165,000
Design	393	26.8%	\$101,812	\$67,306	\$79,000	\$94,471	\$117,900	\$167,000
Research/Planning	67	4.6%	\$114,629	\$70,000	\$80,000	\$102,236	\$150,000	\$179,000
Inspection or Quality Control or Resident Services	31	2.1%	\$88,444	\$53,000	\$66,500	\$80,000	\$95,000	\$157,000
Operating or Maintenance	137	9.3%	\$123,816	\$70,000	\$90,000	\$124,000	\$150,000	\$180,000
Teaching	22	1.5%	\$147,211	\$88,000	\$105,000	\$128,000	\$199,000	\$225,051
Marketing/Sales	14	1.0%	\$148,200	\$90,000	\$120,000	\$149,913	\$175,000	\$208,000
Regulatory Approvals and/or Enforcement	60	4.1%	\$107,861	\$72,583	\$88,241	\$105,495	\$123,500	\$148,800
Exploration	55	3.7%	\$124,601	\$65,000	\$92,000	\$120,000	\$155,000	\$204,500
Other	74	5.0%	\$115,814	\$65,000	\$81,500	\$99,900	\$133,000	\$225,000

Annual Salary by Industry

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	357	24.3%	\$107,002	\$65,000	\$77,900	\$95,000	\$129,088	\$180,000
Resource Industry Oil & Gas	68	4.6%	\$130,051	\$76,000	\$102,750	\$126,750	\$145,900	\$215,000
Resource Industry Except Oil & Gas	262	17.8%	\$142,807	\$82,500	\$105,000	\$142,000	\$165,918	\$230,000
Procurement and Construction	118	8.0%	\$119,895	\$70,000	\$90,000	\$108,734	\$140,000	\$205,647
Manufacturing Durables	142	9.7%	\$104,639	\$67,200	\$77,000	\$95,000	\$120,838	\$175,000
Manufacturing Non-Durables	53	3.6%	\$129,844	\$70,024	\$91,000	\$124,000	\$155,300	\$225,000
Service For Profit	24	1.6%	\$105,335	\$75,000	\$80,600	\$91,150	\$120,000	\$185,500
Service Not For Profit	128	8.7%	\$113,658	\$70,000	\$93,088	\$111,500	\$129,875	\$158,000
Utilities	210	14.3%	\$134,384	\$76,000	\$95,430	\$131,424	\$168,000	\$205,564
Educational Services	36	2.5%	\$133,036	\$60,000	\$95,125	\$119,500	\$177,000	\$225,051
Agriculture and Forestry	23	1.6%	\$94,439	\$70,000	\$75,000	\$87,100	\$108,655	\$151,000
Other	47	3.2%	\$115,629	\$58,501	\$80,000	\$110,000	\$140,000	\$220,000

Annual Salary by Sector

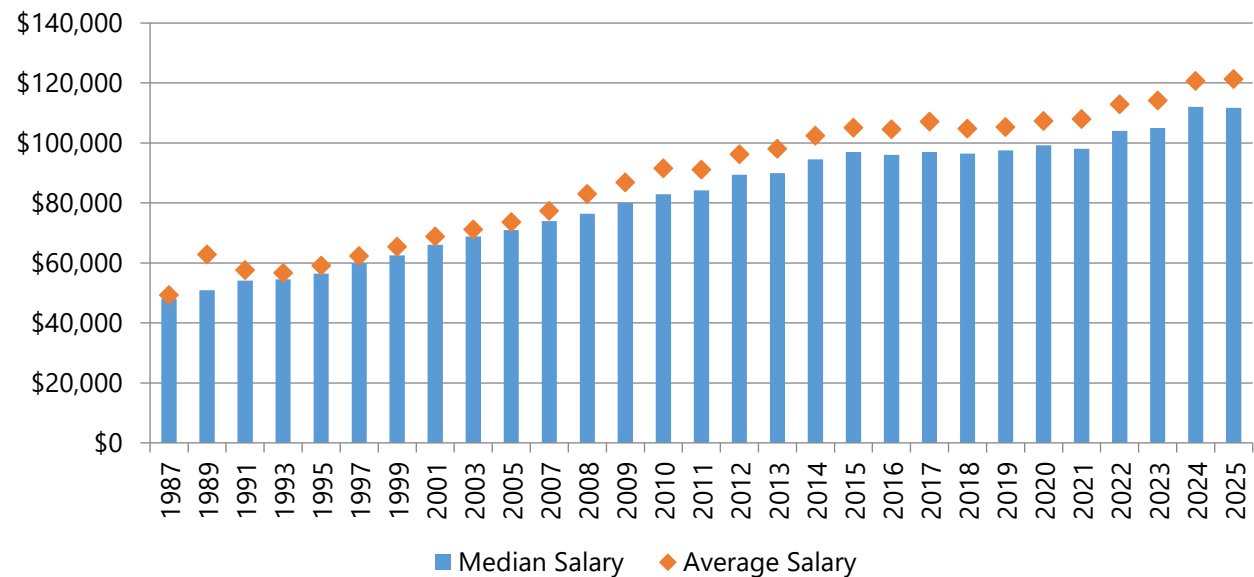
	Count	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	458	\$122,893	\$74,560	\$92,784	\$114,750	\$145,000	\$202,000
Private Sector	1,001	\$120,677	\$68,000	\$85,000	\$109,500	\$147,500	\$208,000

Total Salary (full time positions)

	Count	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Base Salary	1,500	\$121,214	\$68,000	\$86,900	\$111,725	\$146,927	\$204,500
Salary incl. bonus		\$145,929	\$70,035	\$92,729	\$124,380	\$175,750	\$292,714

Salary Changes - Full Time Positions (not including bonus, not all survey years listed)

In 2025, the average salary increased by 0.5% and the median salary decreased by 0.2%.



Regression Analysis

A lasso regression model was used to establish a framework for predicting salaries for engineers and geoscientists working in different industries. This process was used to:

- Identify how closely factors are associated with salaries
- Identify Boolean components (such as receipt of professional designation) influencing salary
- Create a linear formula that effectively predicts salaries while minimizing model overfitting

The model explains about 63 percent (62.6%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

Factor	Coefficient
(Constant)	\$ 34543.470
Duties (A)	\$ 184.0502
Education (B)	\$ 201.0268
Experience (C)	\$ 402.0420
Recommendations (D)	\$ 76.05365
Supervision Received (E)	\$ 0.471502
Leadership Authority (F)	\$ 6.260231
Supervision Scope (G)	\$ 728.6160

Job Environment (I)*	\$ 704.7889
Absence from Base of Operations (J)	\$ 277.1878
Accident and Health Hazards (K)	\$ 660.1238
Professional Designation(s)	\$ 10664.6138

To calculate the approximate projected salary, input the points for each variable in the following formula:

Formula for expected salary (S_E) *without bonus*:

$$S_E = 34,543 + 184*A + 201*B + 402*C + 76*D + 0.47*E + 6*F + 729*G - 705*I + 277*J + 660*K$$

Add \$10,665 if you have acquired professional status within your field (P.Eng. and/or P.Geo.)

Additional Notes

- Use of professional seal was excluded from the model due to this factor being not applicable for some respondents.
- 10-fold cross validation was used to select a lambda value for the lasso model.
- Higher ratings for factors with an asterisk (*) are associated with lower wages.