

OCTOBER 2024

# 2024 CANADIAN LANDSCAPE ARCHITECT COMPENSATION & BENEFITS STUDY



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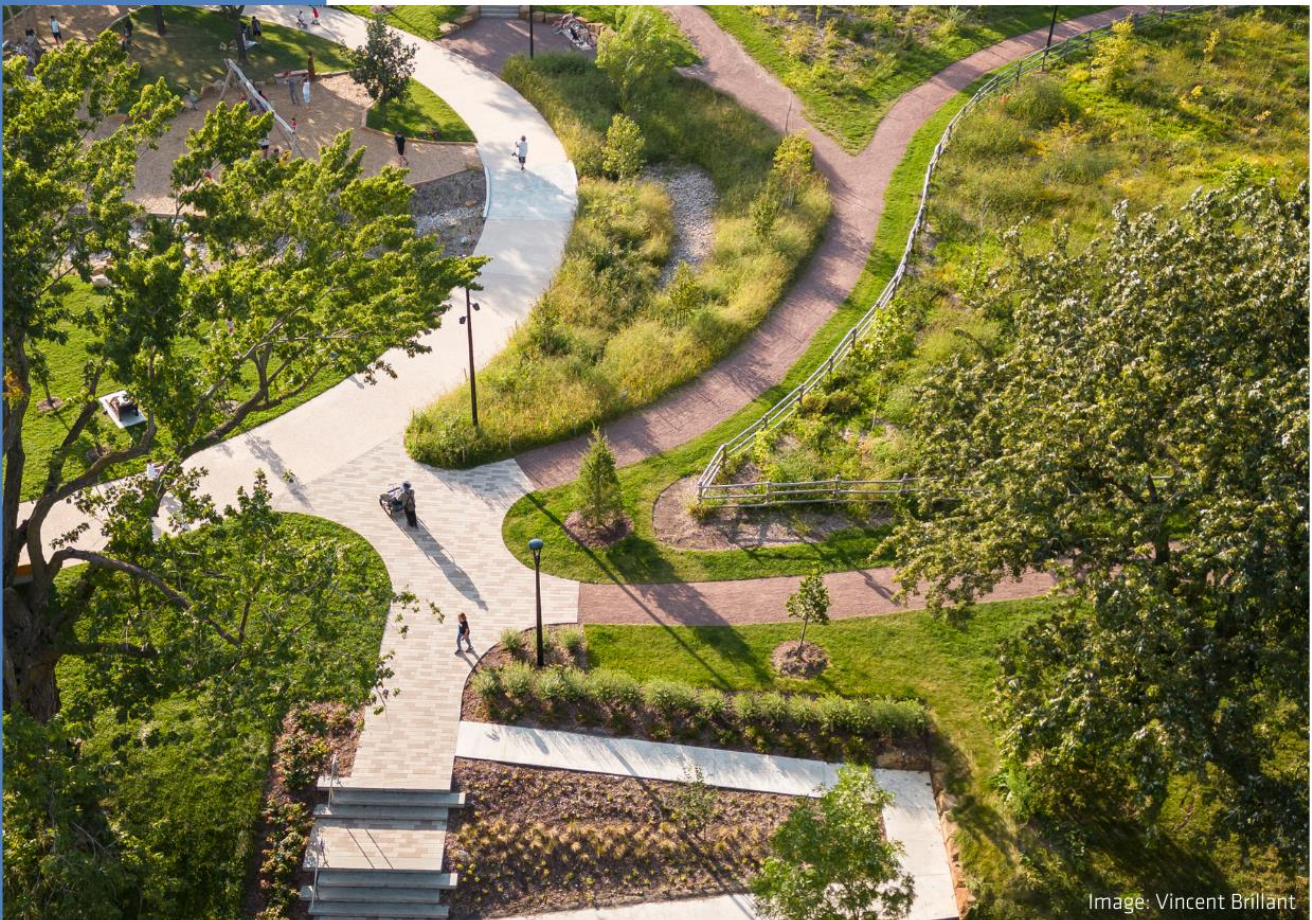


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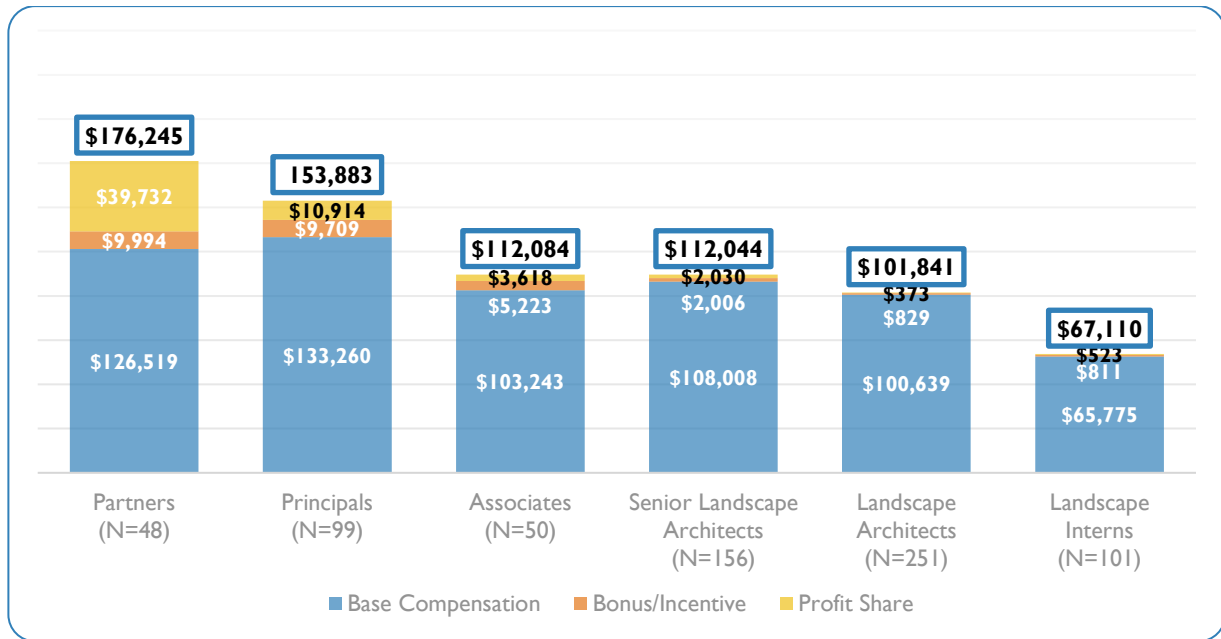
# EXECUTIVE SUMMARY

As a leader of the landscape architecture community, the Canadian Society of Landscape Architects (CSLA) seeks to provide information that can be used to improve the careers of its members across various areas. The 2024 Canadian Landscape Architect Compensation & Benefits Study offers comprehensive documentation of compensation and benefits currently provided to landscape architects across Canada. This report investigates all aspects of benefits and compensation and is helpful in determining the appropriate level of compensation and benefits for landscape architects. This robust compensation study is the third national-level study in Canada to focus on the landscape architect profession (the last study was published in 2019). The study was carried out by The Portage Group, a full-service management consulting firm that specializes in providing research and consulting services to associations.

## CASH COMPENSATION

Consistent with 2019, cash compensation in the landscape architect profession is highest among the two owner groups, Partners and Principals. Partners earn an average of just over \$176,200 per year (see **Exhibit I**), comprising approximately \$126,500 in base pay, \$10,000 in bonus or incentives and \$39,700 in profit share. At just under \$153,900, Principals earn, on average, 13% less.

**Exhibit I: Cash Compensation**



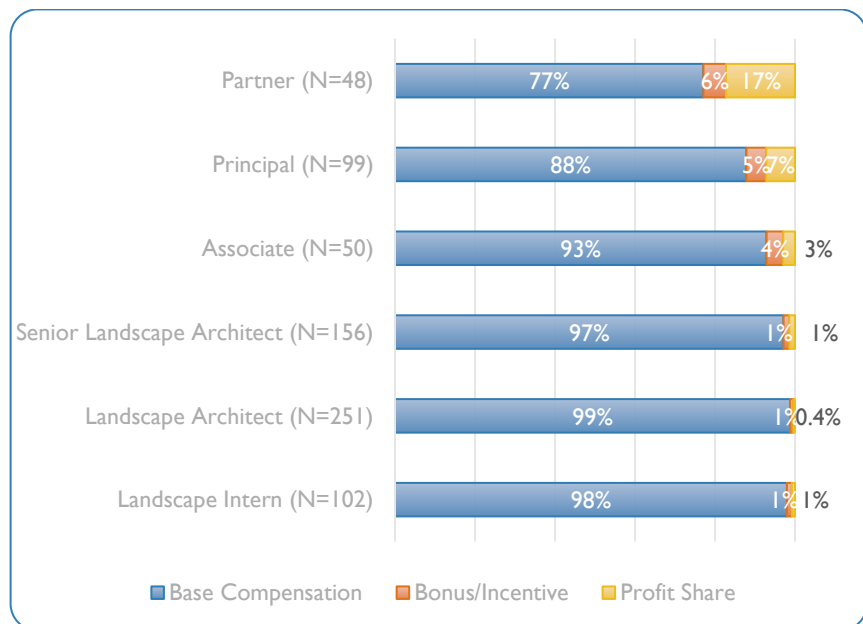
Note: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding.

Among the employee segments, compensation is highest for Associates at \$112,100 and Senior Landscape Architects at \$112,000, followed by Landscape Architects at just over \$101,800. The lowest average compensation is for Landscape Interns at just over \$67,100.

Given inflation rose 18.1% between studies<sup>1</sup>, it is not surprising that average compensation has increased at all levels compared to 2019. The most significant increases were for Associates (27%) and Landscape Architects (27%), while the smallest change was for Partners at 9%. While the increases may be pointing to a change in the market for compensation, it is important to consider some of the differences in the profile of participants from each study and how this may have impacted the results.

The three most senior positions receive a greater share of their compensation in the form of bonus or profit share than lower levels (see **Exhibit 2**). At the three lower levels, 97% to 99% of total compensation comes in the form of base compensation.

**Exhibit 2: Additional Cash Compensation Ratio**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.  
Percentages may not sum to 100% due to rounding.

<sup>1</sup> Source: Bank of Canada Consumer Price Index, May 2019 to May 2024: <https://www.bankofcanada.ca/rates/price-indexes/cpi/>

## BENEFITS

The benefits received vary considerably depending on the position (see **Exhibit 3**). A detailed summary of the specific benefits received can be found in the report. Highlights include:

- **Retirement Benefits:** Retirement benefits are most likely to be offered to Landscape Architects, with over four in five (83%) receiving them, followed closely by Senior Landscape Architects at 70%, Associates at 60% and Landscape Interns at 59%. Roughly one-third receive them at the other two levels.
- **Health Benefits:** At least four in five report that they receive at least some health benefits at all levels except Principals where only 60% report having them.
- **Automobile Benefits:** Automobile benefits are received by 41% to 47% of participants for three levels. The exceptions are Associates (20%), Senior Landscape Architects (30%) and Landscape Interns (34%).
- **Fringe Benefits:** The vast majority of all respondents reported receiving at least some fringe benefits. At 91%, Principals are the least likely to receive this type of benefit.

**Exhibit 3: Benefits Received**

	Partners	Principals	Associates	Senior Landscape Architects	Landscape Architects	Landscape Interns
Retirement Benefits	38%	35%	60%	70%	83%	59%
Health Benefits	80%	60%	82%	82%	87%	96%
Automobile Benefits	47%	43%	20%	30%	41%	34%
Fringe Benefits	98%	91%	96%	97%	98%	97%

# I. INTRODUCTION

As a leader of the landscape architecture community, the Canadian Society of Landscape Architects (CSLA) seeks to provide information that can be used to improve the careers of its members across various areas. The 2024 Canadian Landscape Architect Compensation & Benefits Study offers comprehensive documentation of compensation and benefits currently provided to landscape architects across Canada. This report investigates all aspects of benefits and compensation and is helpful in determining the appropriate level of compensation and benefits for landscape architects. This robust compensation study is the third national-level study in Canada to focus on the landscape architect profession (the last study was published in 2019). The study was carried out by The Portage Group, a full-service management consulting firm that specializes in providing research and consulting services to associations.

## APPROACH AND METHODOLOGY

Email invitations were sent to approximately 3,620 Canadian Society of Landscape Architects members in May 2024. By the June 7, 2024, survey cut-off date, responses had been received from 774 members for a 21% response rate. This is a solid response rate for this type of study.

Each survey allowed respondents to provide information on their own compensation, benefits and demographics. The survey covered full-time, permanent part-time, casual part-time and contract positions. If a position was not full-time, compensation data was adjusted to a full-time equivalent based on the number of hours worked. Following is a summary of the number of responses by job category (used for segmenting the results in this report):

	RESPONSES
Partner	50
Principal	100
Associate	52
Senior Landscape Architect	158
Landscape Architect	251
Landscape Intern	102
<i>Professor (not reported due to small sample)</i>	4
<i>Associate Professor (not reported due to small sample)</i>	2
<i>Retired or Not Working as Landscape Architect (not reported due to being not qualified)</i>	55

## DEFINITIONS

The following are several definitions of terminology used in this report.

- **Base Compensation:** This is the annual base amount of cash compensation an individual receives before any bonuses/incentives or profit share. To allow for comparisons, part-time and contract wages/fees have been converted to annualized equivalents based on 37.5 hours per week for 52.
- **Bonus/Incentive or Additional Compensation:** This is cash compensation beyond the regular paycheque. This compensation is typically received as a bonus or incentive and may or may not be part of a formal incentive plan.
- **Profit Share:** This is also cash compensation beyond the regular paycheque. The amount of compensation received is usually tied to how well the company performs overall. When profits are earned, employees and/or owners receive a share through a bonus or dividends.
- **Total Compensation:** This is base compensation plus bonus/incentive pay.
- **Hourly Rate:** This represents the hourly equivalent of base compensation. This rate can be used to calculate benchmark compensation for part-time positions. Where annual values were provided, hourly rates were calculated using the standard hours upon which the annual rate is based over a 52-week year. The hourly rate does not include any bonus or incentive pay.
- **Bonus Percent:** This is the bonus or incentive compensation amount expressed as a percentage of base compensation.
- **Profit Share Percent:** This is the amount of profit share compensation expressed as a percentage of base compensation.
- **Sample Size:** The number of cases on which the result is based is shown as “N=” throughout the report.

## STUDY LIMITATIONS

When interpreting the results of this study, it is important to keep in mind the following limitations:

- Compensation figures are as of May 2024.
- Results are based on survey responses and are only as accurate as the data provided by survey participants.
- This survey was conducted using the Canadian Society of Landscape Architects member list and is not a random sample. Because the survey was not random, the results may or may not accurately represent the total of the landscape architect sector in Canada. Accordingly, the findings in this report reflect the views of only those who participated.
- Results throughout the report, particularly for subgroups, should be interpreted with caution due to small sample sizes.

## 2. PARTNER PROFILE

This section discusses the compensation and benefits of the 50 Partners participating in the study. It begins by presenting the profile of employees at this level and continues to discuss compensation before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: PARTNER

The demographic profile of Partners presented in **Exhibit 2-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Partners. Demographics for the 2019 results are also shown for reference.

Key demographics include:

- Over four in ten (44%) participating Partners are from Ontario, while one-quarter (26%) are from British Columbia. There is also representation from Alberta (8%), Quebec (6%) and Manitoba (10%). This year's study has a higher representation from British Columbia and Manitoba than in 2019.
- Almost two-thirds (64%) of Partners reside in large or major cities. This is higher than 55% from 2019.
- Just under two-thirds (62%) of Partners are male, which is lower than 2019.

**Exhibit 2-1: Demographics - Partners**

	2024	2019
<b>Province of Residence</b>	<b>N=50</b>	<b>N=54</b>
Alberta	8%	9%
British Columbia	26%	17%
Manitoba	10%	6%
New Brunswick	0%	4%
Newfoundland & Labrador	0%	2%
Northwest Territories	0%	2%
Nova Scotia	4%	2%
Ontario	44%	48%
Quebec	6%	9%
Saskatchewan	2%	2%
<b>Size of Community - Residence</b>	<b>N=50</b>	<b>N=54</b>
Rural	6%	6%
Small town (pop < 10K)	6%	4%
Small city (pop. 10K to 100K)	8%	13%
Medium city (pop. 100K to 500K)	16%	22%
Large city (pop. 500K to 1.5M)	22%	20%
Major city (pop. > 1.5M)	42%	35%
<b>Gender</b>	<b>N=50</b>	<b>N=51</b>
Male	62%	69%
Female	38%	31%
<b>Age</b>	<b>N=48</b>	<b>N=51</b>
26 to 35	6%	6%
36 to 45	27%	24%
46 to 55	29%	20%
56 to 65	27%	43%
66 or Older	10%	8%
Mean	52.0	53.0
Median	51	57

Note: Percentages may not sum to 100% due to rounding.

- The average age of Partners is 52, with 56% in the 46 to 65 age group.

Exhibit 2-2: Organization Profile - Partners

	2024	2019
<b>Type of Organization</b>	<b>N=50</b>	<b>N=54</b>
Sole practitioner	6%	6%
Partnership/corporation	94%	94%
Local government	0%	0%
University or college	0%	0%
<b>Number of Employees - Total</b>	<b>N=49</b>	<b>N=54</b>
One	6%	7%
Two	4%	9%
Three	4%	4%
Four	4%	4%
Five	6%	2%
6 to 10	14%	22%
11 to 25	24%	19%
26 to 50	12%	15%
51 to 75	2%	7%
76 to 100	4%	0%
101 to 500	8%	4%
501 to 1000	8%	4%
Over 1000	2%	4%
Mean	115.5	166.0
Median	16	11
<b>Number of Employees - Landscape Architecture</b>	<b>N=49</b>	<b>N=52</b>
One	6%	14%
Two	8%	12%
Three	4%	6%
Four	6%	6%
Five	10%	4%
6 to 10	20%	23%
11 to 25	27%	29%
26 to 50	18%	6%
51 to 75	0%	0%
76 to 100	0%	0%
101 to 500	0%	2%
Mean	13.6	12.7
Median	9	8

Note: Percentages may not sum to 100% due to rounding.

Consistent with 2019, most (94%) of Partners indicated they work in partnerships/corporations (see Exhibit 2-2).

While the average number of staff is high at 115.5, the median of 16 represents a better picture of the typical Partner organization. The high average is due to a handful of large companies in the respondent population. The average size of the landscape architect team where Partners work is 13.6.

## EXPERIENCE PROFILE: PARTNER

Almost all (98%) Partners in the study population indicated that they have a university-level degree in landscape architecture (see **Exhibit 2-3**). Nearly half (48%) hold an undergraduate degree, while half (50%) have a Master's degree in the field. Outside of the landscape field, 68% have completed additional post-secondary education.

Nine in ten (90%) Partners identified themselves as being registered, 60% having obtained their registration more than 15 years ago.

Over half (58%) indicated that they had completed their LARE exams, which is up from 47% in 2019.

**Exhibit 2-3: Qualification Profile - Partners**

	2024	2019
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=50</b>	<b>N=53</b>
Undergraduate degree	48%	62%
Master's degree	50%	34%
PhD	0%	2%
None	2%	2%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=48</b>	<b>N=53</b>
High school graduate or less	25%	32%
Some college, technical school or university	6%	2%
College graduate	8%	15%
University undergraduate degree	50%	38%
Master's degree (e.g. MBA)	10%	13%
Doctorate/PhD	0%	0%
<b>Membership Category</b>	<b>N=50</b>	<b>N=54</b>
Registered Landscape Architect	90%	91%
Landscape Architect	8%	7%
Intern	2%	0%
Retired	0%	2%
<b>Registration Year</b>	<b>N=44</b>	<b>N=48</b>
Last 5 Years	5%	4%
6 to 10 Years	18%	10%
11 to 15 Years	18%	23%
16 to 20 Years	20%	13%
21 to 25 Years	11%	6%
26 to 30 Years	5%	6%
More Than 30 Years	23%	38%
<i>Mean (years)</i>	<i>19.5</i>	<i>22.4</i>
<i>Median (years)</i>	<i>19</i>	<i>21</i>
<b>Completed the LARE</b>	<b>N=50</b>	<b>N=53</b>
Yes	58%	47%

Note: Percentages may not sum to 100% due to rounding.



On average, Partners have spent 25.1 years in the landscape architect profession, with 63% having spent more than 20 years (see **Exhibit 2-4**). In this time, they have spent an average of 15.6 years at their current seniority level and 10.6 years in their current position.

**Exhibit 2-4: Years of Experience - Partners**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=49	N=49	N=48	N=49
1 Year or Less	2%	2%	2%	0%
1.1 Years to 3 Years	14%	2%	8%	0%
3.1 Years to 5 Years	20%	14%	13%	2%
5.1 Years to 10 Years	27%	14%	23%	10%
10.1 Years to 15 Years	10%	18%	8%	12%
15.1 Years to 20 Years	14%	14%	19%	12%
More Than 20 Years	12%	35%	27%	63%
Mean	10.6	16.0	15.6	25.1
Median	7	14	12	26

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: PARTNER

On average, Partners receive just over 4 weeks of vacation (20.9 days) and 7.2 personal days. These averages are slightly higher than in 2019.

As seen in **Exhibit 2-5**, vacation ranges primarily from 3 weeks to 6 weeks, with 96% falling in this range. When it comes to personal days, the most common allocations are 6 to 9 days (29%) and 10 to 15 days (31%).

**Exhibit 2-5: Paid Time Off - Partners**

	2024	2019
Number of Paid Vacation Days	N=41	N=41
Less than 1 week	2%	2%
1 week	0%	2%
2 weeks	2%	10%
3 weeks	15%	27%
4 weeks	49%	34%
5 weeks	17%	15%
6 weeks	15%	7%
More than 6 weeks	0%	2%
Mean	20.9	18.7
Median	20	20
Number of Paid Personal Days	N=35	N=30
None	9%	13%
Less than 5 days	6%	17%
5 days	23%	33%
6 to 9 days	29%	3%
10 to 15 days	31%	30%
More than 15 days	3%	3%
Mean	7.2	6.1
Median	7	5

Note: Percentages may not sum to 100% due to rounding.

Exhibit 2-6: Compensation Structure - Partners

	2024	2019
<b>Employment Status</b>	<b>N=50</b>	<b>N=54</b>
Owner	100%	100%
Full-time employee	0%	0%
Permanent part-time employee	0%	0%
Casual part-time employee	0%	0%
Contract employee	0%	0%
<b>Pay Structure</b>	<b>N=50</b>	<b>N=54</b>
Salary	84%	82%
Hourly	6%	4%
Owner/Contract (draw, profits, contract amount, etc.)	10%	15%
<b>Variable Cash Compensation</b>	<b>N=50</b>	<b>N=54</b>
Have a performance bonus/incentive plan	52%	44%
Participate in profit-sharing	68%	57%
<b>Overtime Policy</b>	<b>N=50</b>	<b>N=54</b>
No reward for overtime	52%	69%
Time off in lieu	38%	26%
Paid at regular hourly rate	8%	4%
Paid an enhanced hourly rate	2%	2%
<b>Standard Hours Per Week</b>	<b>N=47</b>	<b>N=49</b>
15 Hours or Less	0%	4%
16 to 30 Hours	2%	4%
31 to 35 Hours	6%	8%
35 to 40 Hours	89%	74%
40 to 45 Hours	2%	4%
45 to 50 Hours	0%	4%
More Than 50 Hours	0%	2%
<i>Mean</i>	38.4	37.5
<i>Median</i>	37.5	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=47</b>	<b>N=47</b>
15 Hours or Less	0%	4%
16 to 30 Hours	4%	4%
31 to 35 Hours	2%	4%
35 to 40 Hours	21%	21%
40 to 45 Hours	38%	30%
45 to 50 Hours	23%	21%
More Than 50 Hours	11%	15%
<i>Mean</i>	44.9	43.9
<i>Median</i>	45.0	45

Note: Percentages may not sum to 100% due to rounding.

A general profile of the Partner position is presented in **Exhibit 2-6** to provide context to the compensation data. All (100%) identified themselves as owners. For the 84% who indicated they receive a salary, this can sometimes be equated to a draw. As expected, a large portion of Partners participate in performance bonus/incentive plans (52%) and/or profit-sharing (68%). These are both up compared to 2019.

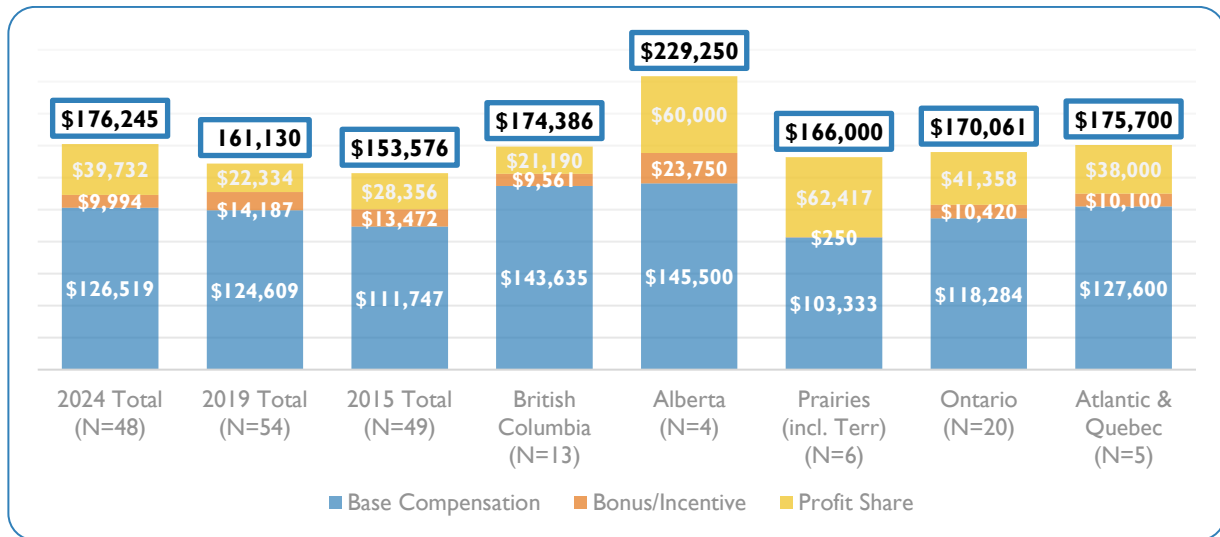
Most Partners do not get paid for overtime, with half (52%) indicating there is no recognition of overtime and a further 38% getting time off in lieu.

While the average standard workweek is 38.4 hours, Partners work an average of 44.9 hours per week, with one-third (34%) reporting they work more than 45 hours.

## CASH COMPENSATION: PARTNER

Compensation for participating Partners averages just over \$176,200 per year (see **Exhibit 2-7**). This comprises approximately \$126,500 in base pay, \$10,000 in bonus or incentives and \$39,700 in profit share. As Partners are generally owners of the business, the base pay may be in the form of a regular draw. Average Partner compensation in 2024 is 9.4% higher than in 2019. The exhibit also shows the regional breakdowns. In keeping with the result from 2019, Partners in Alberta are at the top of the pay scale at \$229,250, 30% more than any other region. Compensation is lowest in the Prairies at \$166,000

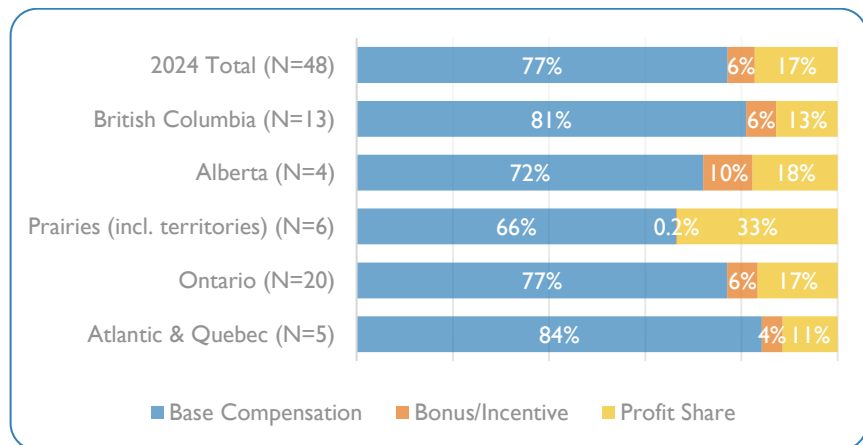
**Exhibit 2-7: Cash Compensation by Region - Partners**



Notes: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding. Interpret regions with caution due to small sample sizes.

As noted earlier, 52% of Partners have a bonus component to their compensation while over two-thirds (68%) have profit-share. As seen in **Exhibit 2-8**, the average compensation is comprised of 77% base compensation (or draw), 6% bonus, and 17% profit share. These are sector-wide percentages that include zeros for those not receiving these components.

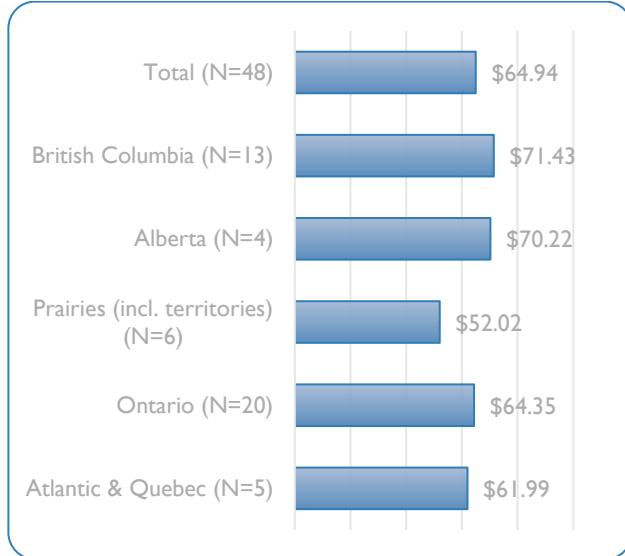
**Exhibit 2-8: Additional Cash Compensation Ratio - Partners**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Regionally, Partners in Atlantic & Quebec report the highest percentage of base pay at 84%, while those in the Prairies have a higher-than-average profit share (33%).

**Exhibit 2-9: Base Compensation as an Hourly Wage - Partners**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 2-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent of base compensation only. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 52-week year. The hourly rate does not include bonus or incentive pay, or profit share. It should also be noted that hourly rates represent “compensation” rates, not billing rates.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to those for the base salaries presented earlier. The top-paying region is British

Columbia (\$71.43/hr), followed by Alberta (\$70.22/hr).

**Exhibit 2-10** presents the quartile ranges for Partners for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

**Exhibit 2-10: Compensation Quartiles - Partners**

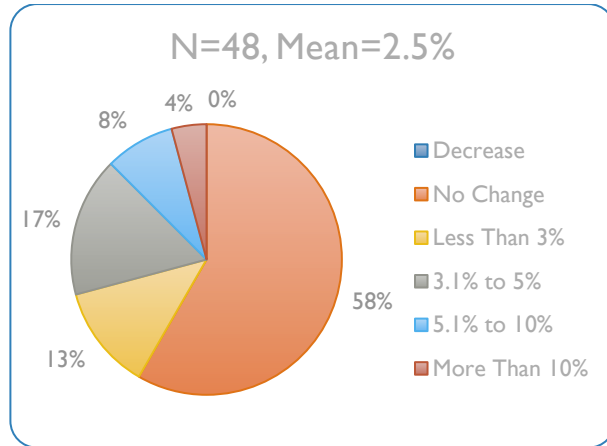
	Annual	Hourly
1 <sup>st</sup> quartile	< \$117,500	< \$48.08
2 <sup>nd</sup> quartile	\$117,500 to \$165,000	\$48.08 to \$61.54
3 <sup>rd</sup> quartile	\$165,000 to \$200,000	\$61.54 to \$75.25
4 <sup>th</sup> quartile	\$200,000 +	\$75.25 +

Notes: Part-time and contract wages have been converted to annualized equivalents based on 37.5 hours per week for 52 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 52-week work year.

Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: PARTNER

**Exhibit 2-11: Changes in Compensation – Past 12 Months - Partners**



Note: Percentages may not sum to 100% due to rounding.

Almost six in ten (58%) Partners indicated that there has been no change in their compensation in the past twelve months. The average change in compensation experienced by participating Partners was 2.5% (see [Exhibit 2-11](#)).

## COMPENSATION BENCHMARKS: PARTNER

**Exhibit 2-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Female Partners earn, on average, 12% more than their male counterparts. This is a reversal from 2019, where male Partners made 13% more than female Partners. Note: interpret with caution due to small sample sizes.
- **Age:** This year's study does not show a direct relationship between age and compensation for Partners.
- **Education:** Those with a graduate degree in landscape architecture earn 4% more than those with an undergraduate degree in the field.
- **Years since Designation:** The results show a general correlation between years since designation and compensation.
- **Size of Community:** At the Partner level, the highest average compensation is among those in major cities. However, it should be noted that average compensation is higher in medium cities than in large cities.

Exhibit 2-12: Compensation Benchmarks for Partners

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2024 total	\$64.94	\$126,519	\$9,994	\$39,732	\$176,245	10.3%	29.0%	48
2019 total	\$63.37	\$124,609	\$14,187	\$22,334	\$161,130	7.9%	9.6%	54
2015 total	\$58.11	\$111,747	\$13,472	\$28,356	\$153,576	17.7%	29.3%	49
<b>Employment Status</b>								
Owner	\$64.94	\$126,519	\$9,994	\$39,732	\$176,245	10.3%	29.0%	48
Full-time Employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Employment Status</b>								
Owner	\$64.94	\$126,519	\$9,994	\$39,732	\$176,245	10.3%	29.0%	48
Employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Gender</b>								
Male	\$58.92	\$116,147	\$10,988	\$41,632	\$168,768	8.6%	32.0%	30
Female	\$74.77	\$143,806	\$8,336	\$36,565	\$188,707	12.9%	24.4%	18
<b>Age</b>								
Under 40	\$52.47	\$115,000	\$6,300	\$50,300	\$171,600	8.3%	42.0%	5
40 to 49	\$65.01	\$128,793	\$9,965	\$56,489	\$195,247	7.7%	41.4%	16
50 to 59	\$64.30	\$128,864	\$8,558	\$28,293	\$165,715	5.6%	21.5%	13
60 to 64	\$77.82	\$124,000	\$2,000	\$22,000	\$148,000	19.3%	16.4%	5
65 or Older	\$66.86	\$134,571	\$17,500	\$38,000	\$190,071	14.8%	24.6%	7
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$66.59	\$124,349	\$14,643	\$33,507	\$172,499	15.6%	22.5%	22
Graduate Degree	\$62.27	\$126,290	\$5,902	\$46,559	\$178,751	5.4%	36.3%	25
None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Highest Level of Education - General</b>								
No post-secondary	\$65.15	\$123,048	\$15,903	\$24,868	\$163,820	19.8%	16.6%	14
College	\$55.53	\$112,500	\$2,500	\$31,000	\$146,000	1.4%	33.9%	4
Undergraduate	\$65.99	\$129,739	\$8,087	\$58,874	\$196,700	6.8%	42.3%	23
Graduate	\$62.18	\$121,250	\$10,859	\$16,175	\$148,284	8.4%	15.2%	5
<b>Member Category</b>								
Registered Landscape Architect	\$65.03	\$127,959	\$10,254	\$41,632	\$179,846	10.6%	29.5%	44
Landscape Architect	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Intern	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Years Since Designation</b>								
Ten or less	\$53.07	\$110,625	\$4,175	\$47,220	\$162,020	4.2%	28.2%	10
11 to 20	\$67.44	\$134,055	\$15,261	\$46,213	\$195,530	11.3%	37.5%	17
21 to 30	\$63.32	\$128,286	\$6,786	\$33,571	\$168,643	4.9%	25.1%	7
More than 30	\$76.75	\$140,778	\$11,389	\$36,778	\$188,944	20.8%	22.1%	9
<b>Completed LARE Exams</b>								
Yes	\$65.62	\$132,032	\$9,593	\$39,539	\$181,164	7.8%	28.7%	29
No	\$64.01	\$118,105	\$10,605	\$40,026	\$168,737	13.7%	29.4%	19
<b>Region - Work</b>								
British Columbia	\$71.43	\$143,635	\$9,561	\$21,190	\$174,386	8.5%	20.8%	13
Alberta	\$70.22	\$145,500	\$23,750	\$60,000	\$229,250	14.5%	34.7%	4
Prairies (incl. territories)	\$52.02	\$103,333	\$250	\$62,417	\$166,000	0.2%	61.5%	6
Ontario	\$64.35	\$118,284	\$10,420	\$41,358	\$170,061	13.9%	23.9%	20
Atlantic & Quebec	\$61.99	\$127,600	\$10,100	\$38,000	\$175,700	7.5%	26.8%	5

Exhibit 2-12: Compensation Benchmarks for Partners (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Community Size – Work</b>								
Small City or Smaller	\$59.40	\$119,887	\$9,033	\$28,632	\$157,552	7.7%	20.4%	9
Medium City	\$57.42	\$116,088	\$29,629	\$35,029	\$180,747	24.2%	32.8%	5
Large City	\$57.60	\$110,000	\$6,792	\$38,692	\$155,483	6.2%	37.3%	12
Major City	\$72.90	\$140,614	\$7,670	\$45,909	\$194,193	10.5%	27.1%	22
<b>Organization Type</b>								
Sole practitioner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Partnership/corporation	\$62.02	\$120,359	\$9,227	\$37,603	\$167,189	10.0%	28.4%	45
Government	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Total Employees</b>								
1 to 5	\$64.06	\$127,874	\$7,625	\$35,984	\$171,483	7.8%	30.3%	12
6 to 25	\$54.20	\$108,431	\$11,087	\$40,902	\$160,420	8.9%	29.9%	19
26 to 500	\$78.33	\$145,636	\$5,750	\$34,191	\$185,577	13.1%	22.4%	11
More than 500	\$77.44	\$157,250	\$18,859	\$55,415	\$231,524	11.5%	34.1%	5
<b>Landscape Employees</b>								
One	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
2 to 5	\$57.44	\$109,364	\$7,577	\$16,485	\$133,426	7.2%	16.2%	13
6 to 10	\$51.45	\$106,550	\$7,800	\$39,400	\$153,750	6.6%	33.8%	10
More Than 10	\$72.25	\$138,997	\$11,843	\$48,515	\$199,355	13.1%	29.8%	21
<b>Years of Experience in Position</b>								
3 Years or Less	\$47.13	\$94,031	\$4,563	\$68,063	\$166,656	6.1%	61.8%	8
4 to 10 Years	\$69.72	\$140,934	\$8,511	\$46,374	\$195,819	6.7%	31.4%	23
More Than 10 Years	\$68.24	\$124,949	\$15,465	\$18,001	\$158,416	17.3%	13.4%	16
<b>Years of Experience in Organization</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
4 to 10 Years	\$72.47	\$147,857	\$6,857	\$37,464	\$192,179	4.5%	25.1%	14
More Than 10 Years	\$64.06	\$121,707	\$11,893	\$40,149	\$173,750	12.9%	27.8%	31
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$45.81	\$91,450	\$3,000	\$79,600	\$174,050	5.0%	68.1%	5
4 to 10 Years	\$66.16	\$133,146	\$7,824	\$42,771	\$183,741	6.6%	31.7%	17
More Than 10 Years	\$68.76	\$130,873	\$12,600	\$31,923	\$175,395	13.6%	22.6%	24
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
4 to 10 Years	\$55.99	\$118,708	\$5,250	\$44,917	\$168,875	6.3%	37.8%	6
More Than 10 Years	\$66.81	\$128,797	\$10,932	\$39,747	\$179,476	11.0%	28.2%	41

- **Number of Employees:** Compensation increases with the number of employees (both overall and landscape-specific).
- **Experience:** Compensation is highest among those with 4 to 10 years of experience in all areas except landscape architecture, where compensation is highest for those with more than 10 years of experience.

## BENEFITS: PARTNER

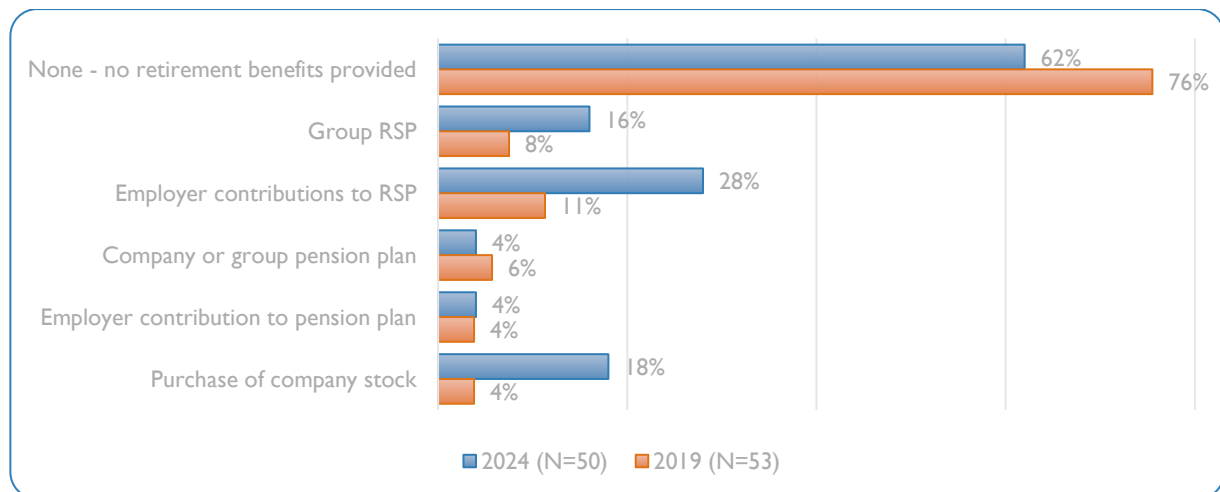
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RSP contributions, automobile and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Partners. The value of benefits was not measured in the 2024 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Just under four in ten (38%) of Partners indicated they receive retirement benefits of some kind (see [Exhibit 2-13](#)). This is a shift from 2019, when only 24% reported receiving retirement benefits. Employer contributions to an RSP are most common at 28%, followed by the purchase of company stock (18%) and group RSPs (16%).

**Exhibit 2-13: Retirement Benefits Received - Partners**



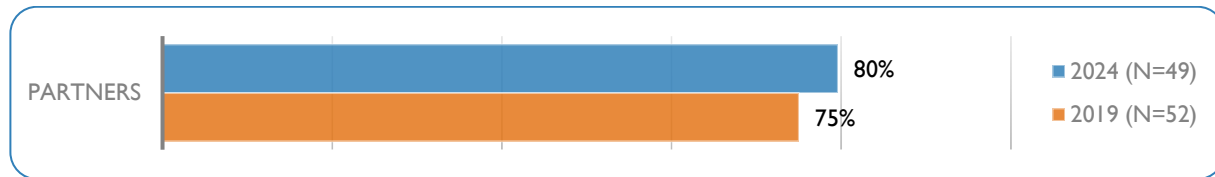
Note: Percentages sum to more than 100% due to multiple responses.



## HEALTH BENEFITS

Four in five (80%) Partners report receiving some form of health benefits (see [Exhibit 2-14](#)).

**Exhibit 2-14: Health Benefits Received - Partners**



The health benefits provided to Partners are detailed in [Exhibit 2-15](#). Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

With the exception of the EAP, 50% or more of Partners reported receiving each of the benefits tested. The most likely to be completely company-funded are extended health care/major medical insurance, prescription drug insurance, and dental insurance. Interestingly, prescription drug insurance is also among the most likely to be co-funded, along with dental insurance, alternative therapy insurance and vision insurance.

**Exhibit 2-15: Health Benefits - Partners**

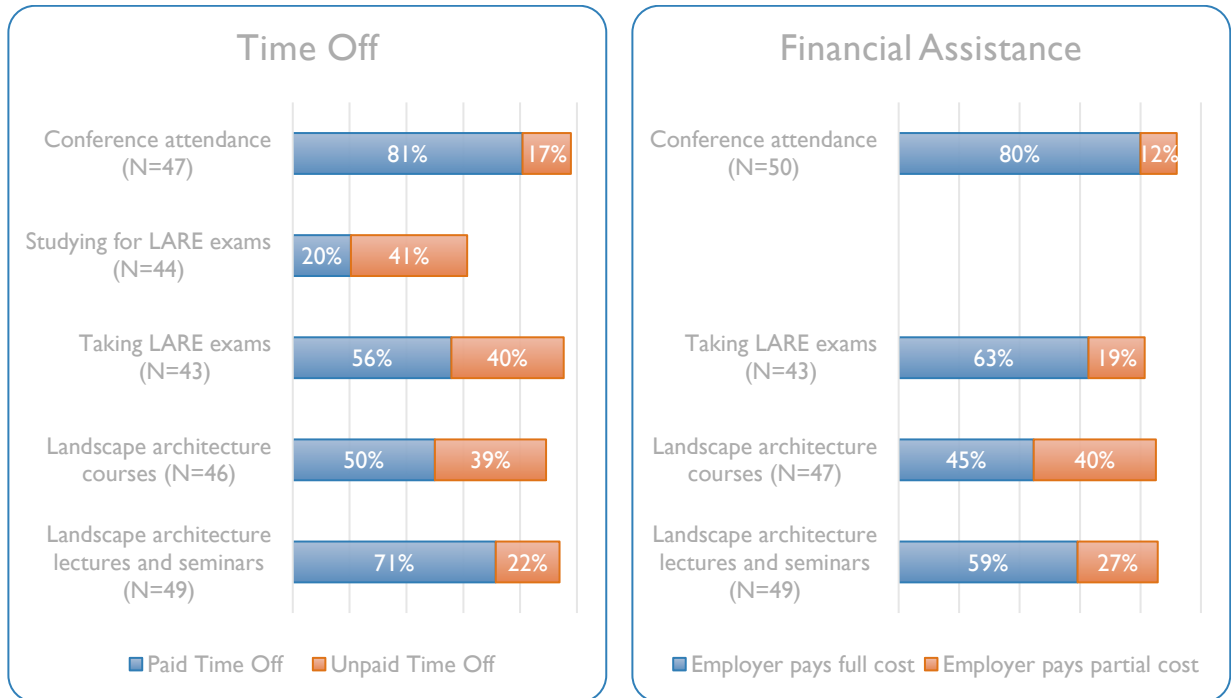
	Partners			N
	Employer paid	Shared payment	Employee paid	
Life insurance	35%	27%	8%	49
Survivor insurance	29%	21%	7%	42
Travel insurance	27%	27%	4%	49
Extended health care/major medical insurance	42%	31%	2%	48
Critical illness insurance	24%	33%	4%	45
Prescription drug insurance	39%	39%	2%	49
Dental insurance	39%	39%	2%	49
Vision insurance	29%	37%	2%	49
Short-term disability insurance	33%	27%	6%	48
Long-term disability insurance	22%	35%	11%	46
Alternative therapy insurance	31%	41%	4%	49
Employee Assistance Program (E.A.P.)	17%	27%	5%	41

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 2-16** illustrates the time off and financial support received by Partners for education. Company support is strongest for conference attendance, where 81% get paid time off, and 80% report that the company pays the cost. Time off is the second most common for Landscape and architecture lectures and seminars at 71%. With the exception of studying for LARE exams, which is lowest, support is similar across other areas.

**Exhibit 2-16: Education Time Off and Financial Assistance - Partners**

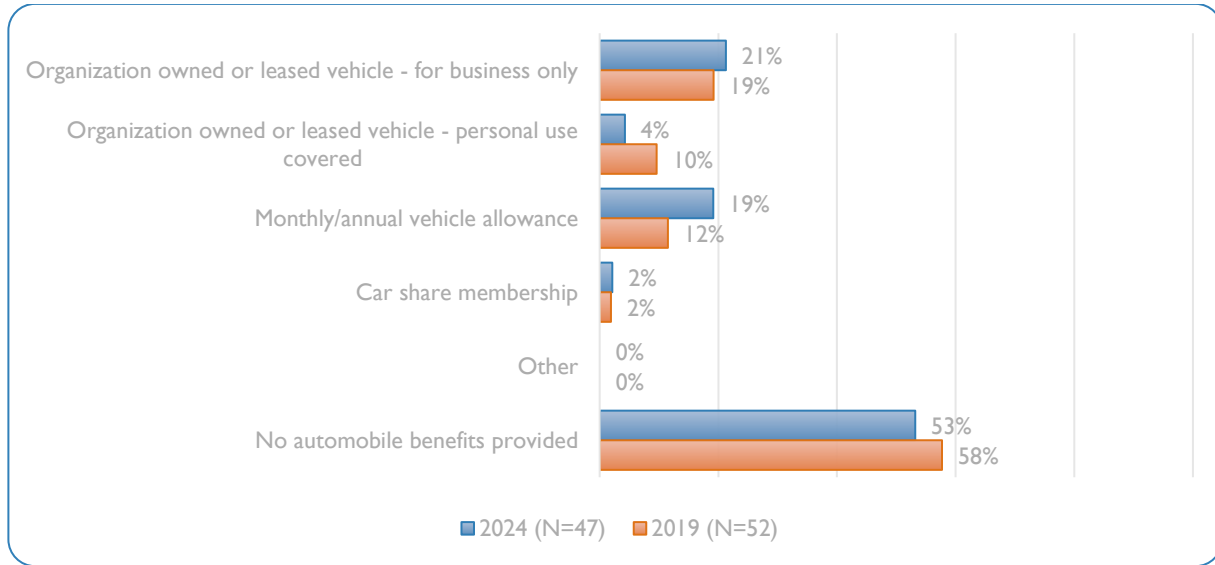


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Just under half (47%) of Partners receive an automobile benefit (see **Exhibit 2-17**). The most common benefits are an organization-owned/leased vehicle for business use (21%) and a monthly/annual allowance (19%).

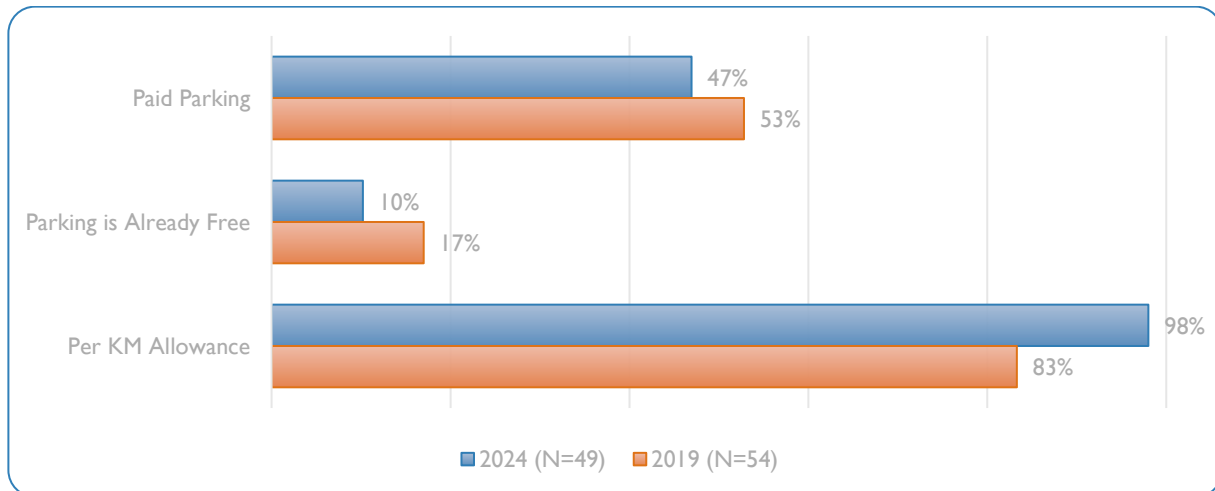
**Exhibit 2-17: Automobile Benefits Received - Partners**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 2-18**, over half (57%) of Partners have free parking at the workplace. This includes 47% whose parking is paid and another 10% whose parking is already free. The vast majority (98%) receive a per-kilometre reimbursement, which is an increase compared to 2019.

**Exhibit 2-18: Other Automobile Related Benefits - Partners**

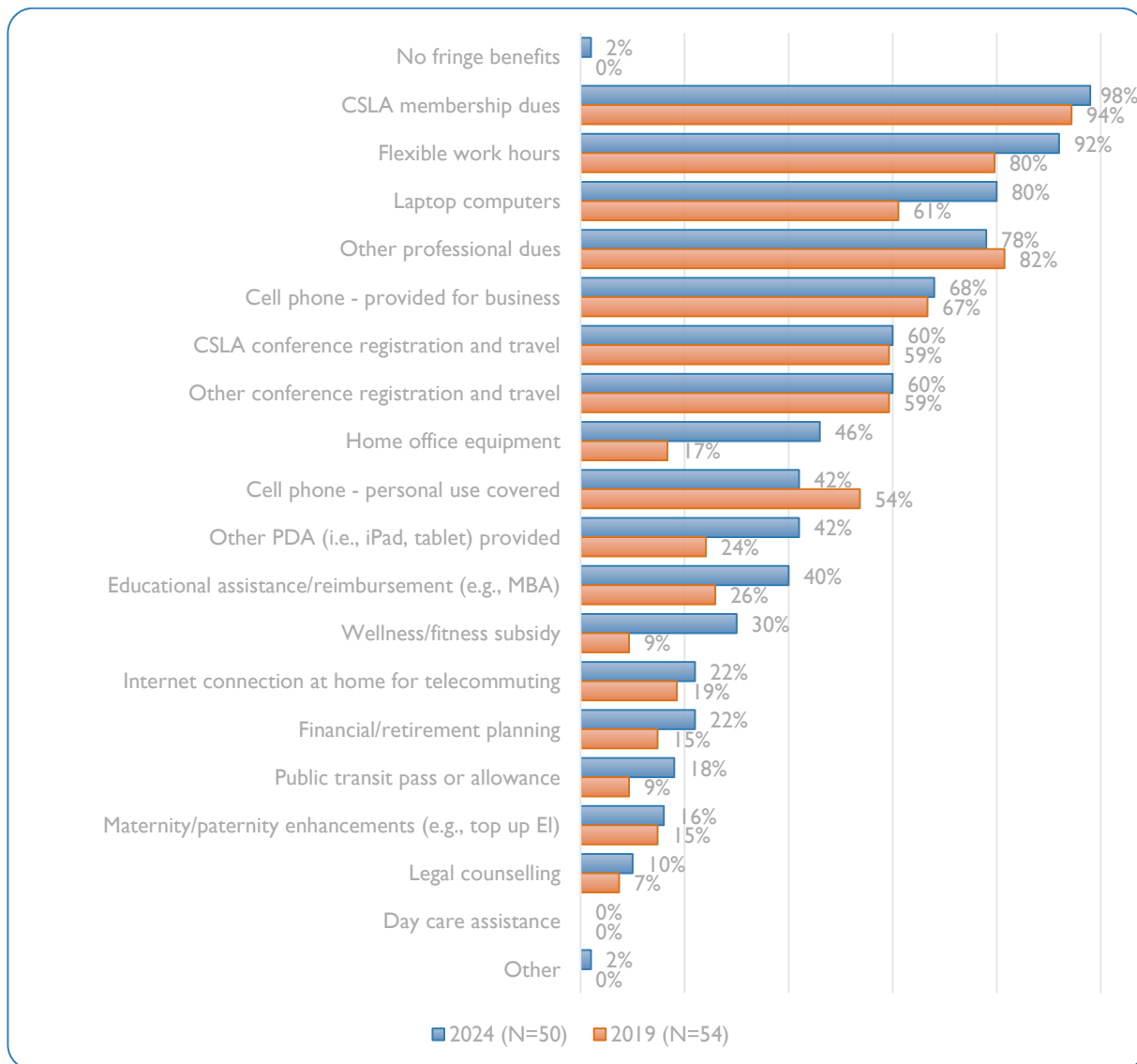


## FRINGE BENEFITS

Almost all (98%) Partners report receiving some form of fringe benefits (see [Exhibit 2-19](#)). CSLA membership dues is the top benefit and are almost universal at 98%. Other top-tier benefits received by more than three-quarters of all Partners include flexible work hours (92%), laptop computers (80%), and other professional dues (78%). Notably, laptop computers and flexible work hours have seen a significant increase since 2019, likely due to the impact of COVID-19 on work-from-home arrangements.

Tier two benefits are less common but are still received by more than half of Partners. These include cell phone - provided for business (68%), CSLA conference registration and travel (60%) and other conference registration and travel (60%).

**Exhibit 2-19: Fringe Benefits Received - Partners**



Note: Percentages sum to more than 100% due to multiple responses.

### 3. PRINCIPAL PROFILE

This section discusses the compensation and benefits for the 100 Principals who participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation before concluding with a look at the benefits received.

#### DEMOGRAPHIC PROFILE: PRINCIPAL

The demographic profile of Principals presented in **Exhibit 3-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Principals. Demographics for the 2019 results are also shown for reference.

Key demographics include:

- Slightly under half (46%) of participating Principals are from Ontario. This is down from the 2019 study. A further fifth (20%) are from British Columbia. There is also a sizable representation from Alberta at 14%.
- Six in ten (59%) Principals reside in large or major cities.
- Two-thirds (65%) of Principals are male. This is down slightly from 2019.
- The average age of Principals is 54.5, with over six in ten (62%) between the ages of 46 and 65. The average age is on par with 2019.

**Exhibit 3-1: Demographics - Principals**

	2024	2019
<b>Province of Residence</b>	<b>N=100</b>	<b>N=131</b>
Alberta	14%	9%
British Columbia	20%	19%
Manitoba	6%	3%
New Brunswick	3%	1%
Newfoundland & Labrador	1%	0%
Nova Scotia	2%	3%
Prince Edward Island	1%	1%
Ontario	46%	54%
Quebec	7%	10%
<b>Size of Community - Residence</b>	<b>N=100</b>	<b>N=131</b>
Rural	4%	2%
Small town (pop. < 10K)	7%	7%
Small city (pop. 10K to 100K)	14%	14%
Medium city (pop. 100K to 500K)	16%	21%
Large city (pop. 500K to 1.5M)	32%	20%
Major city (pop. > 1.5M)	27%	37%
<b>Gender</b>	<b>N=99</b>	<b>N=131</b>
Male	65%	71%
Female	34%	29%
<b>Age</b>	<b>N=96</b>	<b>N=126</b>
26 to 35	1%	6%
36 to 45	20%	15%
46 to 55	32%	31%
56 to 65	30%	36%
66 or Older	17%	13%
<i>Mean</i>	<i>54.5</i>	<i>54.0</i>
<i>Median</i>	<i>54</i>	<i>55</i>

Note: Percentages may not sum to 100% due to rounding.

Exhibit 3-2: Organization Profile - Principals

	2024	2019
<b>Type of Organization</b>	<b>N=100</b>	<b>N=131</b>
Sole practitioner	28%	41%
Partnership/corporation	70%	57%
Local government	0%	2%
Provincial government	1%	1%
Other	1%	0%
<b>Number of Employees - Total</b>	<b>N=97</b>	<b>N=130</b>
One	23%	32%
Two	10%	6%
Three	3%	6%
Four	1%	3%
Five	6%	5%
6 to 10	13%	18%
11 to 25	10%	14%
26 to 50	12%	7%
51 to 75	4%	0%
76 to 100	3%	1%
101 to 500	3%	4%
501 to 1000	0%	2%
Over 1000	10%	4%
Mean	3,143.9	289.1
Median	8	5
<b>Number of Employees - Landscape Architecture</b>	<b>N=96</b>	<b>N=129</b>
One	30%	38%
Two	9%	9%
Three	3%	9%
Four	3%	7%
Five	10%	6%
6 to 10	10%	12%
11 to 25	15%	14%
26 to 50	9%	3%
51 to 75	1%	1%
76 to 100	0%	1%
101 to 500	6%	1%
Over 500	2%	0%
Mean	39.5	8.9
Median	5	3

Note: Percentages may not sum to 100% due to rounding.

The majority of Principals are in partnerships/corporations (70%), which is up from 2019, with sole practitioner as the next most common at 28% (see **Exhibit 3-2**). While the average number of staff is quite high at 3,143.9, the median of 8 represents a better picture of the typical Principal organization. The high average is due to a handful of large companies in the respondent population. The median size of the landscape architect team is 5.

EXPERIENCE PROFILE: PRINCIPAL

Most Principals in the study population (96%) indicated that they have a university-level degree in the field of landscape architecture. Six in ten (59%) hold an undergraduate degree, while over a third (37%) have a Master’s degree in the field. Outside of the landscape field, 64% have completed additional post-secondary education.

Over eight in ten (85%) Principals identified themselves as being registered, a quarter (27%) of whom obtained their registration more than 30 years ago. Half (49%) indicated that they had completed their LARE exams. These results are summarized in

**Exhibit 3-3.**

**Exhibit 3-3: Qualification Profile - Principals**

	2024	2019
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=98</b>	<b>N=128</b>
Undergraduate degree	59%	67%
Master's degree	37%	27%
PhD	1%	0%
None	3%	6%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=97</b>	<b>N=127</b>
High school graduate or less	16%	26%
Some college, technical school or university	19%	15%
College graduate	11%	11%
University undergraduate degree	39%	35%
Master's degree (e.g., MBA)	14%	13%
Doctorate/PhD	0%	0%
<b>Membership Category</b>	<b>N=100</b>	<b>N=131</b>
Registered Landscape Architect	85%	90%
Landscape Architect	14%	7%
Intern	1%	2%
Retired	0%	1%
<b>Registration Year</b>	<b>N=84</b>	<b>N=115</b>
Last 5 Years	5%	7%
6 to 10 Years	6%	13%
11 to 15 Years	20%	9%
16 to 20 Years	18%	17%
21 to 25 Years	15%	4%
26 to 30 Years	8%	14%
More Than 30 Years	27%	37%
Mean (years)	22.0	23.0
Median (years)	21	26
<b>Completed the LARE</b>	<b>N=100</b>	<b>N=130</b>
Yes	49%	49%

Note: Percentages may not sum to 100% due to rounding.

Almost nine in ten (86%) Principals have been in the landscape architect profession for more than 15 years (see **Exhibit 3-4**). Moreover, the average is 26.4 years. In this time, they have spent an average of 16.9 years at their current level and 13.1 years in their current position.

**Exhibit 3-4: Years of Experience - Principals**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=100	N=99	N=99	N=100
1 Year or Less	10%	3%	6%	0%
1.1 Years to 3 Years	8%	8%	6%	0%
3.1 Years to 5 Years	17%	12%	9%	2%
5.1 Years to 10 Years	20%	13%	19%	3%
10.1 Years to 15 Years	15%	14%	18%	9%
15.1 Years to 20 Years	8%	17%	10%	16%
More Than 20 Years	22%	32%	31%	70%
<i>Mean</i>	13.1	16.9	16.9	26.4
<i>Median</i>	10	15	14	25

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: PRINCIPAL

On average, Principals receive just over 4 weeks in vacation (20.5 days) and 6 personal days. The averages are both higher than those reported in 2019. As seen in **Exhibit 3-5**, vacation ranges primarily from 3 weeks to 5 weeks with 78% falling in this range. When it comes to personal days, 15% indicated they have no personal days while 37% receive 5 days.

**Exhibit 3-5: Paid Time Off - Principals**

	2024	2019
<b>Number of Paid Vacation Days</b>	<b>N=76</b>	<b>N=87</b>
Less than 1 week	7%	18%
1 week	1%	0%
2 weeks	1%	3%
3 weeks	16%	23%
4 weeks	45%	33%
5 weeks	17%	9%
6 weeks	8%	12%
More than 6 weeks	5%	1%
<i>Mean</i>	20.5	16.6
<i>Median</i>	20	20
<b>Number of Paid Personal Days</b>	<b>N=62</b>	<b>N=68</b>
None	15%	40%
Less than 5 days	11%	13%
5 days	37%	22%
6 to 9 days	18%	10%
10 to 15 days	16%	10%
More than 15 days	3%	4%
<i>Mean</i>	6.0	4.4
<i>Median</i>	5	3

Note: Percentages may not sum to 100% due to rounding.



Exhibit 3-6: Compensation Structure - Principals

	2024	2019
<b>Employment Status</b>	<b>N=100</b>	<b>N=131</b>
Owner	69%	82%
Full-time employee	29%	17%
Permanent part-time employee	2%	1%
Casual part-time employee	0%	0%
Contract employee	0%	0%
<b>Pay Structure</b>	<b>N=100</b>	<b>N=131</b>
Salary	74%	67%
Hourly	12%	12%
Owner/Contract (draw, profits, contract amount, etc.)	14%	21%
<b>Variable Cash Compensation</b>	<b>N=100</b>	<b>N=131</b>
Have a performance bonus/incentive plan	47%	39%
Participate in profit-sharing	41%	38%
<b>Overtime Policy</b>	<b>N=100</b>	<b>N=131</b>
No reward for overtime	66%	72%
Time off in lieu	22%	18%
Paid at regular hourly rate	10%	9%
Paid an enhanced hourly rate	2%	1%
<b>Standard Hours Per Week</b>	<b>N=97</b>	<b>N=125</b>
15 Hours or Less	2%	0%
16 to 30 Hours	9%	11%
31 to 35 Hours	11%	10%
35 to 40 Hours	68%	65%
40 to 45 Hours	5%	6%
45 to 50 Hours	1%	4%
More Than 50 Hours	3%	4%
<i>Mean</i>	37.7	39.1
<i>Median</i>	37.5	40.0
<b>Average Hours Actually Worked Per Week</b>	<b>N=96</b>	<b>N=122</b>
15 Hours or Less	2%	1%
16 to 30 Hours	11%	11%
31 to 35 Hours	6%	5%
35 to 40 Hours	22%	29%
40 to 45 Hours	27%	16%
45 to 50 Hours	21%	20%
More Than 50 Hours	10%	20%
<i>Mean</i>	42.5	44.6
<i>Median</i>	42.8	45

Note: Percentages may not sum to 100% due to rounding.

A general profile of the Principal position is presented in **Exhibit 3-6** to provide context to the compensation data. Seven in ten (69%) identified themselves as owners, while 29% identified as full-time employees. For the 74% that indicated they receive a salary, this can sometimes be equated to a draw.

Just under half of Principals indicated that they have a bonus/incentive (47%) and 41% indicated they have a profit-sharing component to their compensation.

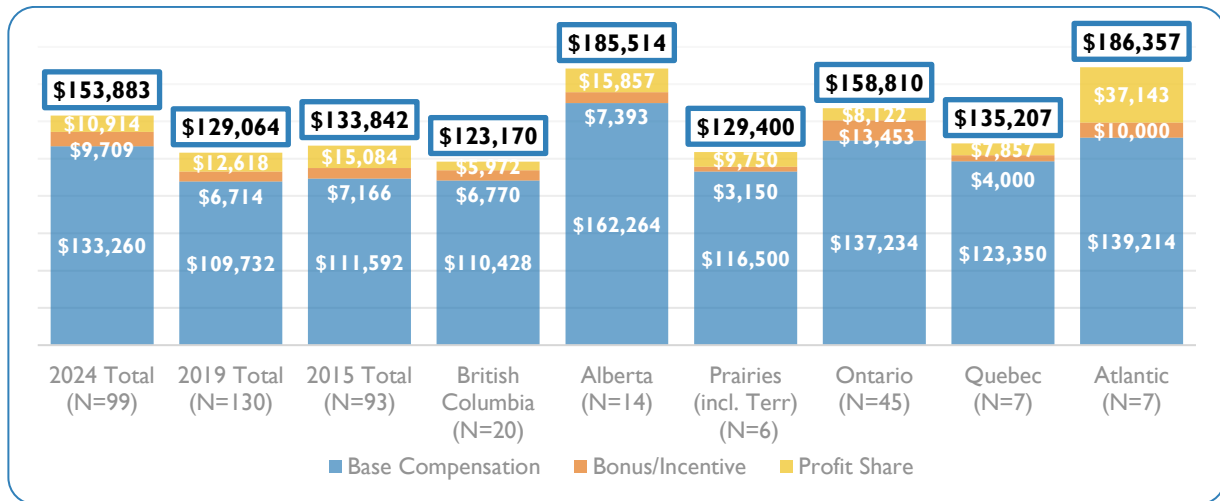
The vast majority of Principals do not get paid for overtime. Two-thirds (66%) indicated there is no recognition of overtime, while 22% get time off in lieu.

While the average standard work week is 37.7 hours, Principals work an average of 42.5 hours per week with 31% reporting they work in excess of 45 hours.

## CASH COMPENSATION: PRINCIPAL

Compensation for participating Principals averages almost \$153,900 per year (see **Exhibit 3-7**). This is comprised of approximately \$133,300 in base pay, \$9,700 in bonus or incentives and \$10,900 in profit share. As Principals are generally owners of the business, the base pay may be in the form of a regular draw against profits. The average for 2024 is 19% higher than in 2019. The exhibit also shows the regional breakdowns. Regionally, Principals in the Atlantic are at the top of the pay scale at \$186,400, followed closely by Alberta at \$185,500. The lowest compensation is in British Columbia (\$123,200).

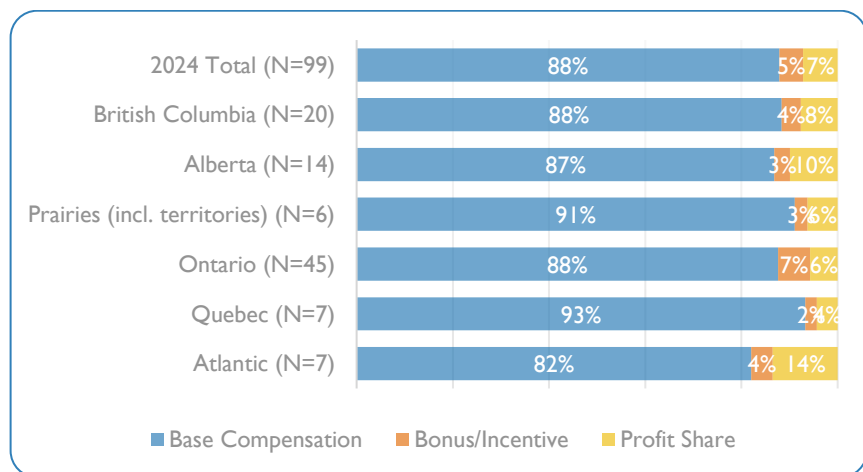
**Exhibit 3-7: Cash Compensation by Region - Principals**



Notes: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding. Interpret regions with caution due to small sample sizes.

As noted earlier, 47% of Principals have a bonus component to their compensation while 41% have profit share. As seen in **Exhibit 3-8**, the average compensation is comprised of 88% base compensation, 5% bonus, and 7% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

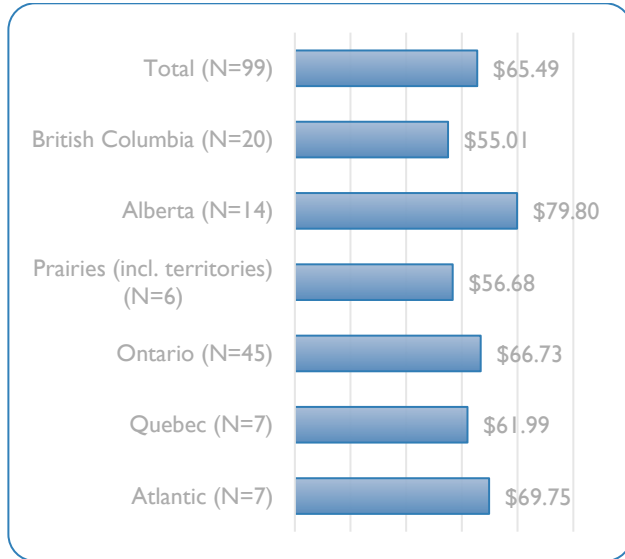
**Exhibit 3-8: Additional Cash Compensation Ratio - Principals**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Regionally, Principals in Quebec report the highest percentage of base pay at 93%, followed by the Prairies at 91%, while those in the Atlantic have a higher profit share (14%).

**Exhibit 3-9: Base Compensation as an Hourly Wage - Principals**



Note: Hourly wages do not include additional cash compensation.

region is Alberta (\$79.80/hr).

**Exhibit 3-10** presents the quartile ranges for Principals for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

**Exhibit 3-10: Compensation Quartiles - Principals**

	Annual	Hourly
1 <sup>st</sup> quartile	< \$100,000	< \$45.40
2 <sup>nd</sup> quartile	\$100,000 to \$143,000	\$45.40 to \$63.27
3 <sup>rd</sup> quartile	\$143,000 to \$195,000	\$63.27 to \$82.55
4 <sup>th</sup> quartile	\$195,000 +	\$82.55 +

Notes: Part-time and contract wages have been converted to annualized equivalents based on 37.5 hours per week for 52 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 52-week work year.

Hourly wages do not include additional cash compensation.

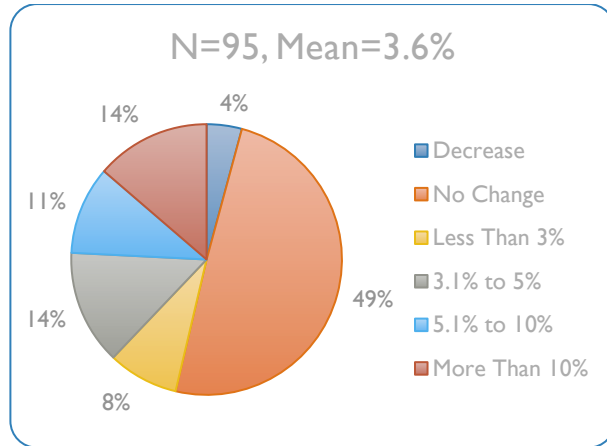
As an additional comparison point, **Exhibit 3-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent of base compensation only. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 52-week year. The hourly rate does not include bonus or incentive pay, or profit share. It should also be noted that the hourly rates represent “compensation” rates and not billing rates.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to those for the salaries presented earlier. As seen in the exhibit, the top-paying

## CHANGES IN COMPENSATION: PRINCIPAL

**Exhibit 3-11: Changes in Compensation – Past 12 Months - Principals**



Note: Percentages may not sum to 100% due to rounding.

Just under half (49%) of Principals indicated that there has been no change in their compensation in the past twelve months (see **Exhibit 3-11**). The average change for Principals in the past twelve months was 3.6%.

## COMPENSATION BENCHMARKS: PRINCIPAL

**Exhibit 3-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Employment Status:** Principals who identified as employees earn 9% more than those who identify as owners.
- **Gender:** Male Principals earn, on average, 5% more than their female counterparts. This is lower than the 22% gap in 2019.
- **Age:** Total compensation increases as age increases up to age 60.
- **Education:** Those with an undergraduate university degree in landscape architecture earn 11% more than with a Graduate degree in the field.
- **Years since Designation:** Average compensation increases with the time since registration. However, average compensation is lower for those with 21 to 30 years since registration than those with 11 to 20 years.
- **Community Size:** Bigger cities equal higher pay.

Exhibit 3-12: Compensation Benchmarks for Principals

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2024 total	\$65.49	\$133,260	\$9,709	\$10,914	\$153,883	5.9%	5.0%	99
2019 total	\$55.19	\$109,732	\$6,714	\$12,618	\$129,064	5.1%	8.4%	130
2015 total	\$56.10	\$111,592	\$7,166	\$15,084	\$133,842	5.8%	12.9%	93
<b>Employment Status</b>								
Owner	\$62.99	\$129,350	\$6,599	\$14,638	\$150,586	5.2%	6.4%	68
Full-time Employee	\$72.10	\$144,093	\$17,621	\$2,831	\$164,544	8.0%	2.0%	29
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
<b>Employment Status</b>								
Owner	\$62.99	\$129,350	\$6,599	\$14,638	\$150,586	5.2%	6.4%	68
Employee	\$71.06	\$141,837	\$16,532	\$2,745	\$161,114	7.5%	2.0%	31
<b>Gender</b>								
Male	\$64.79	\$133,839	\$9,725	\$12,242	\$155,806	5.2%	6.5%	63
Female	\$67.13	\$133,603	\$10,250	\$4,682	\$148,535	7.5%	2.7%	34
<b>Age</b>								
Under 40	\$50.55	\$103,200	\$5,000	\$2,000	\$110,200	4.7%	2.0%	5
40 to 49	\$59.12	\$119,096	\$7,806	\$9,506	\$136,407	5.2%	4.4%	34
50 to 59	\$76.27	\$151,248	\$7,990	\$16,643	\$175,881	5.3%	7.8%	21
60 to 64	\$64.55	\$130,070	\$7,563	\$10,359	\$147,992	6.9%	6.8%	16
65 or Older	\$69.90	\$151,654	\$12,211	\$11,947	\$175,812	8.1%	3.2%	19
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$65.87	\$133,435	\$10,369	\$15,078	\$158,881	7.5%	6.7%	58
Graduate Degree	\$64.72	\$132,738	\$5,689	\$5,221	\$143,647	3.9%	2.8%	36
None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
<b>Highest Level of Education - General</b>								
No Post-Secondary	\$53.77	\$108,739	\$9,032	\$18,709	\$136,480	8.3%	6.0%	34
College	\$66.35	\$130,086	\$5,882	\$10,682	\$146,650	4.7%	9.5%	11
Undergraduate	\$74.74	\$151,372	\$13,379	\$4,487	\$169,238	5.2%	2.5%	38
Graduate	\$60.61	\$131,656	\$4,846	\$11,258	\$147,760	3.1%	6.9%	13
<b>Member Category</b>								
Registered Landscape Architect	\$64.10	\$130,933	\$10,496	\$12,743	\$154,173	6.5%	5.9%	84
Landscape Architect	\$76.47	\$152,314	\$5,679	\$714	\$158,707	2.3%	0.5%	14
Intern	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Years Since Designation</b>								
10 or less	\$50.54	\$104,556	\$2,333	\$17,144	\$124,033	1.8%	8.6%	9
11 to 20	\$68.21	\$135,023	\$14,675	\$9,653	\$159,351	8.2%	7.2%	32
21 to 30	\$62.62	\$125,810	\$7,155	\$15,975	\$148,940	4.3%	4.2%	20
More Than 30	\$65.37	\$141,155	\$10,818	\$13,080	\$165,052	8.1%	4.6%	22
<b>Completed LARE Exams</b>								
Yes	\$65.30	\$129,197	\$11,800	\$7,027	\$148,025	6.0%	4.0%	49
No	\$65.67	\$137,242	\$7,660	\$14,722	\$159,624	5.8%	6.1%	50
<b>Region - Work</b>								
British Columbia	\$55.01	\$110,428	\$6,770	\$5,972	\$123,170	4.7%	3.5%	20
Alberta	\$79.80	\$162,264	\$7,393	\$15,857	\$185,514	3.8%	3.3%	14
Prairies (incl. territories)	\$56.68	\$116,500	\$3,150	\$9,750	\$129,400	3.0%	7.5%	6
Ontario	\$66.73	\$137,234	\$13,453	\$8,122	\$158,810	7.4%	4.9%	45
Quebec	\$61.99	\$123,350	\$4,000	\$7,857	\$135,207	2.8%	5.3%	7
Atlantic	\$69.75	\$139,214	\$10,000	\$37,143	\$186,357	8.8%	12.8%	7

Exhibit 3-12: Compensation Benchmarks for Principals (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Community Size - Work</b>								
Small City or Smaller	\$52.76	\$106,964	\$7,930	\$19,893	\$134,786	6.1%	8.6%	20
Medium City	\$60.88	\$130,218	\$3,772	\$5,680	\$139,670	2.2%	0.9%	18
Large City	\$61.05	\$125,340	\$8,157	\$14,067	\$147,563	7.5%	7.0%	30
Major City	\$80.83	\$159,656	\$15,806	\$5,108	\$180,571	6.5%	3.5%	31
<b>Organization Type</b>								
Sole practitioner	\$73.13	\$145,963	\$13,304	\$5,714	\$164,981	4.9%	0.3%	28
Partnership/corporation	\$62.96	\$129,355	\$8,532	\$13,340	\$151,227	6.4%	7.0%	69
Government	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Total Employees</b>								
1 to 5	\$63.52	\$127,620	\$4,193	\$10,812	\$142,625	3.4%	3.7%	42
6 to 25	\$59.40	\$125,727	\$11,414	\$11,625	\$148,766	8.8%	8.2%	22
26 to 500	\$64.95	\$131,941	\$17,277	\$16,355	\$165,573	7.4%	6.9%	22
More than 500	\$91.88	\$182,900	\$14,090	\$1,079	\$198,069	7.0%	0.6%	10
<b>Landscape Employees</b>								
One	\$71.68	\$143,018	\$2,500	\$4,414	\$149,932	1.1%	3.1%	29
2 to 5	\$49.65	\$101,829	\$9,912	\$16,604	\$128,345	10.1%	6.1%	25
6 to 10	\$63.68	\$128,200	\$11,450	\$7,825	\$147,475	8.0%	5.1%	10
More Than 10	\$72.81	\$151,500	\$16,077	\$14,809	\$182,387	6.5%	6.6%	31
<b>Years of Experience in Position</b>								
3 Years or Less	\$68.80	\$137,014	\$4,167	\$3,869	\$145,050	2.9%	2.9%	18
4 to 10 Years	\$68.76	\$137,992	\$9,757	\$9,325	\$157,074	6.7%	4.3%	37
More Than 10 Years	\$61.49	\$127,746	\$11,936	\$15,131	\$154,813	6.4%	6.6%	44
<b>Years of Experience in Organization</b>								
3 Years or Less	\$60.82	\$121,114	\$4,364	\$4,955	\$130,432	3.4%	3.8%	11
4 to 10 Years	\$66.01	\$132,448	\$7,124	\$11,038	\$150,610	5.4%	4.5%	25
More Than 10 Years	\$66.28	\$136,198	\$11,856	\$12,097	\$160,151	6.6%	5.6%	62
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$66.99	\$134,917	\$3,750	\$2,471	\$141,138	2.5%	1.8%	12
4 to 10 Years	\$68.32	\$136,882	\$9,032	\$6,087	\$152,001	5.9%	3.2%	28
More Than 10 Years	\$64.36	\$132,290	\$11,436	\$15,178	\$158,904	6.7%	6.7%	58
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
4 to 10 Years	\$68.65	\$142,400	\$2,100	\$0	\$144,500	1.0%	0.0%	5
More Than 10 Years	\$65.32	\$132,774	\$10,114	\$11,494	\$154,382	6.1%	5.3%	94

- **Number of Staff:** As the number of staff increases, so too does average compensation. This also generally holds true for the number of landscape staff.
- **Experience:** Average compensation generally increases with the number of years of experience.

## BENEFITS: PRINCIPAL

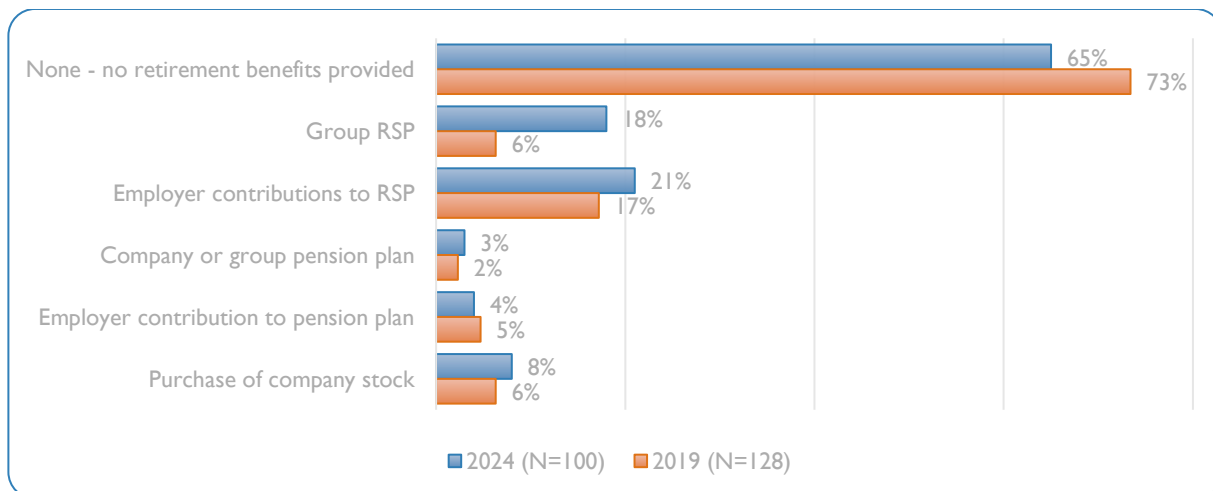
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Principals. The value of benefits was not measured in the 2024 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Just over one-third (35%) of Principals indicated they receive retirement benefits of some kind (see **Exhibit 3-13**). Employer contributions to an RSP are most common at 21% followed closely by group RSPs at 18%.

**Exhibit 3-13: Retirement Benefits Received - Principals**

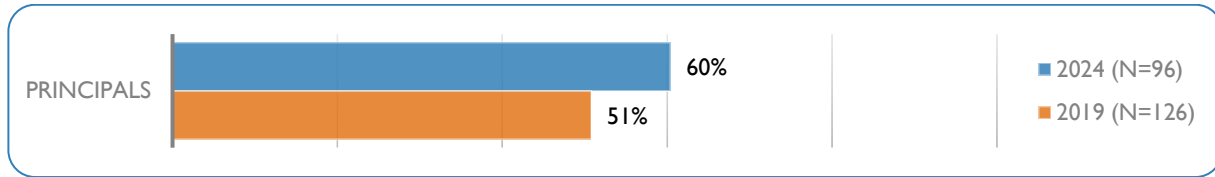


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

Six in ten (60%) Principals report receiving some health benefits from their employer (see **Exhibit 3-14**).

**Exhibit 3-14: Health Benefits Received - Principals**



The health benefits provided to Principals are detailed in **Exhibits 3-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

The four most likely benefits to be completely company-funded are extended health care/major medical insurance, prescription drug insurance, dental insurance, and alternative therapy insurance. The top benefits to be co-funded by the company for Principals include extended health care/major medical insurance, dental insurance, alternative therapy insurance, prescription drug insurance, vision insurance and life insurance.

**Exhibit 3-15: Health Benefits - Principals**

	Principals			N
	Employer paid	Shared payment	Employee paid	
Life insurance	19%	28%	7%	96
Survivor insurance	13%	16%	5%	87
Travel insurance	13%	22%	3%	92
Extended health care/major medical insurance	24%	31%	2%	96
Critical illness insurance	18%	24%	4%	93
Prescription drug insurance	27%	31%	2%	94
Dental insurance	25%	30%	3%	96
Vision insurance	18%	29%	4%	95
Short-term disability insurance	21%	25%	3%	91
Long-term disability insurance	19%	21%	4%	91
Alternative therapy insurance	24%	32%	3%	95
Employee Assistance Program (E.A.P.)	16%	19%	1%	85

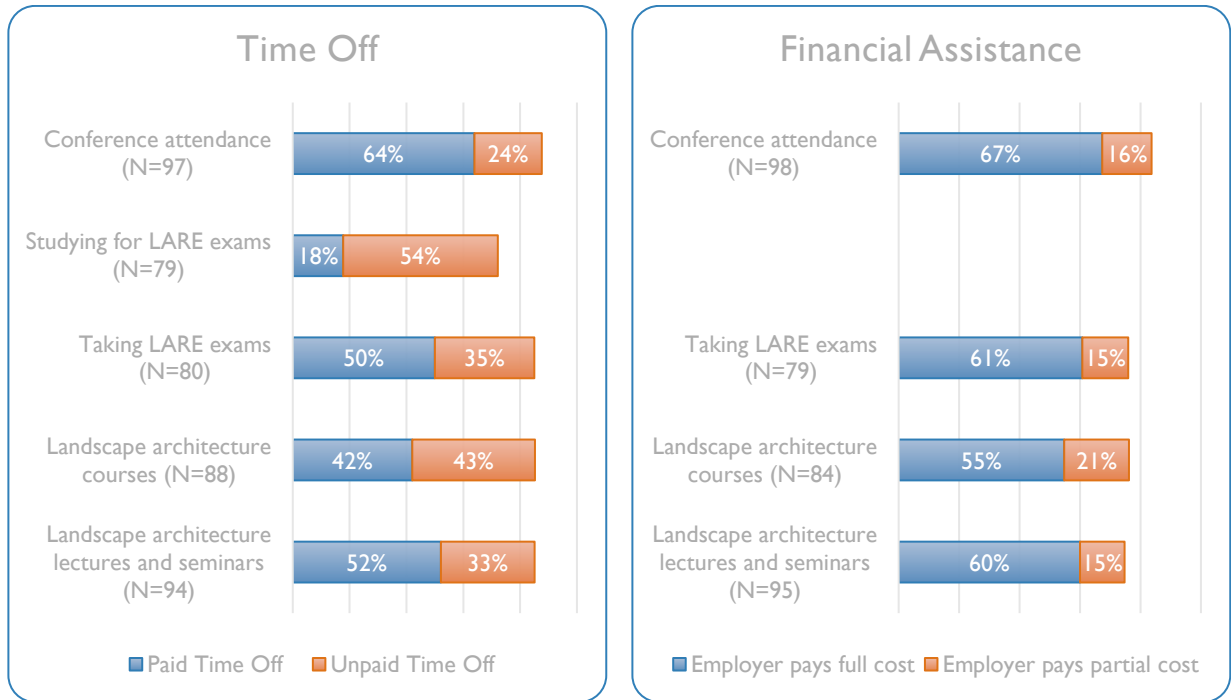
Note: Percentages may not sum to 100% due to rounding.



## EDUCATION BENEFITS

**Exhibit 3-16** illustrates the time off and financial support received by Principals for education. Support is strongest for conference attendance, where 64% get paid time off and 67% report that the employer pays the cost. Support is also strong for landscape architecture lectures and seminars (52% paid time off and 60% funded by the employer) and taking LARE exams (50% paid time off and 61% funded by the employer)

**Exhibit 3-16: Education Time Off and Financial Assistance - Principals**

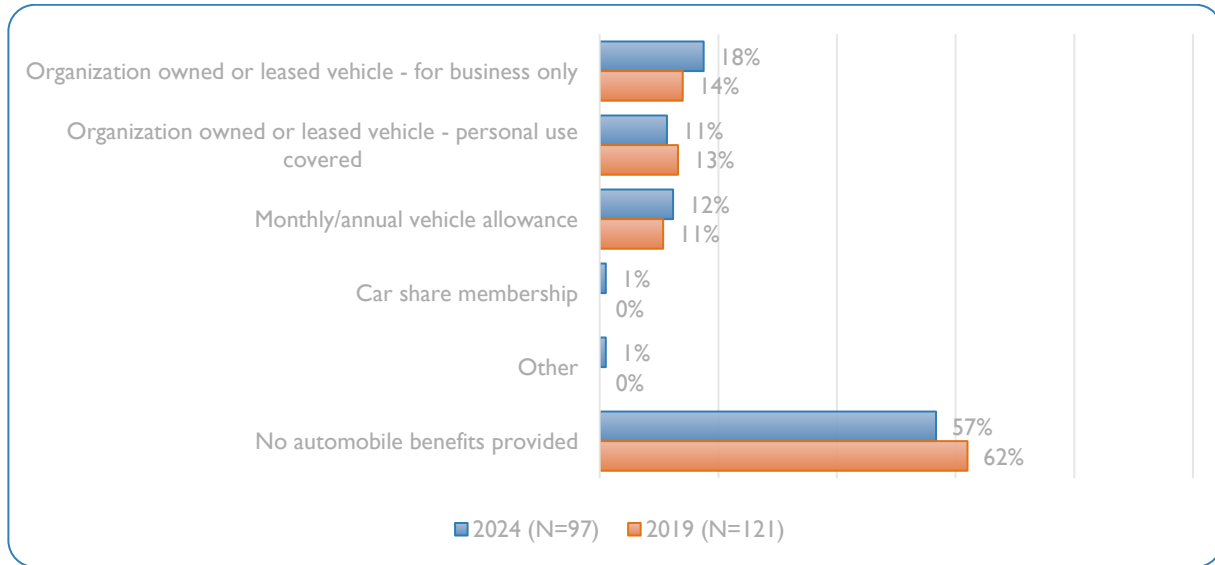


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only 43% of Principals receive automobile benefits (see **Exhibit 3-17**). The top benefit is organization-owned or leased vehicle – for business only, at 18%.

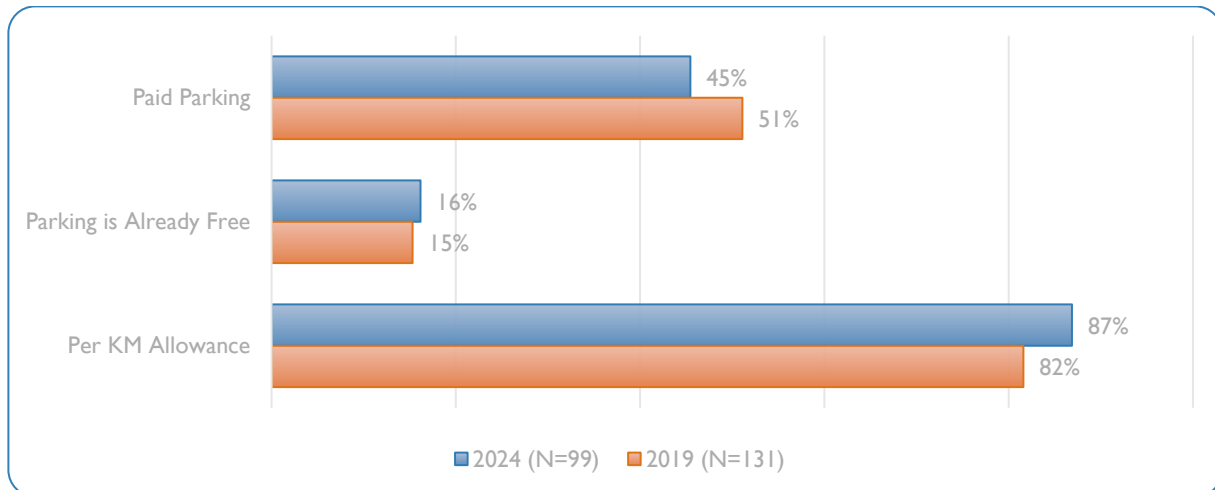
**Exhibit 3-17: Automobile Benefits Received - Principals**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 3-18**, six in ten (61%) of Principals have free parking at their workplace. This includes 45% whose parking is paid and another 16% whose parking is already free. Almost nine in ten (87%) receive a per-kilometre reimbursement.

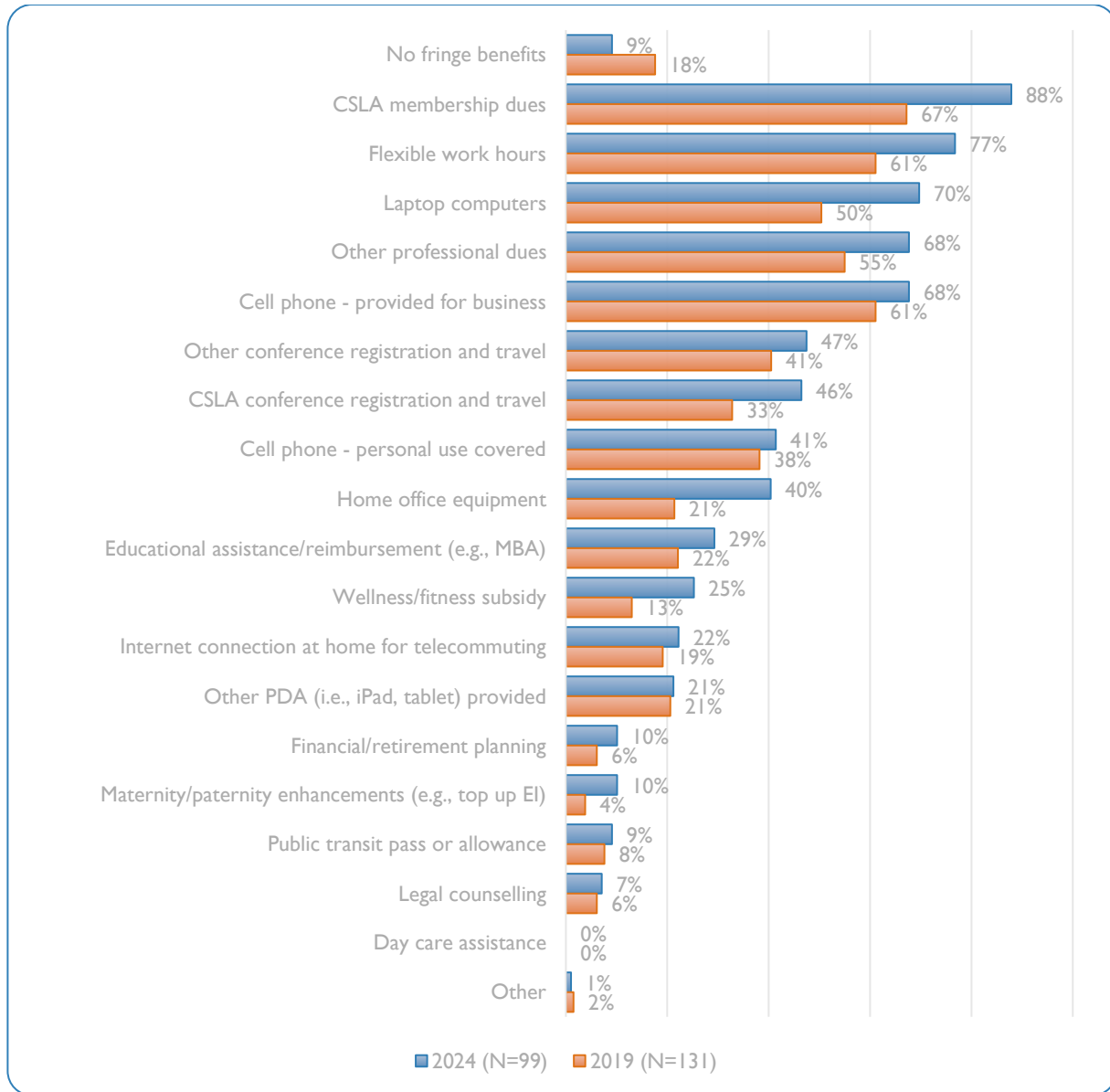
**Exhibit 3-18: Other Automobile Related Benefits - Principals**



## FRINGE BENEFITS

Nine in ten (91%) Principals receive some form of fringe benefit (see **Exhibit 3-19**). CSLA membership dues are the most common benefit, with just under nine in ten (88%) receiving it, followed by flexible work hours (77%) and laptop computers (70%). Also included in the top tier of benefits are other professional dues (68%) and cell phone – provided for business (68%).

**Exhibit 3-19: Fringe Benefits Received - Principals**



Note: Percentages sum to more than 100% due to multiple responses.

## 4. ASSOCIATE PROFILE

This section discusses the compensation and benefits for the 52 Associates who participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: ASSOCIATE

The demographic profile of Associates presented in **Exhibit 4-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Associates. Demographics for the 2019 results are also shown for reference.

Key demographics include:

- Over half (54%) of participating Associates are from Ontario, while a further 17% are from Quebec, and 13% are from British Columbia. Compared to 2019, there is stronger representation from Ontario and Quebec and lower representation from Alberta and British Columbia.
- Seven in ten (71%) Associates are located in large to major communities.
- Associates are more likely to be male (65%). This is an increase from 2019.
- The average age of Associates is 43.4 with almost seven in ten (69%) being between the ages of 36 to 55. The average age of participants is slightly higher than in 2019.

**Exhibit 4-1: Demographics - Associates**

	2024	2019
<b>Province of Residence</b>	<b>N=52</b>	<b>N=57</b>
Alberta	4%	16%
British Columbia	13%	19%
Manitoba	6%	9%
Ontario	54%	40%
Quebec	17%	12%
Saskatchewan	6%	4%
<b>Size of Community - Residence</b>	<b>N=52</b>	<b>N=57</b>
Small town (pop < 10K)	6%	0%
Small city (pop. 10K to 100K)	4%	5%
Medium city (pop. 100K to 500K)	19%	16%
Large city (pop. 500K to 1.5M)	25%	33%
Major city (pop. > 1.5M)	46%	46%
<b>Gender</b>	<b>N=52</b>	<b>N=56</b>
Male	65%	55%
Female	35%	45%
<b>Age</b>	<b>N=52</b>	<b>N=56</b>
25 or under	0%	2%
26 to 35	21%	20%
36 to 45	38%	50%
46 to 55	31%	16%
56 to 65	10%	11%
66 or Older	0%	2%
<i>Mean</i>	43.4	42.1
<i>Median</i>	43	40

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 4-2: Organization Profile - Associates**

	2024	2019
<b>Type of Organization</b>	<b>N=52</b>	<b>N=57</b>
Sole practitioner	0%	11%
Partnership/corporation	100%	86%
Local government	0%	4%
<b>Number of Employees - Total</b>	<b>N=50</b>	<b>N=53</b>
One	0%	2%
Two	4%	2%
Three	0%	2%
Four	0%	4%
Five	0%	2%
6 to 10	6%	9%
11 to 25	26%	23%
26 to 50	24%	28%
51 to 75	4%	2%
76 to 100	2%	2%
101 to 500	14%	6%
501 to 1000	4%	6%
Over 1000	16%	13%
Mean	3,295.3	636.5
Median	38	30
<b>Number of Employees - Landscape Architecture</b>	<b>N=49</b>	<b>N=51</b>
One	0%	2%
Two	8%	4%
Three	0%	10%
Four	4%	4%
Five	8%	4%
6 to 10	10%	14%
11 to 25	49%	35%
26 to 50	14%	20%
51 to 75	0%	2%
76 to 100	2%	2%
101 to 500	4%	4%
Mean	28.1	22.9
Median	15	12

Note: Percentages may not sum to 100% due to rounding.

As seen in **Exhibit 4-2**, partnerships/corporations account for all of the employers of Associates.

While the average number of staff is very high at 3,295.3, the median of 38 represents a better picture of the typical employer of Associates. These are both higher than in 2019.

The average landscape team size is 28.1, while the median team size is 15.

## EXPERIENCE PROFILE: ASSOCIATE

As seen in 2019, Associates are a well-educated group with most (94%) having a university degree in the field of Landscape Architecture and 74% having completed additional post-secondary education outside the profession.

Eight in ten (81%) are registered Landscape Architects with two-thirds (66%) having registered in the past 15 years. Just over six in ten (62%) have completed the LARE exam successfully. These results are summarized in **Exhibit 4-3**.

Exhibit 4-3: Qualification Profile - Associates

	2024	2019
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=52</b>	<b>N=57</b>
Undergraduate degree	50%	40%
Master's degree	44%	54%
None	6%	5%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=52</b>	<b>N=54</b>
High school graduate or less	17%	19%
Some college, technical school or university	10%	6%
College graduate	12%	15%
University undergraduate degree	35%	44%
Master's degree (e.g., MBA)	27%	15%
Doctorate/PhD	0%	2%
<b>Membership Category</b>	<b>N=52</b>	<b>N=57</b>
Registered Landscape Architect	81%	70%
Landscape Architect	12%	9%
Intern	8%	21%
<b>Registration Year</b>	<b>N=42</b>	<b>N=39</b>
Last 5 Years	12%	15%
6 to 10 Years	33%	28%
11 to 15 Years	21%	23%
16 to 20 Years	21%	23%
21 to 25 Years	7%	3%
26 to 30 Years	2%	0%
More Than 30 Years	2%	8%
<i>Mean (years)</i>	<i>12.5</i>	<i>12.8</i>
<i>Median (years)</i>	<i>11</i>	<i>12</i>
<b>Completed the LARE</b>	<b>N=52</b>	<b>N=57</b>
Yes	62%	47%

Note: Percentages may not sum to 100% due to rounding.

The average Associate has been at that level for 9.6 years and has spent 6 years in their current position (see **Exhibit 4-4**). They have extensive experience, having spent an average of 16.5 years as a Landscape Architect.

**Exhibit 4-4: Years of Experience - Associates**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=52	N=52	N=52	N=52
1 Year or Less	25%	10%	12%	0%
1.1 Years to 3 Years	33%	6%	29%	4%
3.1 Years to 5 Years	10%	19%	8%	4%
5.1 Years to 10 Years	15%	35%	19%	19%
10.1 Years to 15 Years	6%	15%	6%	19%
15.1 Years to 20 Years	6%	10%	13%	23%
More Than 20 Years	6%	6%	13%	31%
<i>Mean</i>	6.0	9.1	9.6	16.5
<i>Median</i>	3	7	6	16

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: ASSOCIATE

On average, Associates receive almost 4 weeks of vacation (19.3 days) and 7.5 personal days. As seen in **Exhibit 4-5**, vacation ranges primarily from 3 weeks to 4 weeks, with three-quarters (77%) falling in this range. When it comes to personal days, six in ten (61%) receive 5 days or fewer, with 9% receiving none.

**Exhibit 4-5: Paid Time Off - Associates**

	2024	2019
<b>Number of Paid Vacation Days</b>	<b>N=49</b>	<b>N=57</b>
Less than 1 week	0%	2%
1 week	0%	0%
2 weeks	6%	14%
3 weeks	22%	37%
4 weeks	55%	30%
5 weeks	10%	14%
6 weeks	6%	4%
<i>Mean</i>	19.3	17.5
<i>Median</i>	20	15
<b>Number of Paid Personal Days</b>	<b>N=44</b>	<b>N=49</b>
None	9%	22%
Less than 5 days	9%	29%
5 days	43%	33%
6 to 9 days	7%	8%
10 to 15 days	30%	6%
More than 15 days	2%	2%
<i>Mean</i>	7.5	4.2
<i>Median</i>	5	4

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 4-6: Compensation Structure - Associates**

	2024	2019
<b>Employment Status</b>	<b>N=52</b>	<b>N=57</b>
Owner	19%	9%
Full-time employee	81%	90%
Contract employee	0%	2%
<b>Pay Structure</b>	<b>N=52</b>	<b>N=57</b>
Salary	85%	81%
Hourly	13%	19%
Owner/Contract (draw, profits, contract amount, etc.)	2%	0%
<b>Variable Cash Compensation</b>	<b>N=52</b>	<b>N=57</b>
Have a performance bonus/incentive plan	58%	68%
Participate in profit-sharing	38%	28%
<b>Overtime Policy</b>	<b>N=52</b>	<b>N=57</b>
No reward for overtime	52%	42%
Time off in lieu	31%	42%
Paid at regular hourly rate	6%	14%
Paid an enhanced hourly rate	12%	2%
<b>Standard Hours Per Week</b>	<b>N=52</b>	<b>N=57</b>
16 to 30 Hours	4%	0%
31 to 35 Hours	2%	11%
35 to 40 Hours	92%	90%
40 to 45 Hours	2%	0%
<i>Mean</i>	37.8	38.2
<i>Median</i>	37.5	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=51</b>	<b>N=57</b>
16 to 30 Hours	4%	0%
31 to 35 Hours	0%	4%
35 to 40 Hours	53%	46%
40 to 45 Hours	35%	37%
45 to 50 Hours	6%	11%
More Than 50 Hours	2%	4%
<i>Mean</i>	41.0	42.9
<i>Median</i>	40.0	42

Note: Percentages may not sum to 100% due to rounding.

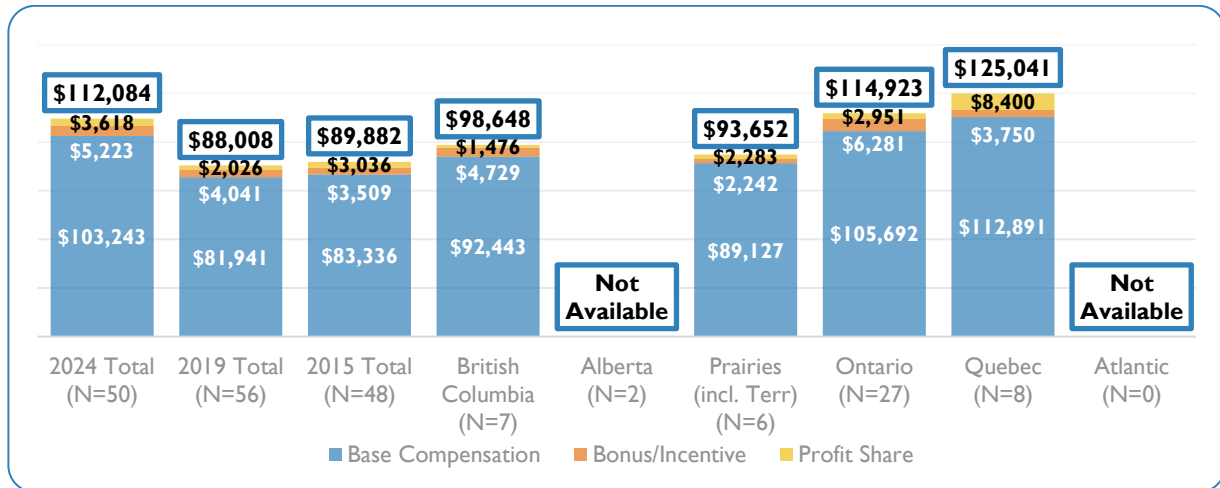
A general profile of the Associate position is presented in **Exhibit 4-6** to provide context to the compensation data. Eight in ten (81%) are full-time employees and 85% are salaried. Nearly six in ten (58%) participate in bonus/incentive plans while 38% participate in profit-sharing. Just under half (48%) have an overtime policy, the most common being time off in lieu (31%). The average standard work week is 37.8 hours while the average actual hours worked is 41.



## CASH COMPENSATION: ASSOCIATE

Compensation for participating Associates averages \$112,100 per year (see **Exhibit 4-7**). This is comprised of approximately \$103,300 in base pay, \$5,200 in bonus or incentives and \$3,600 in profit share. Compensation is 27% higher than what was reported in 2019. The exhibit also shows the regional breakdowns. Regionally, compensation for Associates is highest among those in Quebec. However, this should be interpreted with caution as there were only eight respondents from this region.

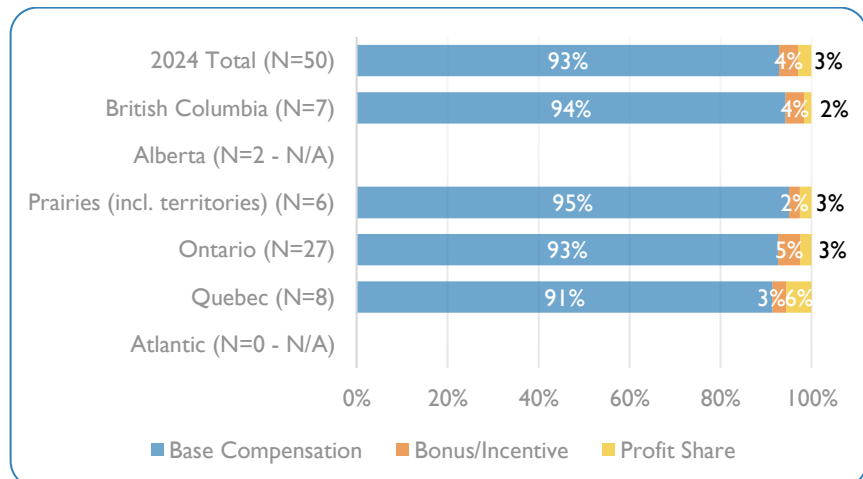
**Exhibit 4-7: Cash Compensation by Region - Associates**



Notes: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding. Interpret regions with caution due to small sample sizes.

As noted earlier, 58% of Associates have a bonus component to their compensation, while 38% have profit-share. As seen in **Exhibit 4-8**, the average compensation is comprised of 93% base compensation, 4% bonus, and 3% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

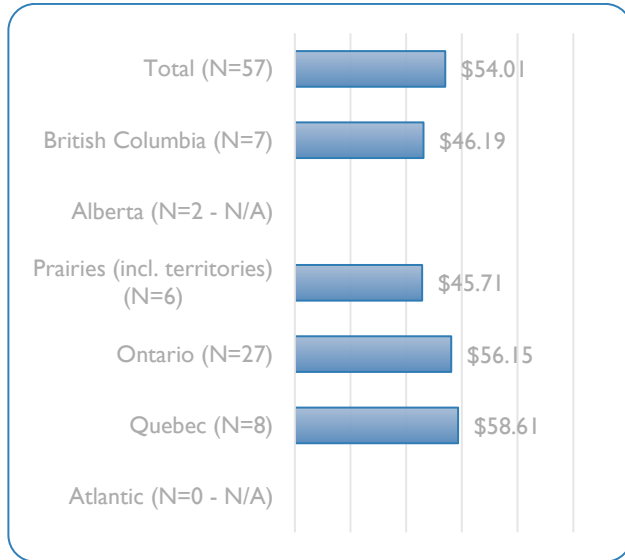
**Exhibit 4-8: Additional Cash Compensation Ratio - Associates**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

The differences between regions are negligible.

**Exhibit 4-9: Base Compensation as an Hourly Wage - Associates**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 4-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent of base compensation only. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 52-week year. The hourly rate does not include bonus or incentive pay, or profit share.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Hourly rates range from \$45.71 to \$58.61, depending on the region.

**Exhibit 4-10** presents the quartile ranges for Associates for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

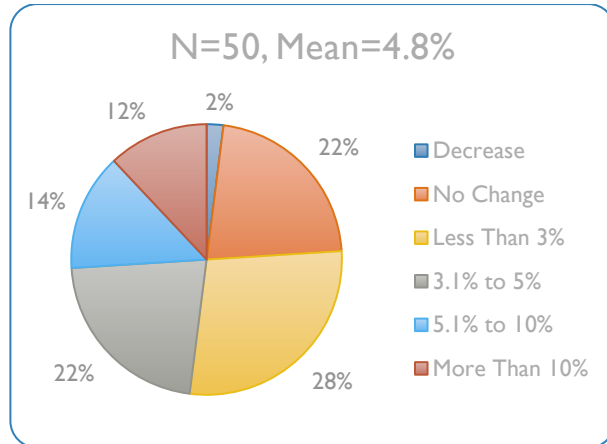
**Exhibit 4-10: Compensation Quartiles - Associates**

	Annual	Hourly
1 <sup>st</sup> quartile	< \$95,000	< \$46.15
2 <sup>nd</sup> quartile	\$95,000 to \$110,000	\$46.15 to \$51.97
3 <sup>rd</sup> quartile	\$110,000 to \$122,000	\$57.08
4 <sup>th</sup> quartile	\$122,000 +	\$57.08 +

Notes: Part-time and contract wages have been converted to annualized equivalents based on 37.5 hours per week for 52 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 52-week work year.  
Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: ASSOCIATE

**Exhibit 4-11: Changes in Compensation – Past 12 Months - Associates**



Note: Percentages may not sum to 100% due to rounding.

Three-quarters (76%) of Associates received an increase in cash compensation over the past twelve months (see **Exhibit 4-11**). Over one-quarter reported receiving under 3% (28%), while 22% reported receiving 3.1% to 5%. A further quarter (26%) received more than 5%. The average change in compensation for Associates in the past twelve months was 4.8%.

## COMPENSATION BENCHMARKS: ASSOCIATE

**Exhibit 4-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Male Associates earn, on average, 6% more than their female counterparts.
- **Education:** Compensation is higher among those with an undergraduate degree in landscape architecture than those with a graduate degree.
- **Age:** Average compensation increases with age.
- **Years since Designation:** Average compensation is higher among those with more than 10 years since registration than among those with less.
- **Community Size:** Average compensation is highest in major cities.
- **Experience:** Average compensation is significantly higher among those with more than 10 years as a landscape architect than among those with 4 to 10 years of experience.

Exhibit 4-12: Compensation Benchmarks for Associates

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2024 total	\$54.01	\$103,243	\$5,223	\$3,618	\$112,084	4.1%	3.9%	50
2019 total	\$43.62	\$81,941	\$4,041	\$2,026	\$88,008	5.0%	3.1%	56
2015 total	\$43.11	\$83,336	\$3,509	\$3,036	\$89,882	3.9%	2.3%	48
<b>Employment Status</b>								
Owner	\$65.78	\$111,016	\$4,500	\$9,150	\$124,666	3.6%	9.7%	8
Full-time Employee	\$51.20	\$101,763	\$5,360	\$2,564	\$109,687	4.2%	2.7%	42
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Employment Status</b>								
Owner	\$65.78	\$111,016	\$4,500	\$9,150	\$124,666	3.6%	9.7%	8
Employee	\$51.20	\$101,763	\$5,360	\$2,564	\$109,687	4.2%	2.7%	42
<b>Gender</b>								
Male	\$55.56	\$104,720	\$6,378	\$3,196	\$114,293	4.8%	3.5%	32
Female	\$51.08	\$100,618	\$3,169	\$4,369	\$108,157	2.8%	4.6%	18
<b>Age</b>								
Under 40	\$46.71	\$93,136	\$4,781	\$2,213	\$100,130	2.5%	2.5%	18
40 to 49	\$52.34	\$103,620	\$5,562	\$4,649	\$113,830	5.5%	4.7%	21
50 to 59	\$66.81	\$119,064	\$5,298	\$3,950	\$128,311	3.9%	4.6%	11
60 to 64	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
65 or Older	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$51.46	\$102,757	\$5,880	\$3,786	\$112,423	4.5%	3.7%	26
Graduate Degree	\$55.34	\$102,749	\$4,920	\$3,248	\$110,918	4.2%	4.1%	22
None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
<b>Highest Level of Education - General</b>								
No post-secondary	\$50.45	\$100,611	\$7,574	\$1,568	\$109,752	5.1%	1.8%	14
College	\$47.96	\$93,083	\$3,000	\$1,167	\$97,250	3.2%	1.4%	6
Undergraduate	\$61.08	\$112,446	\$5,371	\$3,966	\$121,782	4.4%	4.6%	17
Graduate	\$51.06	\$98,733	\$3,523	\$6,503	\$108,758	3.2%	6.4%	13
<b>Member Category</b>								
Registered Landscape Architect	\$53.51	\$105,212	\$5,657	\$3,267	\$114,136	4.4%	3.2%	41
Landscape Architect	\$66.11	\$103,655	\$2,400	\$6,585	\$112,640	1.9%	8.4%	5
Intern	\$41.12	\$82,550	\$4,300	\$3,505	\$90,355	4.6%	4.4%	4
<b>Years Since Designation</b>								
10 or less	\$47.93	\$94,873	\$7,150	\$2,080	\$104,103	5.3%	2.2%	19
11 to 20	\$56.61	\$110,299	\$4,841	\$4,588	\$119,729	4.0%	4.5%	17
21 to 30	\$56.14	\$113,000	\$3,445	\$4,111	\$120,556	3.1%	3.5%	4
More Than 30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Completed LARE Exams</b>								
Yes	\$51.93	\$103,471	\$5,928	\$2,850	\$112,248	4.5%	2.8%	32
No	\$57.34	\$102,838	\$3,969	\$4,984	\$111,792	3.5%	5.7%	18
<b>Region - Work</b>								
British Columbia	\$46.19	\$92,443	\$4,729	\$1,476	\$98,648	4.6%	1.7%	7
Alberta	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Prairies (incl. territories)	\$45.71	\$89,127	\$2,242	\$2,283	\$93,652	2.6%	2.9%	6
Ontario	\$56.15	\$105,692	\$6,281	\$2,951	\$114,923	4.3%	3.4%	27
Quebec	\$58.61	\$112,891	\$3,750	\$8,400	\$125,041	3.4%	7.9%	8
Atlantic	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0

Exhibit 4-12: Compensation Benchmarks for Associates (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Community Size - Work</b>								
Small City or Smaller	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Medium City	\$50.26	\$100,622	\$5,396	\$1,833	\$107,851	2.3%	1.9%	12
Large City	\$55.97	\$97,123	\$8,092	\$2,268	\$107,482	7.7%	3.6%	12
Major City	\$54.76	\$107,089	\$3,571	\$5,268	\$115,928	2.9%	5.1%	25
<b>Organization Type</b>								
Sole practitioner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Partnership/corporation	\$54.01	\$103,243	\$5,223	\$3,618	\$112,084	4.1%	3.9%	50
Government	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Total Employees</b>								
1 to 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
6 to 25	\$55.90	\$95,991	\$5,768	\$7,250	\$109,009	2.9%	8.0%	14
26 to 500	\$55.50	\$111,271	\$5,900	\$2,969	\$120,141	5.3%	2.9%	22
More than 500	\$54.18	\$106,726	\$4,558	\$1,408	\$112,692	4.1%	1.5%	10
<b>Landscape Employees</b>								
One	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
2 to 5	\$54.39	\$90,714	\$4,528	\$2,722	\$97,964	4.0%	4.4%	9
6 to 10	\$58.02	\$104,249	\$5,200	\$2,500	\$111,949	3.8%	2.3%	4
More Than 10	\$53.78	\$107,082	\$5,635	\$4,306	\$117,022	4.2%	4.3%	34
<b>Years of Experience in Position</b>								
3 Years or Less	\$52.23	\$104,128	\$5,271	\$2,840	\$112,239	3.7%	2.9%	30
4 to 10 Years	\$52.35	\$99,483	\$6,333	\$6,333	\$112,150	5.4%	6.2%	12
More Than 10 Years	\$62.32	\$105,567	\$3,375	\$2,463	\$111,405	3.4%	4.0%	8
<b>Years of Experience in Organization</b>								
3 Years or Less	\$56.21	\$113,281	\$5,850	\$0	\$119,131	4.8%	0.0%	8
4 to 10 Years	\$50.44	\$97,795	\$4,694	\$3,739	\$106,229	3.0%	3.9%	27
More Than 10 Years	\$59.14	\$107,696	\$5,839	\$5,330	\$118,864	5.5%	5.8%	15
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$49.79	\$98,931	\$5,360	\$2,811	\$107,102	3.5%	2.9%	21
4 to 10 Years	\$50.80	\$101,791	\$4,914	\$2,995	\$109,700	4.5%	3.1%	14
More Than 10 Years	\$61.86	\$110,636	\$5,319	\$5,330	\$121,284	4.5%	5.8%	15
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
4 to 10 Years	\$43.58	\$86,338	\$3,204	\$1,168	\$90,710	3.2%	1.6%	12
More Than 10 Years	\$57.45	\$108,692	\$4,636	\$4,636	\$117,963	4.0%	4.8%	36

## BENEFITS: ASSOCIATE

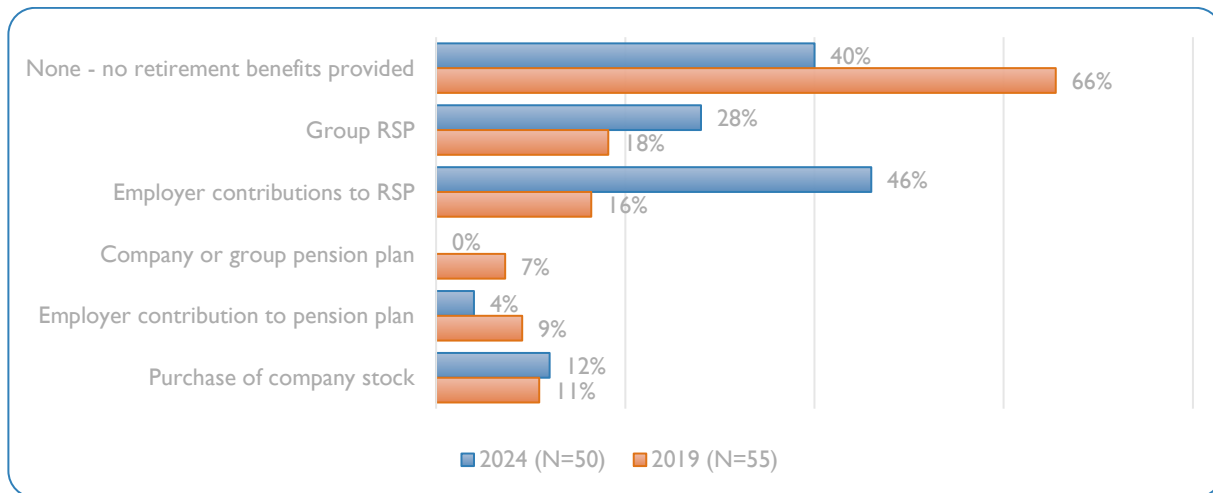
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Associates. The value of benefits was not measured in the 2024 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Six in ten (60%) Associates indicated that their employers provide them with at least one retirement benefit (see **Exhibit 4-13**). Group RSPs (28%) and employer contributions to RSPs (46%) are the most common benefits.

**Exhibit 4-13: Retirement Benefits Received - Associates**

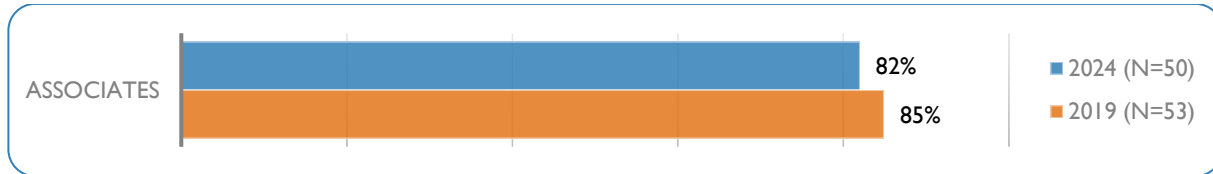


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

A significant majority (82%) of Associates report receiving some health benefits from their employer (see **Exhibit 4-14**).

**Exhibit 4-14: Health Benefits Received - Associates**



The health benefits provided to Associates are detailed in **Exhibit 4-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

All of the health benefits are more likely to be co-funded by the employer and employee. The most common are dental insurance, prescription drug insurance, alternative therapy insurance and extended health care/major medical insurance.

**Exhibit 4-15: Health Benefits - Associates**

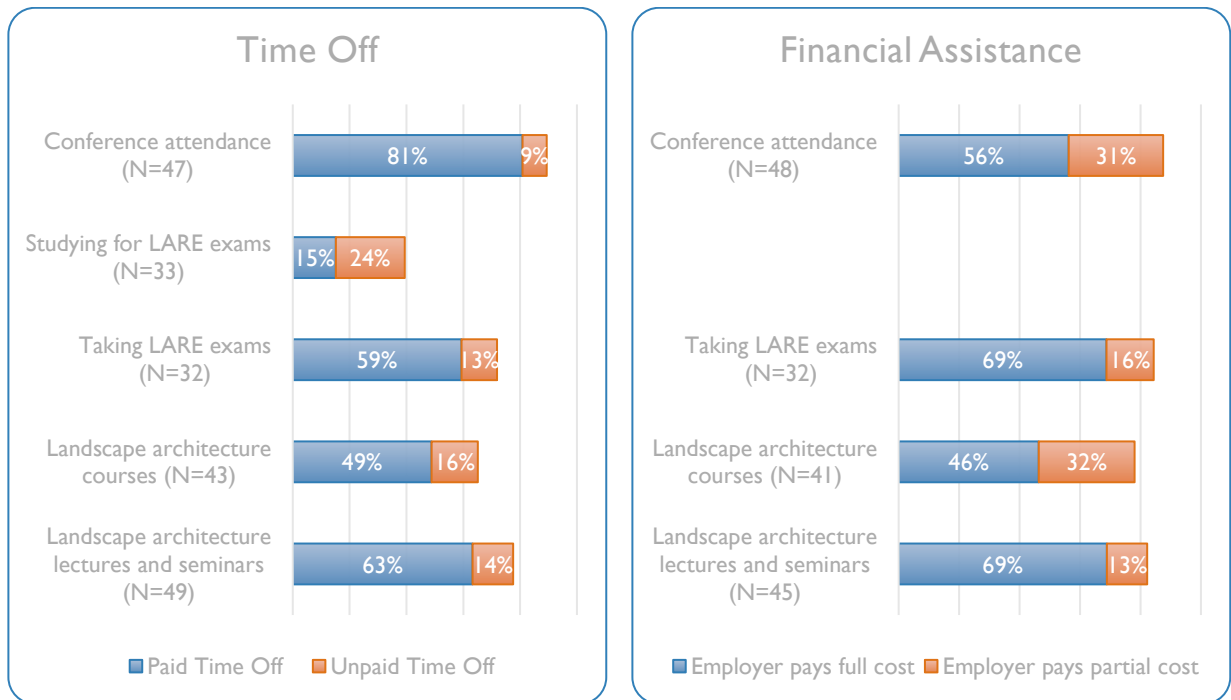
	Associates			N
	Employer paid	Shared payment	Employee paid	
Life insurance	23%	42%	10%	48
Survivor insurance	22%	25%	6%	36
Travel insurance	26%	33%	7%	43
Extended health care/major medical insurance	22%	54%	7%	46
Critical illness insurance	19%	42%	14%	43
Prescription drug insurance	19%	62%	4%	47
Dental insurance	18%	57%	2%	49
Vision insurance	19%	49%	2%	47
Short-term disability insurance	26%	40%	7%	43
Long-term disability insurance	24%	43%	12%	42
Alternative therapy insurance	17%	65%	4%	48
Employee Assistance Program (E.A.P.)	28%	28%	3%	32

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 4-16** illustrates the time off and financial support received by Associates for education. Overall, support is strongest for conference attendance, where 81% get paid time off and 56% report that the employer pays the cost. However, financial assistance is strongest for taking LARE exams and Landscape architectures and seminars, both at 69%.

**Exhibit 4-16: Education Time Off and Financial Assistance - Associates**



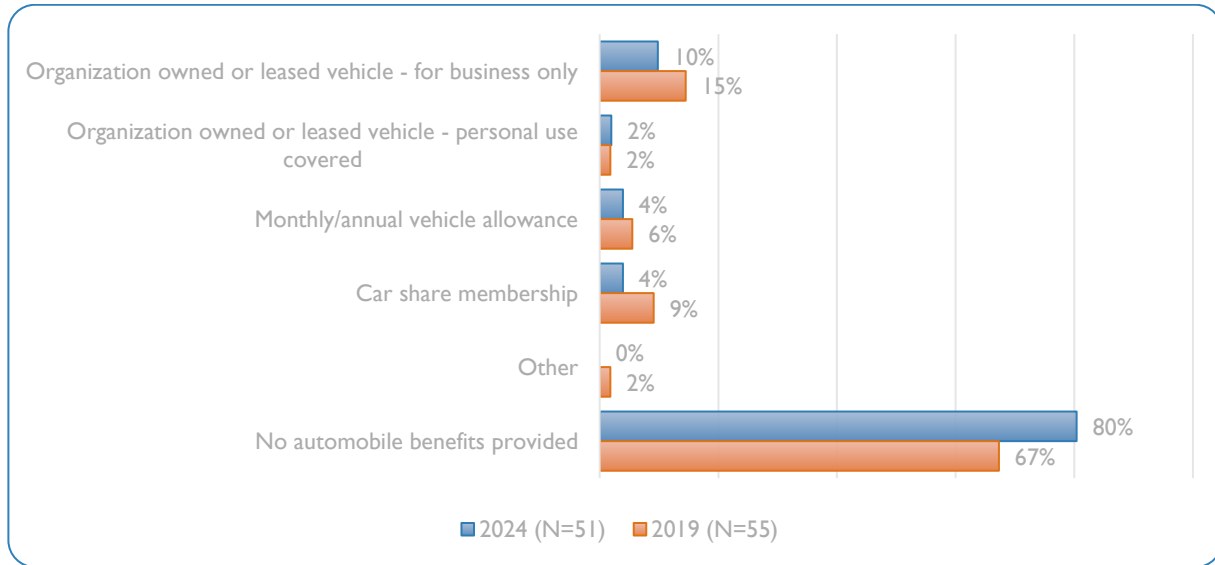
Note: Includes only those for whom the question was applicable.



## AUTOMOBILE BENEFITS

Only 20% of Associates receive automobile benefits (see **Exhibit 4-17**). The most common benefit is the use of an organization-owned/leased vehicle for business (10%).

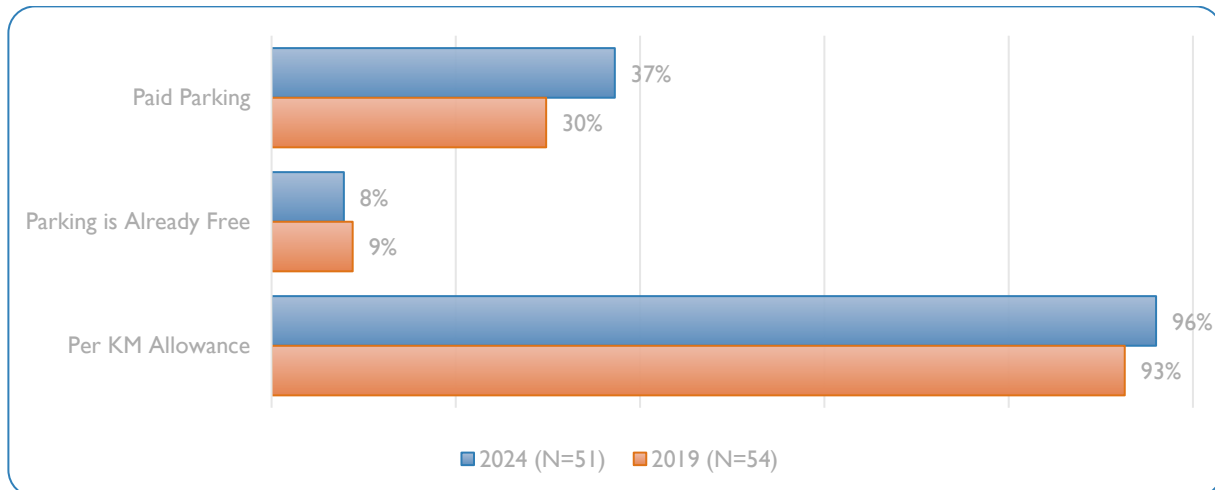
**Exhibit 4-17: Automobile Benefits Received - Associates**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 4-18**, only 45% of Associates have free parking at the workplace. This includes 37% whose parking is paid and another 8% whose parking is already free. Most Associates (96%) also receive a per-kilometer reimbursement.

**Exhibit 4-18: Other Automobile Related Benefits - Associates**

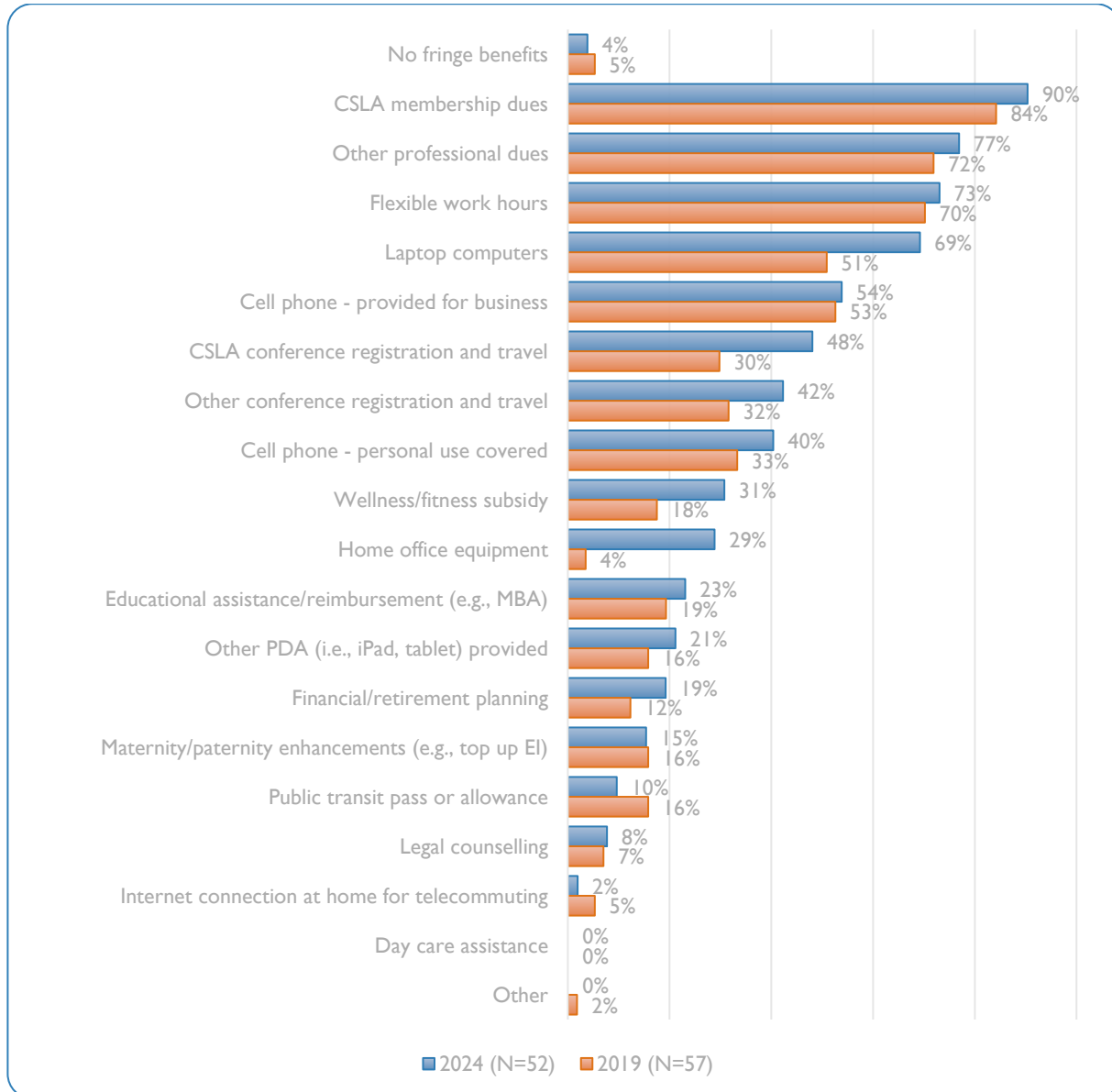


## FRINGE BENEFITS

The vast majority (96%) of Associates receive some form of fringe benefits (see **Exhibit 4-19**). CSLA membership dues are the most common benefit, with over eight in ten (90%) receiving it, followed closely by other professional dues (77%), flexible work hours (73%), and laptop computers (69%)

Tier two benefits are less common but still popular. These include a cell phone provided for business (54%) and CSLA conference registration and travel (48%).

**Exhibit 4-19: Fringe Benefits Received - Associates**



Note: Percentages sum to more than 100% due to multiple responses.

## 5. SENIOR LANDSCAPE ARCHITECT PROFILE

This section discusses the compensation and benefits for the 158 Senior Landscape Architects who participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation, before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: SENIOR LANDSCAPE ARCHITECT

The demographic profile of Senior Landscape Architects presented in **Exhibit 5-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Senior Landscape Architects. Demographics for the 2019 results are also shown for reference.

Key demographics include:

- Over four in ten (44%) participating Senior Landscape Architects are from Ontario, while 24% were from Quebec and 14% were from British Columbia. While similar to 2019, respondents are less likely to be from Ontario in this year’s study.
- Large to major cities account for 56% of respondents.
- Almost six in ten (57%) Senior Landscape Architects are female. This is up from 41% in 2019.
- The average age of Senior Landscape Architects is 47.7,

**Exhibit 5-1: Demographics - Senior Landscape Architects**

	2024	2019
<b>Province of Residence</b>	<b>N=158</b>	<b>N=170</b>
Alberta	9%	11%
British Columbia	14%	13%
Manitoba	4%	1%
New Brunswick	0%	1%
Newfoundland & Labrador	1%	0%
Nova Scotia	1%	2%
Prince Edward Island	0%	0%
Ontario	44%	56%
Quebec	24%	13%
Saskatchewan	3%	4%
<b>Size of Community - Residence</b>	<b>N=158</b>	<b>N=170</b>
Rural	3%	2%
Small town (pop < 10K)	7%	4%
Small city (pop. 10K to 100K)	13%	12%
Medium city (pop. 100K to 500K)	20%	25%
Large city (pop. 500K to 1.5M)	22%	31%
Major city (pop. > 1.5M)	34%	27%
<b>Gender</b>	<b>N=157</b>	<b>N=168</b>
Male	43%	59%
Female	57%	41%
<b>Age</b>	<b>N=151</b>	<b>N=162</b>
25 or under	1%	1%
26 to 35	17%	4%
36 to 45	28%	37%
46 to 55	27%	27%
56 to 65	21%	25%
66 or Older	5%	7%
<i>Mean</i>	47.7	49.6
<i>Median</i>	47	49

Note: Percentages may not sum to 100% due to rounding.

with the majority falling between the ages of 36 to 65 (76%).

**Exhibit 5-2: Organization Profile - Senior Landscape Architects**

	2024	2019
<b>Type of Organization</b>	<b>N=158</b>	<b>N=170</b>
Sole practitioner	11%	11%
Partnership/corporation	54%	47%
Local government	28%	31%
Provincial Government	3%	4%
Federal Government	4%	7%
Other	1%	1%
<b>Number of Employees - Total</b>	<b>N=126</b>	<b>N=134</b>
One	3%	5%
Two	1%	0%
Three	1%	2%
Four	2%	4%
Five	1%	0%
6 to 10	10%	8%
11 to 25	11%	10%
26 to 50	13%	13%
51 to 75	4%	4%
76 to 100	3%	4%
101 to 500	14%	16%
501 to 1000	8%	6%
Over 1000	30%	29%
<i>Mean</i>	<i>5,036.1</i>	<i>2,040.6</i>
<i>Median</i>	<i>120</i>	<i>129</i>
<b>Number of Employees - Landscape Architecture</b>	<b>N=134</b>	<b>N=149</b>
One	14%	9%
Two	5%	9%
Three	1%	7%
Four	1%	7%
Five	7%	5%
6 to 10	23%	26%
11 to 25	30%	23%
26 to 50	12%	8%
51 to 75	3%	1%
76 to 100	1%	0%
101 to 500	2%	5%
Over 500	1%	1%
<i>Mean</i>	<i>25.2</i>	<i>29.7</i>
<i>Median</i>	<i>10</i>	<i>8</i>

Note: Percentages may not sum to 100% due to rounding.

As seen in **Exhibit 5-2**, partnerships/corporations are the most common employers of Senior Landscape Architects accounting for 54% with local government as the second most common at 28%. While the average number of staff is quite high at 5,036.1, the median of 120 represents a better picture of the typical employer. The high average is largely due to the government employers. Similarly, the average landscape team size is 25.2 while the median team size is 10.

## EXPERIENCE PROFILE: SENIOR LANDSCAPE ARCHITECT

Senior Landscape Architects are a well-educated group, with almost all (95%) having a university degree in the field of Landscape Architecture and 72% having completed additional post-secondary education outside the profession. Eight in ten (81%) are registered Landscape Architects, with 62% having registered more than 10 years ago. Just under six in ten (58%) have completed the LARE exam successfully. These results are summarized in **Exhibit 5-3**.

**Exhibit 5-3: Qualification Profile - Senior Landscape Architects**

	2024	2019
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=157</b>	<b>N=164</b>
Undergraduate degree	52%	61%
Master's degree	43%	34%
None	5%	6%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=158</b>	<b>N=169</b>
High school graduate or less	17%	22%
Some college, technical school or university	11%	12%
College graduate	12%	15%
University undergraduate degree	42%	35%
Master's degree (e.g., MBA)	17%	15%
Doctorate/PhD	1%	0%
<b>Membership Category</b>	<b>N=158</b>	<b>N=170</b>
Registered Landscape Architect	81%	80%
Landscape Architect	14%	18%
Intern	5%	2%
<b>Registration Year</b>	<b>N=128</b>	<b>N=134</b>
Last 5 Years	13%	10%
6 to 10 Years	26%	19%
11 to 15 Years	15%	21%
16 to 20 Years	15%	16%
21 to 25 Years	15%	5%
26 to 30 Years	2%	9%
More Than 30 Years	15%	19%
<i>Mean (years)</i>	<i>16.3</i>	<i>17.8</i>
<i>Median (years)</i>	<i>15</i>	<i>16</i>
<b>Completed the LARE</b>	<b>N=158</b>	<b>N=170</b>
Yes	58%	48%

Note: Percentages may not sum to 100% due to rounding.

The average Senior Landscape Architect has been at that level for 14 years and has spent 7.9 years in their current position (see **Exhibit 5-4**). They have extensive experience, having spent an average of 20.3 years as a Landscape Architect.

**Exhibit 5-4: Years of Experience - Senior Landscape Architects**

	Current Position N=158	Current Employer/ Organization N=158	At Seniority Level N=153	In Landscape Architecture N=155
1 Year or Less	22%	10%	8%	0%
1.1 Years to 3 Years	30%	16%	19%	1%
3.1 Years to 5 Years	10%	11%	7%	2%
5.1 Years to 10 Years	12%	23%	17%	17%
10.1 Years to 15 Years	9%	16%	11%	21%
15.1 Years to 20 Years	7%	9%	10%	15%
More Than 20 Years	10%	15%	29%	45%
<i>Mean</i>	7.9	11.1	14.0	20.3
<i>Median</i>	3	8	10	20

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: SENIOR LANDSCAPE ARCHITECT

On average, Senior Landscape Architects receive just under 4 weeks in vacation (19.1 days) and 8.3 personal days. These averages are slightly higher than those reported in 2019. As seen in **Exhibit 5-5**, vacation ranges primarily from 3 weeks to 4 weeks with 61% falling in this range. The most common number of personal days is 5 (27%) while 12% have no personal days.

**Exhibit 5-5: Paid Time Off - Senior Landscape Architects**

	2024 N=153	2019 N=165
<b>Number of Paid Vacation Days</b>		
Less than 1 week	5%	7%
1 week	1%	0%
2 weeks	6%	3%
3 weeks	25%	36%
4 weeks	36%	34%
5 weeks	17%	12%
6 weeks	8%	4%
More than 6 weeks	3%	4%
<i>Mean</i>	19.1	18.3
<i>Median</i>	20	20
<b>Number of Paid Personal Days</b>		
None	12%	21%
Less than 5 days	15%	17%
5 days	27%	27%
6 to 9 days	15%	12%
10 to 15 days	21%	16%
More than 15 days	10%	7%
<i>Mean</i>	8.3	7.0
<i>Median</i>	5	5

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 5-6: Compensation Structure - Senior Landscape Architects**

	2024	2019
<b>Employment Status</b>	<b>N=158</b>	<b>N=170</b>
Owner	6%	5%
Full-time employee	84%	88%
Permanent part-time employee	4%	2%
Casual part-time employee	3%	2%
Contract employee	3%	4%
<b>Pay Structure</b>	<b>N=158</b>	<b>N=170</b>
Salary	75%	72%
Hourly	24%	25%
Owner/Contract (draw, profits, contract amount, etc.)	1%	2%
<b>Variable Cash Compensation</b>	<b>N=158</b>	<b>N=170</b>
Have a performance bonus/incentive plan	32%	34%
Participate in profit-sharing	18%	14%
<b>Overtime Policy</b>	<b>N=158</b>	<b>N=170</b>
No reward for overtime	31%	28%
Time off in lieu	36%	39%
Paid at regular hourly rate	18%	17%
Paid an enhanced hourly rate	15%	17%
<b>Standard Hours Per Week</b>	<b>N=156</b>	<b>N=168</b>
15 Hours or Less	1%	2%
16 to 30 Hours	5%	4%
31 to 35 Hours	28%	26%
35 to 40 Hours	65%	66%
40 to 45 Hours	1%	1%
45 to 50 Hours	1%	0%
More Than 50 Hours	0%	1%
<i>Mean</i>	36.6	37.0
<i>Median</i>	37.5	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=155</b>	<b>N=169</b>
15 Hours or Less	1%	3%
16 to 30 Hours	6%	7%
31 to 35 Hours	17%	14%
35 to 40 Hours	54%	44%
40 to 45 Hours	15%	22%
45 to 50 Hours	5%	8%
More Than 50 Hours	1%	2%
<i>Mean</i>	38.5	39.1
<i>Median</i>	38.0	40

Note: Percentages may not sum to 100% due to rounding.

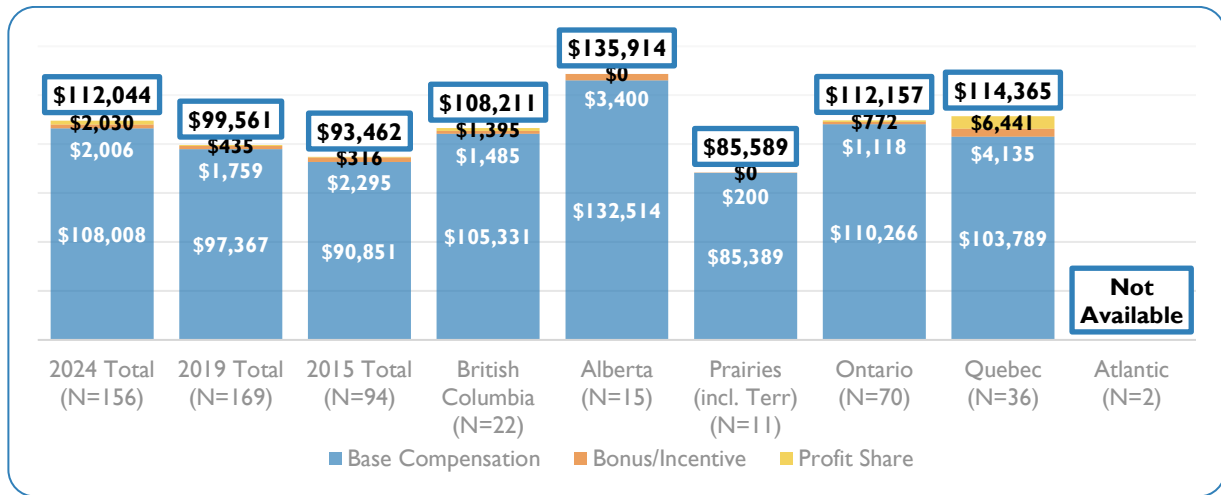
A general profile of the Senior Landscape Architect position is presented in **Exhibit 5-6** to provide context to the compensation data. Over eight in ten (84%) are full-time employees, and three-quarters (75%) are salaried. One-third (32%) participate in bonus/incentive plans, while only 18% participate in profit-sharing.

Overtime policies are in place for just under seven in ten (69%) of Senior Landscape Architects, with the most common being time off in lieu (36%). The average standard work week is 36.6 hours, while the average actual hours worked is 38.5 per week.

## CASH COMPENSATION: SENIOR LANDSCAPE ARCHITECT

Compensation for participating Senior Landscape Architects averages just over \$112,000 per year (see **Exhibit 5-7**). This is comprised of approximately \$108,000 in base pay, \$2,000 in bonus or incentives and \$2,000 in profit share. Compensation is 13% higher in this year’s study than among 2019 participants. The exhibit also shows the regional breakdowns. Regionally, compensation for Senior Landscape Architects is highest in the Alberta region at \$135,900 per year and lowest in the Prairies at \$85,600.

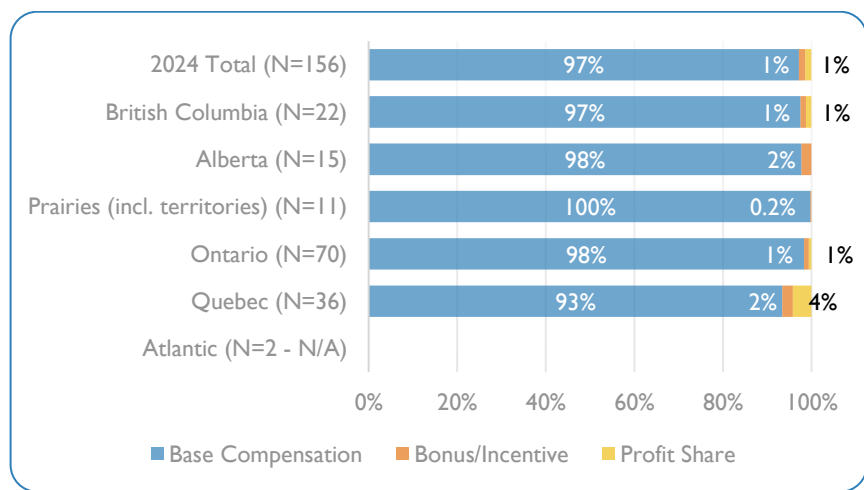
**Exhibit 5-7: Cash Compensation by Region - Senior Landscape Architects**



Notes: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding. Interpret regions with caution due to small sample sizes.

As noted earlier, 32% of Senior Landscape Architects have a bonus component to their compensation while 18% have profit share. As seen in **Exhibit 5-8**, the average compensation is comprised of 97% base compensation, 1% bonus, and 1% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

**Exhibit 5-8: Additional Cash Compensation Ratio - Senior Landscape Architects**

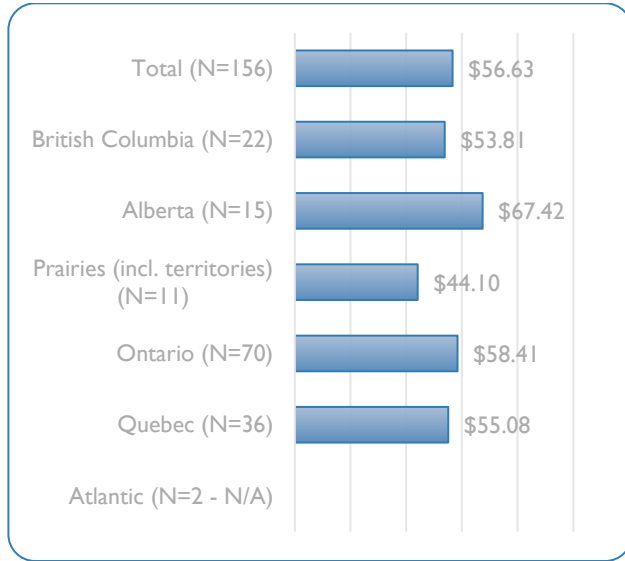


Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.



The breakdown of compensation is similar in all regions, however, notably, base pay accounts for 100% of compensation in the Prairies.

**Exhibit 5-9: Base Compensation as an Hourly Wage - Senior Landscape Architects**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 5-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent of base compensation. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 52-week year. The hourly rate does not include bonus or incentive pay, or profit share.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to those for the salaries presented earlier. As seen in the exhibit, the top-paying region is Alberta (\$67.42/hr).

**Exhibit 5-10** presents the quartile ranges for Senior Landscape Architects for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

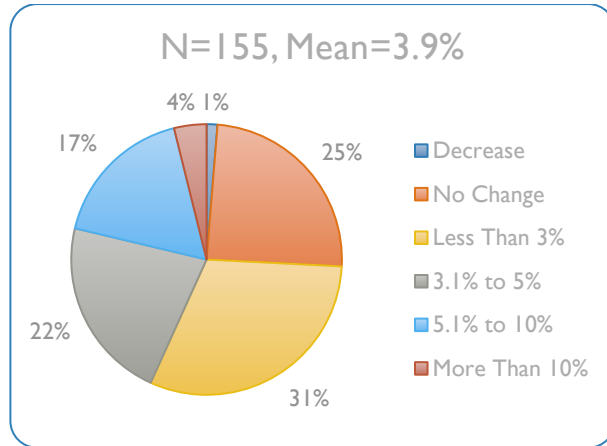
**Exhibit 5-10: Compensation Quartiles - Senior Landscape Architects**

	Annual	Hourly
1 <sup>st</sup> quartile	< \$91,400	< \$46.15
2 <sup>nd</sup> quartile	\$91,400 to \$109,300	\$46.15 to \$55.88
3 <sup>rd</sup> quartile	\$109,300 to \$126,700	\$55.88 to \$65.00
4 <sup>th</sup> quartile	\$126,700 +	\$65.00 +

Notes: Part-time and contract wages have been converted to annualized equivalents based on 37.5 hours per week for 52 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 52-week work year.  
Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: SENIOR LANDSCAPE ARCHITECT

**Exhibit 5-11: Changes in Compensation – Past 12 Months - Senior Landscape Architects**



Note: Percentages may not sum to 100% due to rounding.

Three-quarters (74%) of Senior Landscape Architects received an increase in cash compensation over the past twelve months (see **Exhibit 5-11**). The most common increase was less than 3% (31%). The average change in compensation for Senior Landscape Architects in the past twelve months was 3.9%.

## COMPENSATION BENCHMARKS: SENIOR LANDSCAPE ARCHITECT

**Exhibit 5-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Male Senior Landscape Architects earn, on average, 15% more than their female counterparts.
- **Age:** Average compensation for Senior Landscape Architects increases with age up until the 60 to 64 age group.
- **Years since Designation:** Compensation increases with time since registration.
- **Experience:** Compensation increases with experience in all areas tested.

Exhibit 5-12: Compensation Benchmarks for Senior Landscape Architects

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2024 total	\$56.63	\$108,008	\$2,006	\$2,030	\$112,044	1.1%	0.6%	156
2019 total	\$52.16	\$97,367	\$1,759	\$435	\$99,561	1.7%	0.4%	169
2015 total	\$48.68	\$90,851	\$2,295	\$316	\$93,462	3.5%	1.0%	94
<b>Employment Status</b>								
Owner	\$65.35	\$100,125	\$625	\$18,750	\$119,500	0.3%	0.8%	8
Full-time Employee	\$55.17	\$106,683	\$2,289	\$1,013	\$109,985	1.3%	0.3%	133
Other	\$63.77	\$123,962	\$240	\$2,125	\$126,327	0.2%	2.3%	15
<b>Employment Status</b>								
Owner	\$65.35	\$100,125	\$625	\$18,750	\$119,500	0.3%	0.8%	8
Employee	\$56.04	\$108,434	\$2,081	\$1,126	\$111,641	1.2%	0.5%	148
<b>Gender</b>								
Male	\$60.24	\$115,508	\$3,228	\$1,877	\$120,613	1.2%	0.5%	67
Female	\$54.18	\$102,889	\$1,099	\$1,032	\$105,021	1.0%	0.6%	88
<b>Age</b>								
Under 40	\$48.97	\$95,151	\$1,246	\$2,819	\$99,216	1.4%	0.7%	41
40 to 49	\$54.95	\$106,228	\$3,373	\$164	\$109,765	1.1%	0.2%	44
50 to 59	\$57.61	\$108,385	\$2,001	\$4,446	\$114,832	0.9%	0.5%	37
60 to 64	\$70.64	\$129,257	\$1,206	\$0	\$130,463	0.9%	0.0%	17
65 or Older	\$60.46	\$118,816	\$965	\$2,938	\$122,719	0.8%	3.2%	10
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$57.89	\$109,044	\$2,695	\$2,226	\$113,964	0.9%	0.9%	80
Graduate Degree	\$56.41	\$109,106	\$1,246	\$2,068	\$112,420	1.3%	0.2%	67
None	\$46.55	\$90,266	\$1,744	\$0	\$92,010	1.7%	0.0%	8
<b>Highest Level of Education - General</b>								
No post-secondary	\$55.72	\$108,700	\$3,268	\$965	\$112,933	1.0%	0.9%	45
College	\$59.06	\$114,393	\$559	\$5,553	\$120,505	0.5%	0.3%	19
Undergraduate	\$56.08	\$104,421	\$2,014	\$1,144	\$107,579	1.5%	0.6%	64
Graduate	\$57.73	\$110,764	\$943	\$3,375	\$115,082	0.8%	0.2%	28
<b>Member Category</b>								
Registered Landscape Architect	\$57.66	\$110,751	\$2,210	\$1,556	\$114,517	1.1%	0.5%	127
Landscape Architect	\$56.46	\$101,915	\$841	\$5,500	\$108,257	0.7%	1.1%	21
Intern	\$40.53	\$80,461	\$1,838	\$434	\$82,732	2.3%	0.5%	8
<b>Years Since Designation</b>								
10 or less	\$52.61	\$102,232	\$1,331	\$2,322	\$105,885	1.5%	0.6%	49
11 to 20	\$54.93	\$106,340	\$1,350	\$1,487	\$109,177	1.1%	0.3%	38
21 to 30	\$63.68	\$116,853	\$7,048	\$381	\$124,282	0.7%	0.3%	21
More Than 30	\$69.21	\$134,800	\$847	\$1,020	\$136,667	0.7%	0.8%	19
<b>Completed LARE Exams</b>								
Yes	\$56.20	\$106,582	\$1,344	\$1,534	\$109,460	1.3%	0.5%	91
No	\$57.23	\$110,005	\$2,934	\$2,724	\$115,663	0.8%	0.6%	65
<b>Region - Work</b>								
British Columbia	\$53.81	\$105,331	\$1,485	\$1,395	\$108,211	1.3%	1.5%	22
Alberta	\$67.42	\$132,514	\$3,400	\$0	\$135,914	1.0%	0.0%	15
Prairies (incl. territories)	\$44.10	\$85,389	\$200	\$0	\$85,589	0.2%	0.0%	11
Ontario	\$58.41	\$110,266	\$1,118	\$772	\$112,157	1.1%	0.7%	70
Quebec	\$55.08	\$103,789	\$4,135	\$6,441	\$114,365	1.3%	0.1%	36
Atlantic	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2

Exhibit 5-12: Compensation Benchmarks for Senior Landscape Architects (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Community Size - Work</b>								
Small City or Smaller	\$59.37	\$110,740	\$5,979	\$868	\$117,587	0.6%	1.1%	19
Medium City	\$54.83	\$101,208	\$1,663	\$1,914	\$104,784	1.5%	0.7%	36
Large City	\$55.32	\$107,380	\$2,038	\$421	\$109,839	1.2%	0.4%	42
Major City	\$57.76	\$111,726	\$914	\$3,620	\$116,259	0.9%	0.4%	59
<b>Organization Type</b>								
Sole practitioner	\$60.02	\$103,487	\$3,566	\$0	\$107,053	1.6%	0.0%	16
Partnership/corporation	\$53.16	\$105,189	\$2,874	\$3,725	\$111,789	1.6%	1.0%	85
Government	\$60.88	\$113,563	\$215	\$0	\$113,779	0.2%	0.0%	54
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Total Employees</b>								
1 to 5	\$58.64	\$103,130	\$0	\$5,000	\$108,130	0.0%	0.0%	8
6 to 25	\$50.65	\$93,401	\$3,024	\$5,550	\$101,976	2.0%	1.7%	25
26 to 500	\$51.68	\$101,568	\$3,885	\$842	\$106,294	1.5%	0.7%	43
More than 500	\$62.20	\$119,593	\$818	\$213	\$120,624	0.7%	0.2%	48
<b>Landscape Employees</b>								
One	\$52.45	\$96,561	\$404	\$306	\$97,270	0.6%	0.3%	18
2 to 5	\$58.61	\$112,121	\$721	\$2,632	\$115,474	0.6%	0.4%	19
6 to 10	\$55.44	\$101,763	\$4,552	\$267	\$106,582	1.3%	0.2%	30
More Than 10	\$56.10	\$109,191	\$1,961	\$3,894	\$115,046	1.4%	1.1%	65
<b>Years of Experience in Position</b>								
3 Years or Less	\$52.75	\$101,888	\$2,307	\$1,586	\$105,781	1.2%	0.6%	82
4 to 10 Years	\$59.27	\$114,961	\$1,181	\$492	\$116,634	1.1%	0.4%	35
More Than 10 Years	\$62.14	\$114,637	\$2,115	\$4,343	\$121,095	1.0%	0.6%	39
<b>Years of Experience in Organization</b>								
3 Years or Less	\$51.89	\$100,614	\$723	\$2,635	\$103,972	0.7%	0.5%	42
4 to 10 Years	\$54.77	\$106,319	\$3,563	\$502	\$110,383	1.8%	0.5%	53
More Than 10 Years	\$61.35	\$114,568	\$1,538	\$2,941	\$119,046	0.8%	0.6%	61
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$50.03	\$96,820	\$1,377	\$448	\$98,644	1.5%	0.5%	41
4 to 10 Years	\$53.67	\$103,298	\$858	\$422	\$104,578	0.8%	0.4%	36
More Than 10 Years	\$60.24	\$115,600	\$2,855	\$3,652	\$122,107	0.9%	0.6%	75
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
4 to 10 Years	\$47.61	\$92,695	\$1,604	\$712	\$95,011	1.9%	0.8%	30
More Than 10 Years	\$58.57	\$112,456	\$2,097	\$2,356	\$116,908	0.9%	0.5%	123

## BENEFITS: SENIOR LANDSCAPE ARCHITECT

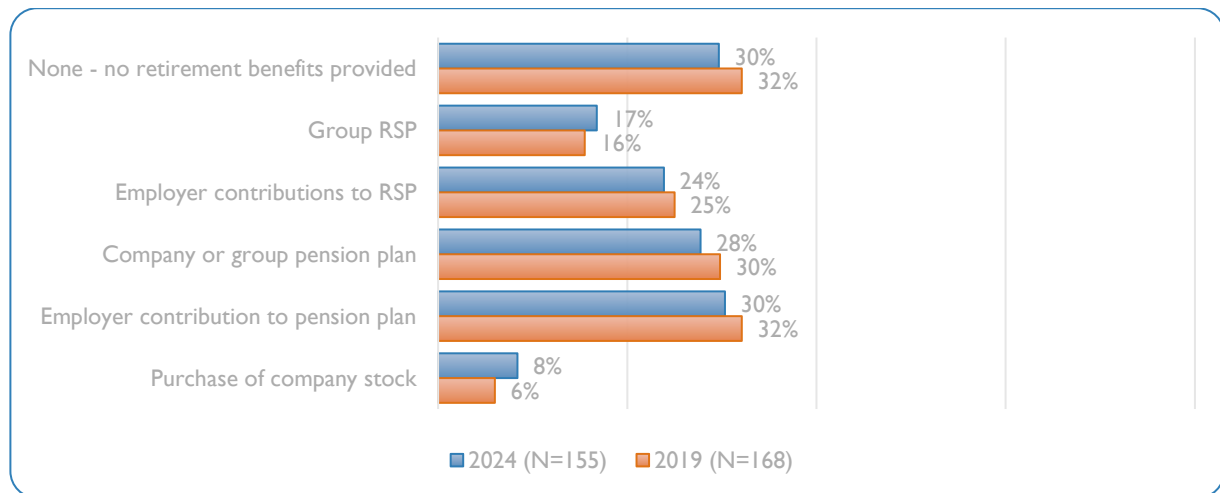
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Senior Landscape Architects. The value of benefits was not measured in the 2024 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Seven in ten (70%) Senior Landscape Architects indicated that their employers provide them with at least one retirement benefit (see [Exhibit 5-13](#)). Employer contributions to a pension plan are most common at 30%, followed closely by company or group pension plans at 28%. One-quarter (24%) receive an RSP contribution from their employer, while only 17% have a group RSP.

**Exhibit 5-13: Retirement Benefits Received - Senior Landscape Architects**

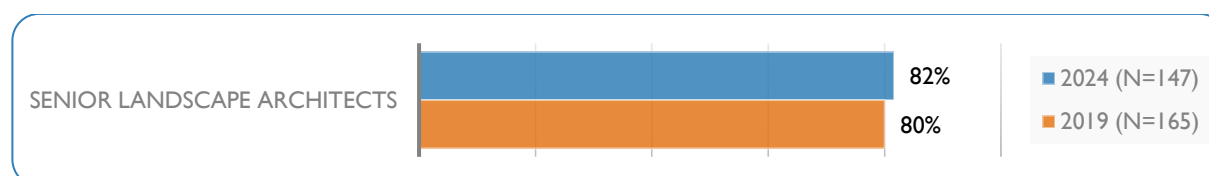


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

The majority (82%) of Senior Landscape Architects report receiving some health benefits from their employer (see **Exhibit 5-14**).

**Exhibit 5-14: Health Benefits Received - Senior Landscape Architects**



The health benefits provided to Senior Landscape Architects are detailed in **Exhibits 5-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

Consistent with the results from 2019, all the benefits tested are reasonably common (54% to 77% receiving). The most likely to be completely employer-funded are Employee Assistance Programs (E.A.P.), life insurance, short-term disability insurance and travel insurance. On the other hand, prescription drug insurance, alternative therapy insurance and dental insurance are the most likely to be co-funded by the employer and employee.

**Exhibit 5-15: Health Benefits - Senior Landscape Architects**

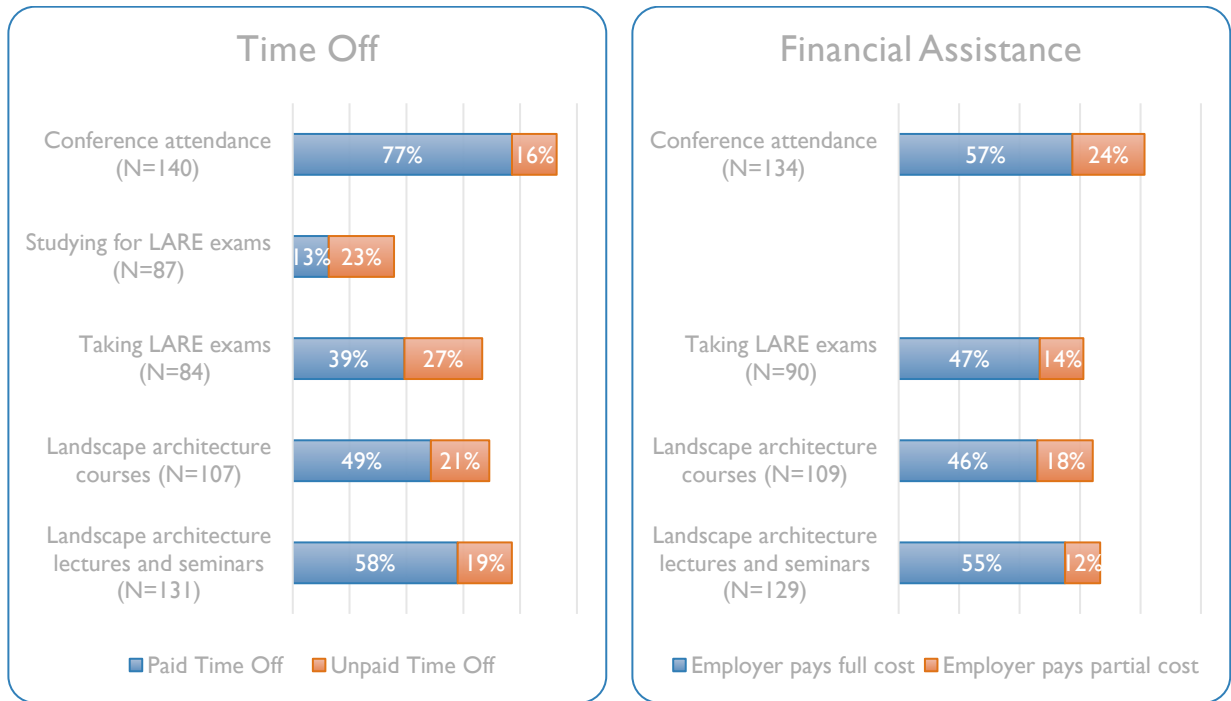
	Senior Landscape Architects			N
	Employer paid	Shared payment	Employee paid	
Life insurance	31%	38%	10%	141
Survivor insurance	27%	28%	7%	123
Travel insurance	30%	24%	5%	130
Extended health care/major medical insurance	28%	42%	9%	138
Critical illness insurance	27%	38%	10%	128
Prescription drug insurance	29%	48%	9%	147
Dental insurance	25%	48%	8%	146
Vision insurance	26%	42%	6%	144
Short-term disability insurance	30%	35%	8%	133
Long-term disability insurance	29%	37%	7%	126
Alternative therapy insurance	25%	52%	9%	147
Employee Assistance Program (E.A.P.)	38%	30%	3%	117

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 5-16** illustrates the time off and financial support received by Senior Landscape Architects for education. Support is strongest for conference attendance, where 77% get paid time off and 57% report that the employer pays the cost. Support is also strong for landscape architecture lectures and seminars (58% paid time off and 55% funded by the employer).

**Exhibit 5-16: Education Time Off and Financial Assistance - Senior Landscape Architects**

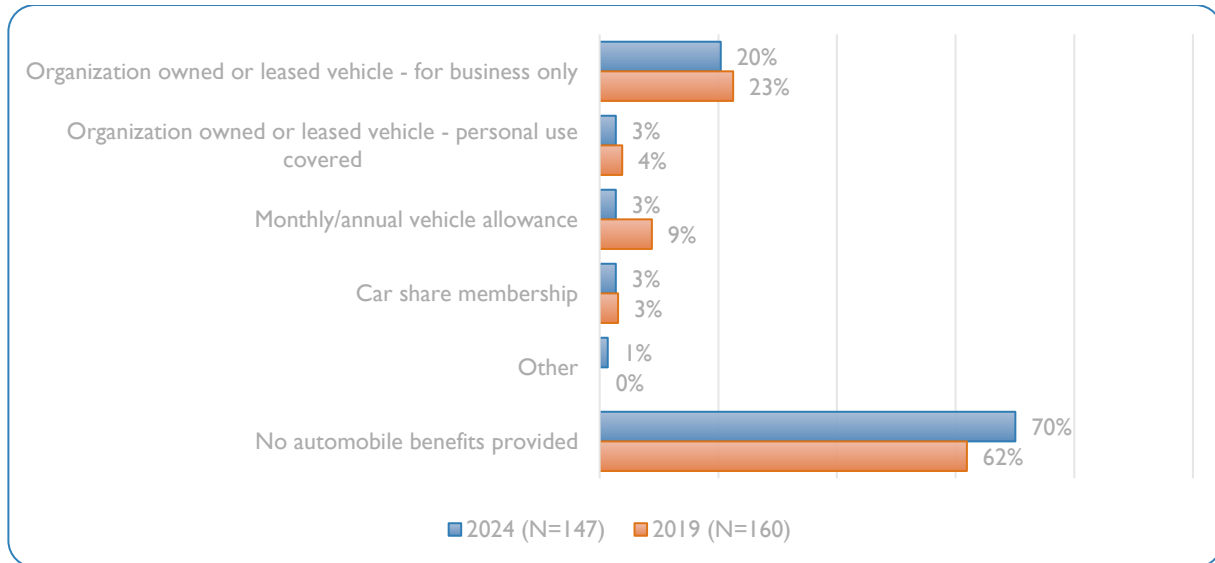


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only 30% of Senior Landscape Architects receive automobile benefits (see **Exhibit 5-17**). The most common benefit by a wide margin is an organization-owned or leased vehicles available for business use (20%).

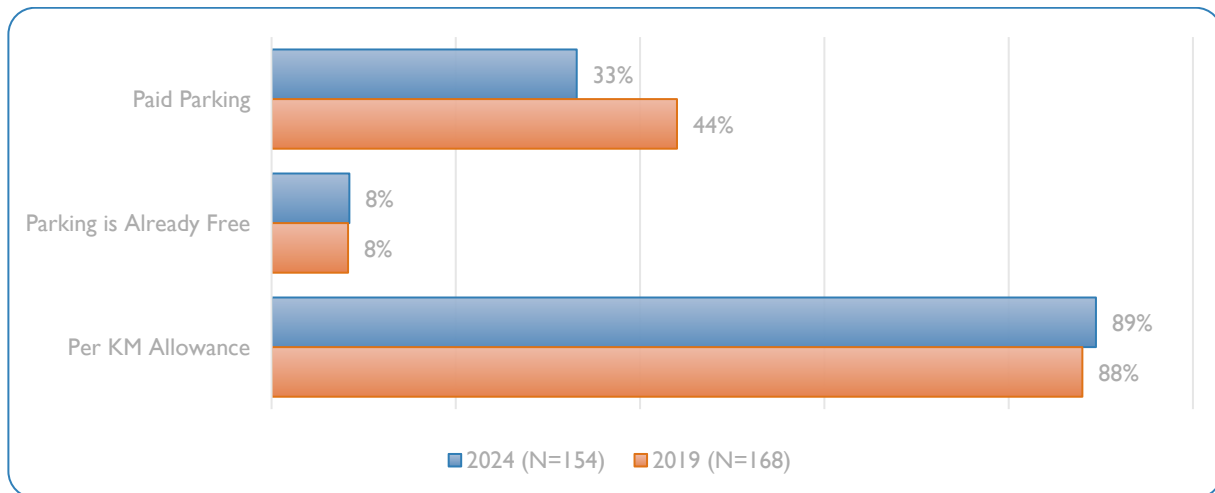
**Exhibit 5-17: Automobile Benefits Received - Senior Landscape Architects**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 5-18**, four in ten (41%) of Senior Landscape Architects have free parking at their workplace. This includes 33% whose parking is paid and another 8% whose parking is already free. A significant majority (89%) also receive a per-kilometer reimbursement.

**Exhibit 5-18: Other Automobile Related Benefits - Senior Landscape Architects**



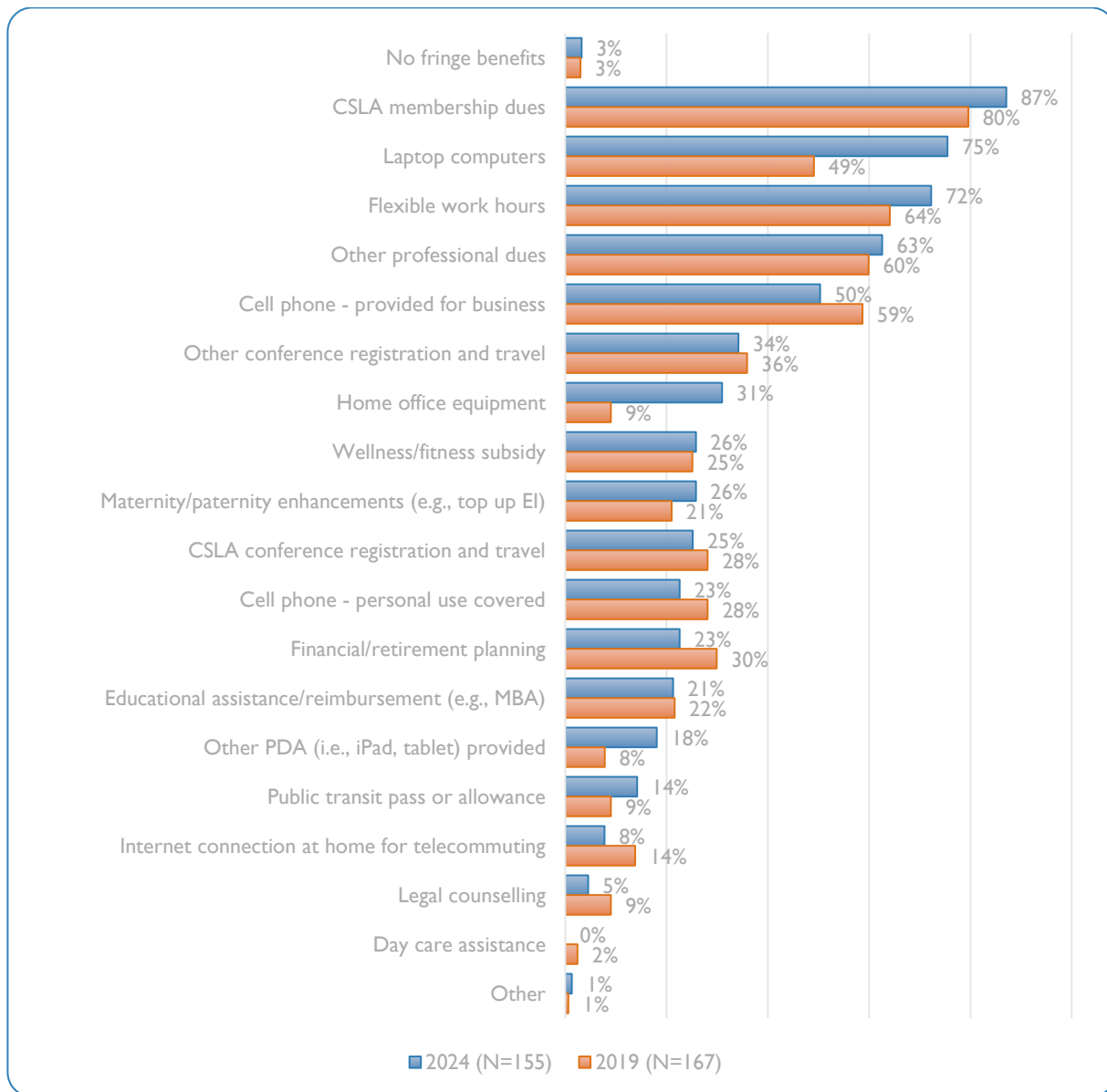


## FRINGE BENEFITS

Almost all (97%) Senior Landscape Architects receive some form of fringe benefit (see [Exhibit 5-19](#)). CSLA membership dues are by far the most common benefit, with just under nine in ten (87%) receiving it, followed by laptop computers with three-quarters (75%) receiving it, and flexible work hours with just under three-quarters (72%) receiving it

Tier two benefits are less common but still popular. These include other professional dues (63%) and a cell phone provided for business (50%).

**Exhibit 5-19: Fringe Benefits Received - Senior Landscape Architects**



Note: Percentages sum to more than 100% due to multiple responses.

## 6. LANDSCAPE ARCHITECT PROFILE

This section discusses the compensation and benefits for the 251 Landscape Architects who participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation, before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: LANDSCAPE ARCHITECT

The demographic profile of Landscape Architects presented in **Exhibit 6-1** provides an overview of those who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Landscape Architects. Demographics for the 2019 results are also shown for reference.

Key demographics include:

- One-third (32%) of participating Landscape Architects are from Ontario while a quarter are from British Columbia (25%) and another quarter are from Quebec (24%). Alberta accounts for another 8%. Representation from Ontario is considerably lower in the current study than it was in 2019, while representation is higher for British Columbia and Quebec
- Almost six in ten (57%) are located in large or major cities.
- Six in ten (60%) of Landscape Architects are female. This is slightly higher than on par with the 57% among 2019 respondents.
- The average age of Landscape Architects is 42.3 with the 36 to 45

**Exhibit 6-1: Demographics - Landscape Architects**

	2024	2019
<b>Province of Residence</b>	<b>N=251</b>	<b>N=281</b>
Alberta	8%	10%
British Columbia	25%	14%
Manitoba	5%	5%
New Brunswick	0.4%	0%
Newfoundland & Labrador	0%	0%
Nova Scotia	3%	3%
Nunavut	0.4%	0%
Ontario	32%	51%
Quebec	24%	14%
Saskatchewan	3%	3%
<b>Size of Community - Residence</b>	<b>N=251</b>	<b>N=281</b>
Rural	1%	2%
Small town (pop < 10K)	6%	6%
Small city (pop. 10K to 100K)	12%	9%
Medium city (pop. 100K to 500K)	23%	25%
Large city (pop. 500K to 1.5M)	27%	24%
Major city (pop. > 1.5M)	30%	35%
<b>Gender</b>	<b>N=250</b>	<b>N=278</b>
Male	40%	43%
Female	60%	57%
<b>Age</b>	<b>N=241</b>	<b>N=266</b>
25 or under	1%	1%
26 to 35	31%	33%
36 to 45	34%	38%
46 to 55	20%	16%
56 to 65	14%	12%
66 or Older	1%	1%
<i>Mean</i>	42.3	40.9
<i>Median</i>	41	38

Note: Percentages may not sum to 100% due to rounding.

(34%) and 26 to 35 (31%) age groups each accounting for roughly one-third. The average age in 2024 is slightly higher than among 2019 respondents.

**Exhibit 6-2: Organization Profile - Landscape Architects**

	2024	2019
<b>Type of Organization</b>	<b>N=251</b>	<b>N=280</b>
Sole practitioner	5%	5%
Partnership/corporation	34%	48%
Local government	50%	42%
Provincial Government	4%	3%
Federal Government	4%	3%
University or college	1%	1%
Other	2%	0%
<b>Number of Employees - Total</b>	<b>N=190</b>	<b>N=197</b>
One	0%	2%
Two	1%	0%
Three	0%	1%
Four	3%	1%
Five	2%	3%
6 to 10	3%	10%
11 to 25	10%	19%
26 to 50	9%	10%
51 to 75	2%	3%
76 to 100	5%	2%
101 to 500	17%	18%
501 to 1000	9%	6%
Over 1000	39%	27%
Mean	5,608.0	1,329.5
Median	500	120
<b>Number of Employees - Landscape Architecture</b>	<b>N=192</b>	<b>N=235</b>
One	8%	8%
Two	6%	9%
Three	6%	3%
Four	5%	8%
Five	9%	7%
6 to 10	24%	31%
11 to 25	25%	24%
26 to 50	13%	7%
51 to 75	0%	2%
76 to 100	1%	0%
101 to 500	3%	1%
Mean	18.8	13.5
Median	8	8

Note: Percentages may not sum to 100% due to rounding.

As seen in **Exhibit 6-2**, partnerships/corporations (34%) and government (58% combined) are the most common employers of Landscape Architects. While the average number of staff is quite high at 5,608, the median of 500 represents a better picture of the typical employer. The high average is largely due to the government employers. Similarly, the average landscape team size is 18.8, while the median team size is 8.

## EXPERIENCE PROFILE: LANDSCAPE ARCHITECT

Landscape Architects are a well-educated group with almost all (96%) having a university degree in the field of Landscape Architecture and 69% having completed additional post-secondary education outside the profession. Three-quarters (76%) are registered Landscape Architects with almost six in ten (57%) having registered in the past ten years. Six in ten (58%) have completed the LARE exam successfully. These results are summarized in **Exhibit 6-3**.

**Exhibit 6-3: Qualification Profile - Landscape Architects**

	2024	2019
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=249</b>	<b>N=278</b>
Undergraduate degree	47%	52%
Master's degree	49%	44%
None	4%	4%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=244</b>	<b>N=276</b>
High school graduate or less	19%	20%
Some college, technical school or university	11%	12%
College graduate	9%	10%
University undergraduate degree	45%	45%
Master's degree (e.g., MBA)	15%	13%
Doctorate/PhD	0.4%	0%
<b>Membership Category</b>	<b>N=251</b>	<b>N=281</b>
Registered Landscape Architect	76%	68%
Landscape Architect	11%	22%
Intern	12%	10%
Retired	0.4%	0%
<b>Registration Year</b>	<b>N=186</b>	<b>N=185</b>
Last 5 Years	32%	45%
6 to 10 Years	25%	18%
11 to 15 Years	12%	14%
16 to 20 Years	13%	8%
21 to 25 Years	7%	7%
26 to 30 Years	4%	3%
More Than 30 Years	6%	5%
<i>Mean (years)</i>	<i>11.6</i>	<i>10.2</i>
<i>Median (years)</i>	<i>9</i>	<i>6</i>
<b>Completed the LARE</b>	<b>N=250</b>	<b>N=281</b>
Yes	58%	59%

Note: Percentages may not sum to 100% due to rounding.

The average Landscape Architect has spent 14.5 years in the Landscape Architect sector. In this time, they have spent 8.8 years at their current level and 4.4 years in their current position (see **Exhibit 6-4**).

**Exhibit 6-4: Years of Experience - Landscape Architects**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	<b>N=250</b>	<b>N=250</b>	<b>N=246</b>	<b>N=249</b>
1 Year or Less	28%	17%	12%	0%
1.1 Years to 3 Years	27%	27%	16%	5%
3.1 Years to 5 Years	18%	16%	16%	10%
5.1 Years to 10 Years	18%	20%	28%	32%
10.1 Years to 15 Years	5%	9%	12%	14%
15.1 Years to 20 Years	4%	7%	7%	14%
More Than 20 Years	1%	4%	9%	24%
<i>Mean</i>	4.4	6.7	8.8	14.5
<i>Median</i>	3	4	7	11

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: LANDSCAPE ARCHITECT

On average, Landscape Architects receive over 3 weeks in vacation (17.8 days) and 10.4 personal days. As seen in **Exhibit 6-5**, vacation ranges primarily from 3 weeks to 4 weeks with seven in ten (70%) falling in this range.

**Exhibit 6-5: Paid Time Off - Landscape Architects**

	2024	2019
<b>Number of Paid Vacation Days</b>	<b>N=246</b>	<b>N=275</b>
Less than 1 week	2%	2%
1 week	0%	0%
2 weeks	10%	18%
3 weeks	46%	46%
4 weeks	24%	21%
5 weeks	11%	7%
6 weeks	7%	6%
More than 6 weeks	1%	2%
<i>Mean</i>	17.8	16.9
<i>Median</i>	15	15
<b>Number of Paid Personal Days</b>	<b>N=211</b>	<b>N=238</b>
None	11%	12%
Less than 5 days	16%	17%
5 days	27%	25%
6 to 9 days	8%	12%
10 to 15 days	20%	21%
More than 15 days	18%	13%
<i>Mean</i>	10.4	9.0
<i>Median</i>	5	5

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 6-6: Compensation Structure - Landscape Architects**

	2024	2019
<b>Employment Status</b>	<b>N=25 I</b>	<b>N=28 I</b>
Owner	2%	1%
Full-time employee	92%	92%
Permanent part-time employee	4%	3%
Casual part-time employee	1%	0%
Contract employee	2%	4%
<b>Pay Structure</b>	<b>N=25 I</b>	<b>N=28 I</b>
Salary	70%	81%
Hourly	30%	19%
Owner/Contract (draw, profits, contract amount, etc.)	0%	0%
<b>Variable Cash Compensation</b>	<b>N=25 I</b>	<b>N=28 I</b>
Have a performance bonus/incentive plan	20%	22%
Participate in profit-sharing	18%	11%
<b>Overtime Policy</b>	<b>N=25 I</b>	<b>N=28 I</b>
No reward for overtime	17%	18%
Time off in lieu	48%	50%
Paid at regular hourly rate	12%	14%
Paid an enhanced hourly rate	23%	19%
<b>Standard Hours Per Week</b>	<b>N=25 I</b>	<b>N=28 I</b>
15 Hours or Less	0%	0%
16 to 30 Hours	5%	2%
31 to 35 Hours	47%	41%
35 to 40 Hours	47%	57%
40 to 45 Hours	0%	0%
45 to 50 Hours	0%	0%
More Than 50 Hours	2%	0%
<i>Mean</i>	36.6	36.7
<i>Median</i>	35.0	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=248</b>	<b>N=277</b>
15 Hours or Less	1%	0%
16 to 30 Hours	4%	1%
31 to 35 Hours	29%	20%
35 to 40 Hours	48%	52%
40 to 45 Hours	13%	19%
45 to 50 Hours	3%	5%
More Than 50 Hours	2%	2%
<i>Mean</i>	38.5	39.5
<i>Median</i>	37.5	40

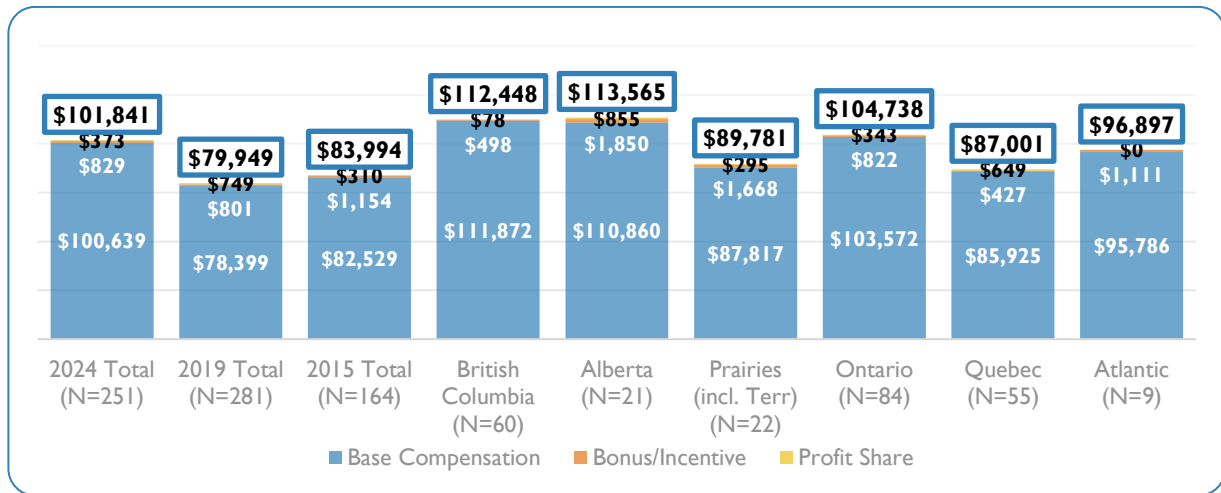
Note: Percentages may not sum to 100% due to rounding.

A general profile of the Landscape Architect position is presented in **Exhibit 6-6** to provide context to the compensation data. Most (92%) are full-time employees and seven in ten (70%) are salaried. Only one-fifth (20%) participate in bonus/incentive plans while only 18% participate in profit-sharing. Over eight in ten (83%) have an overtime policy, the most common being time off in lieu (48%). The average standard work week is 36.6 hours while the average actual hours is 38.5 per week.

## CASH COMPENSATION: LANDSCAPE ARCHITECT

Compensation for participating Landscape Architects averages just over \$101,800 per year (see **Exhibit 6-7**). This is comprised of approximately \$100,600 in base pay, \$800 in bonus or incentives and \$400 in profit share. Average compensation at this level in this year’s study is 27% higher than reported in 2019. The exhibit also shows the regional breakdowns. Regionally, compensation for Landscape Architects is highest in Alberta (\$113,600) and British Columbia (\$112,400) and lowest in Quebec (\$87,000).

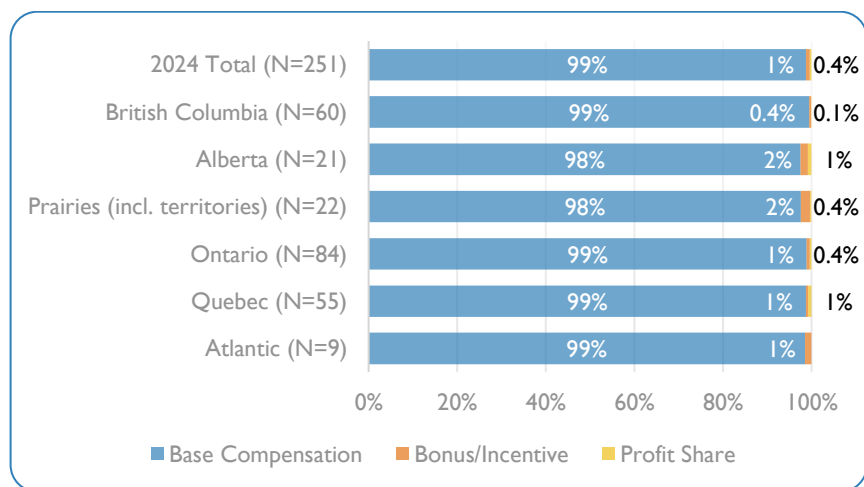
**Exhibit 6-7: Cash Compensation by Region - Landscape Architects**



Notes: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding. Interpret regions with caution due to small sample sizes.

As noted earlier, 20% of Landscape Architects have a bonus component to their compensation, while 18% have profit-share. As seen in **Exhibit 6-8**, the average compensation is comprised of 99% base compensation, 1% bonus, and less than 1% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

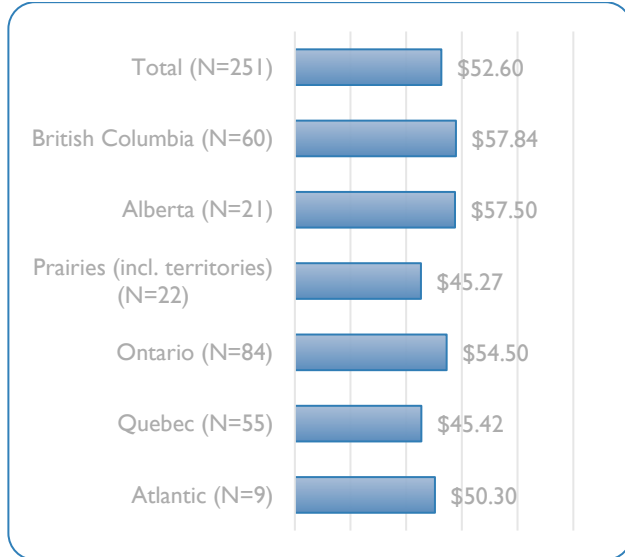
**Exhibit 6-8: Additional Cash Compensation Ratio - Landscape Architects**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Regionally, there are no notable differences.

**Exhibit 6-9: Base Compensation as an Hourly Wage - Landscape Architects**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 6-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent of base compensation. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 52-week year. The hourly rate does not include bonus or incentive pay, or profit share.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to the salaries presented earlier. As seen in the exhibit, the top-paying regions are Alberta (\$57.50) and British Columbia (\$57.84/hr).

**Exhibit 6-10** presents the quartile ranges for Landscape Architects for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

**Exhibit 6-10: Compensation Quartiles - Landscape Architects**

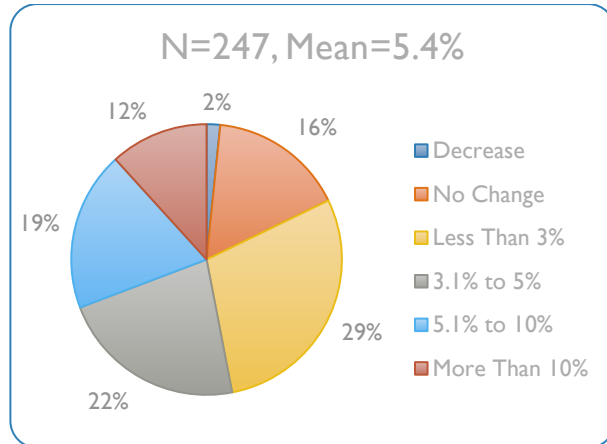
	Annual	Hourly
1 <sup>st</sup> quartile	< \$81,900	< \$41.28
2 <sup>nd</sup> quartile	\$81,900 to \$95,000	\$41.28 to \$49.57
3 <sup>rd</sup> quartile	\$95,000 to \$115,000	\$49.57 to \$60.00
4 <sup>th</sup> quartile	\$115,000 +	\$60.00 +

Notes: Part-time and contract wages have been converted to annualized equivalents based on 37.5 hours per week for 52 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 52-week work year. Hourly wages do not include additional cash compensation.



## CHANGES IN COMPENSATION: LANDSCAPE ARCHITECT

**Exhibit 6-11: Changes in Compensation – Past 12 Months - Landscape Architects**



Note: Percentages may not sum to 100% due to rounding.

Over eight in ten (82%) Landscape Architects received an increase in cash compensation over the past twelve months (see **Exhibit 6-11**). Over a quarter (29%) received an increase of less than 3% while one in five received increases of 3.1% to 5% (22%) or 5.1% to 10% (19%). The average change in compensation for Landscape Architects in the past twelve months was 5.4%.

## COMPENSATION BENCHMARKS: LANDSCAPE ARCHITECT

**Exhibit 6-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Male Landscape Architects earn, on average, 14% more than their female counterparts.
- **Age:** Income increases as age increases.
- **Education:** Those with an undergraduate university degree in landscape architecture earn 4% more on average than those with a graduate degree in landscape architecture.
- **Member Category:** Registered landscape architects, on average, earn 5% more than those who are not registered and 34% more than those still in the intern category.
- **Years since Designation:** Compensation increases with time since registration.
- **Organization Type:** Those in government organizations earn considerably more than those in other types of organizations.
- **Experience:** Experience is linked to compensation. The biggest factor is years of experience in the landscape architecture profession in general.

Exhibit 6-12: Compensation Benchmarks for Landscape Architects

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2024 total	\$52.60	\$100,639	\$829	\$373	\$101,841	0.7%	0.5%	251
2019 total	\$42.58	\$78,399	\$801	\$749	\$79,949	1.1%	1.2%	281
2015 total	\$44.73	\$82,529	\$1,154	\$310	\$83,993	2.0%	0.7%	164
<b>Employment Status</b>								
Owner	\$56.49	\$114,375	\$0	\$0	\$114,375	0.0%	0.0%	4
Full-time Employee	\$52.33	\$99,896	\$854	\$406	\$101,155	0.7%	0.5%	231
Other	\$55.56	\$107,934	\$674	\$0	\$108,608	0.7%	0.0%	16
<b>Employment Status</b>								
Owner	\$56.49	\$114,375	\$0	\$0	\$114,375	0.0%	0.0%	4
Employee	\$52.54	\$100,417	\$842	\$379	\$101,638	0.7%	0.5%	247
<b>Gender</b>								
Male	\$57.00	\$108,712	\$1,064	\$560	\$110,336	0.8%	0.7%	99
Female	\$49.74	\$95,426	\$684	\$255	\$96,365	0.7%	0.3%	150
<b>Age</b>								
Under 40	\$43.33	\$83,885	\$880	\$574	\$85,340	0.7%	0.7%	108
40 to 49	\$53.98	\$102,642	\$1,084	\$406	\$104,132	1.0%	0.4%	70
50 to 59	\$62.32	\$118,218	\$613	\$71	\$118,902	0.5%	0.1%	46
60 to 64	\$66.94	\$127,720	\$475	\$0	\$128,195	0.4%	0.0%	11
65 or Older	\$74.59	\$139,757	\$600	\$0	\$140,357	0.4%	0.0%	6
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$53.50	\$102,254	\$1,078	\$545	\$103,877	0.8%	0.7%	116
Graduate Degree	\$51.58	\$98,904	\$602	\$209	\$99,715	0.6%	0.2%	122
None	\$53.18	\$99,735	\$864	\$455	\$101,053	0.9%	0.6%	11
<b>Highest Level of Education - General</b>								
No post-secondary	\$52.52	\$100,556	\$1,077	\$276	\$101,910	0.8%	0.4%	74
College	\$47.57	\$90,407	\$849	\$227	\$91,483	0.8%	0.3%	22
Undergraduate	\$54.61	\$104,138	\$759	\$217	\$105,115	0.7%	0.2%	111
Graduate	\$50.69	\$97,637	\$685	\$1,097	\$99,418	0.7%	1.3%	37
<b>Member Category</b>								
Registered Landscape Architect	\$54.49	\$104,281	\$694	\$423	\$105,398	0.7%	0.5%	192
Landscape Architect	\$51.60	\$99,111	\$892	\$0	\$100,003	0.9%	0.0%	27
Intern	\$40.44	\$76,681	\$1,633	\$406	\$78,719	0.8%	0.6%	31
<b>Years Since Designation</b>								
10 or less	\$47.70	\$92,140	\$708	\$617	\$93,464	0.8%	0.7%	107
11 to 20	\$58.21	\$110,756	\$968	\$322	\$112,046	0.9%	0.3%	47
21 to 30	\$69.01	\$130,830	\$223	\$0	\$131,053	0.2%	0.0%	21
More Than 30	\$72.41	\$135,318	\$668	\$0	\$135,986	0.5%	0.0%	11
<b>Completed LARE Exams</b>								
Yes	\$55.08	\$105,507	\$784	\$311	\$106,602	0.7%	0.4%	144
No	\$48.84	\$93,227	\$898	\$461	\$94,586	0.7%	0.6%	106
<b>Region - Work</b>								
British Columbia	\$57.84	\$111,872	\$498	\$78	\$112,448	0.5%	0.1%	60
Alberta	\$57.50	\$110,860	\$1,850	\$855	\$113,565	1.8%	0.9%	21
Prairies (incl. territories)	\$45.27	\$87,817	\$1,668	\$295	\$89,781	0.4%	0.5%	22
Ontario	\$54.50	\$103,572	\$822	\$343	\$104,738	0.8%	0.4%	84
Quebec	\$45.42	\$85,925	\$427	\$649	\$87,001	0.5%	0.8%	55
Atlantic	\$50.30	\$95,786	\$1,111	\$0	\$96,897	1.6%	0.0%	9

Exhibit 6-12: Compensation Benchmarks for Landscape Architects (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Community Size - Work</b>								
Small City or Smaller	\$54.96	\$104,180	\$574	\$200	\$104,954	0.6%	0.2%	35
Medium City	\$54.89	\$105,620	\$509	\$123	\$106,252	0.6%	0.2%	65
Large City	\$52.59	\$100,661	\$1,304	\$311	\$102,277	0.8%	0.4%	71
Major City	\$49.79	\$95,213	\$787	\$717	\$96,717	0.8%	0.8%	79
<b>Organization Type</b>								
Sole practitioner	\$46.82	\$91,550	\$369	\$0	\$91,920	0.5%	0.0%	13
Partnership/corporation	\$42.44	\$84,386	\$1,782	\$861	\$87,030	1.6%	1.1%	86
Government	\$59.16	\$111,144	\$347	\$136	\$111,627	0.3%	0.1%	144
Other	\$53.25	\$101,032	\$0	\$0	\$101,032	0.0%	0.0%	8
<b>Total Employees</b>								
1 to 5	\$44.76	\$87,849	\$813	\$0	\$88,662	1.2%	0.0%	10
6 to 25	\$39.14	\$78,021	\$1,139	\$1,139	\$80,299	1.4%	1.3%	25
26 to 500	\$49.30	\$95,860	\$1,838	\$435	\$98,134	1.4%	0.6%	64
More than 500	\$59.70	\$113,132	\$459	\$214	\$113,804	0.4%	0.2%	91
<b>Landscape Employees</b>								
One	\$54.49	\$104,173	\$0	\$0	\$104,173	0.0%	0.0%	15
2 to 5	\$50.43	\$97,546	\$1,156	\$287	\$98,989	0.8%	0.4%	51
6 to 10	\$56.30	\$107,365	\$996	\$227	\$108,589	0.9%	0.3%	47
More Than 10	\$50.47	\$97,677	\$897	\$639	\$99,213	0.9%	0.8%	79
<b>Years of Experience in Position</b>								
3 Years or Less	\$48.83	\$93,325	\$402	\$518	\$94,244	0.5%	0.6%	138
4 to 10 Years	\$57.27	\$110,045	\$1,427	\$253	\$111,725	1.1%	0.3%	88
More Than 10 Years	\$56.95	\$107,401	\$1,124	\$0	\$108,525	1.1%	0.0%	24
<b>Years of Experience in Organization</b>								
3 Years or Less	\$47.00	\$90,122	\$448	\$503	\$91,073	0.5%	0.6%	109
4 to 10 Years	\$53.03	\$101,544	\$1,365	\$370	\$103,279	1.0%	0.5%	89
More Than 10 Years	\$63.53	\$120,763	\$725	\$114	\$121,602	0.6%	0.1%	52
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$47.59	\$91,221	\$379	\$614	\$92,214	0.4%	0.7%	69
4 to 10 Years	\$51.68	\$99,241	\$1,306	\$351	\$100,897	1.1%	0.4%	109
More Than 10 Years	\$59.10	\$111,872	\$581	\$192	\$112,645	0.6%	0.2%	68
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	\$36.63	\$69,826	\$608	\$625	\$71,059	0.9%	1.1%	12
4 to 10 Years	\$45.28	\$87,525	\$1,045	\$582	\$89,152	0.9%	0.7%	106
More Than 10 Years	\$59.99	\$114,044	\$686	\$187	\$114,918	0.6%	0.2%	131

## BENEFITS: LANDSCAPE ARCHITECT

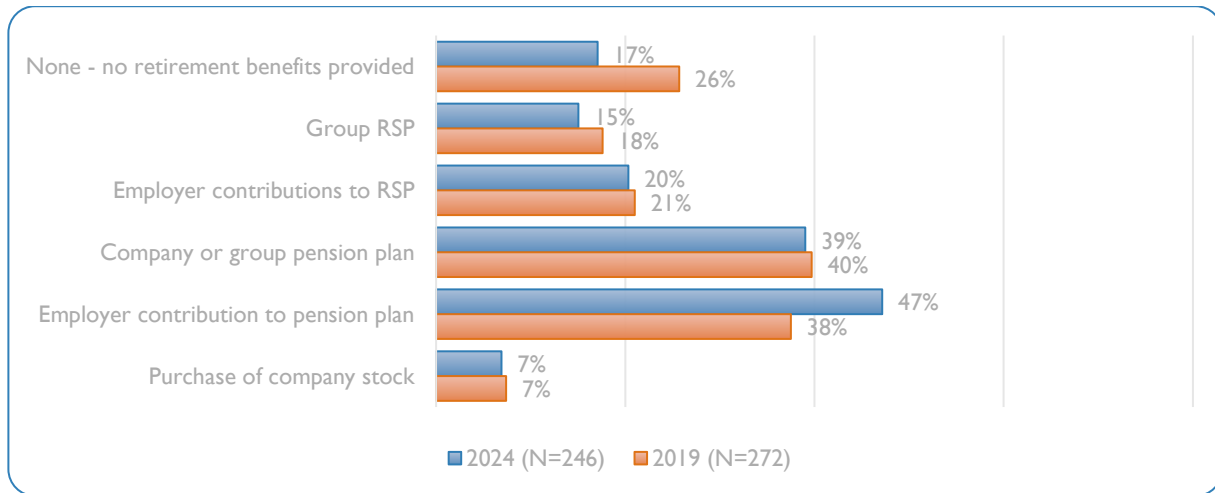
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Landscape Architects. The value of benefits was not measured in the 2024 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Over four in five (83%) Landscape Architects indicated that their employers provide them with at least one retirement benefit (see **Exhibit 6-13**). Employer contributions to pension plans are most common at 47% followed by company or group pension plans (39%). Employer contributions to RSP are also common, with one in five (20%) receiving it.

**Exhibit 6-13: Retirement Benefits Received - Landscape Architects**

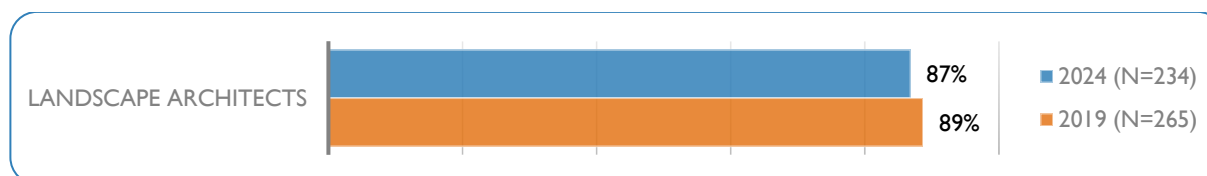


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

The vast majority (87%) of Landscape Architects report receiving some health benefits from their employer (see **Exhibit 6-14**).

**Exhibit 6-14: Health Benefits Received - Landscape Architects**



The health benefits provided to Landscape Architects are detailed in **Exhibits 6-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

In keeping with the 2019 results, all the benefits tested are reasonably common in general (61% to 80% receiving). The most likely to be completely employer-funded is Employee Assistance Programs (E.A.P.). On the other hand, alternative therapy insurance and critical illness insurance are significantly more likely to be co-funded by the employer and employee than solely employer funded.

**Exhibit 6-15: Health Benefits - Landscape Architects**

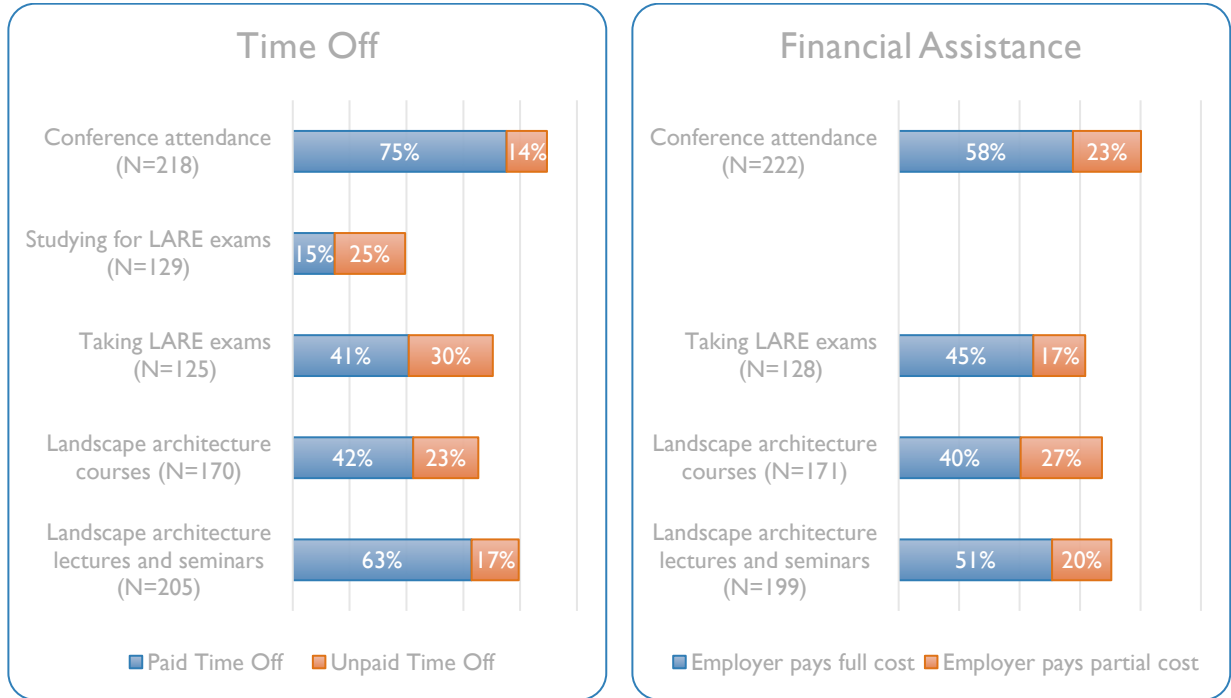
	Landscape Architects			N
	Employer paid	Shared payment	Employee paid	
Life insurance	35%	39%	10%	221
Survivor insurance	29%	32%	11%	168
Travel insurance	34%	29%	10%	198
Extended health care/major medical insurance	37%	42%	8%	219
Critical illness insurance	29%	39%	9%	186
Prescription drug insurance	36%	44%	10%	228
Dental insurance	36%	43%	8%	229
Vision insurance	34%	40%	8%	229
Short-term disability insurance	35%	37%	9%	200
Long-term disability insurance	34%	39%	10%	196
Alternative therapy insurance	30%	48%	10%	227
Employee Assistance Program (E.A.P.)	56%	22%	3%	187

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 6-16** illustrates the time off and financial support received by Landscape Architects for education. Support is strongest for conference attendance, where three-quarters (75%) get paid time off and 58% report that the employer pays the cost. Support is also strong for landscape architecture lectures and seminars (63% paid time off and 51% funded by the employer).

**Exhibit 6-16: Education Time Off and Financial Assistance - Landscape Architects**

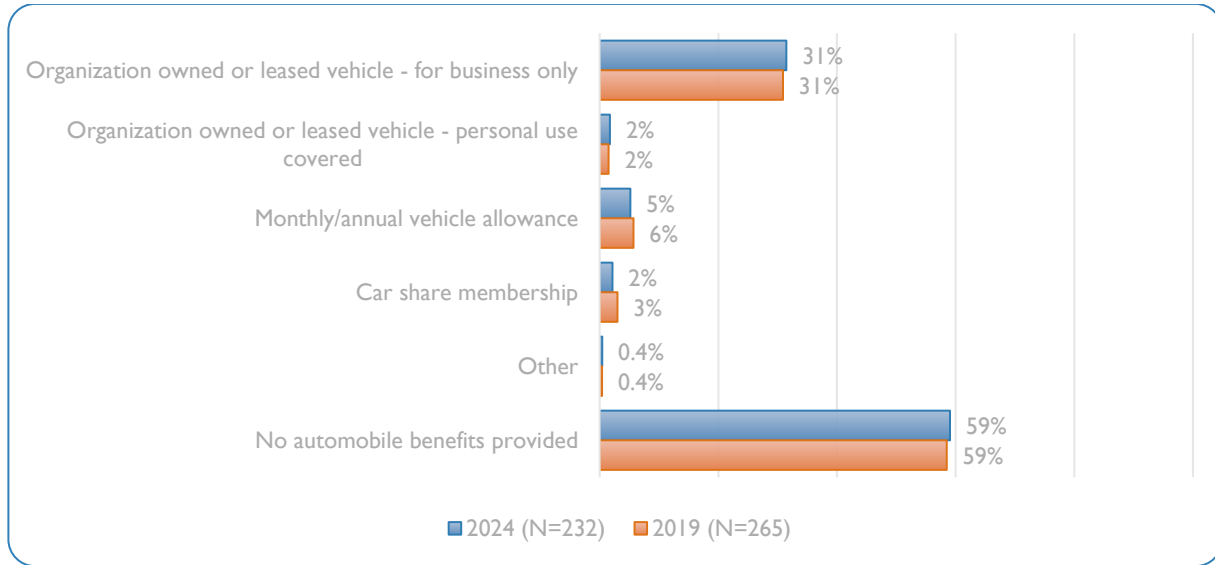


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only 41% of Landscape Architects receive automobile benefits (see **Exhibit 6-17**). The most common benefit by a wide margin is an organization-owned or leased vehicles available for business use (31%).

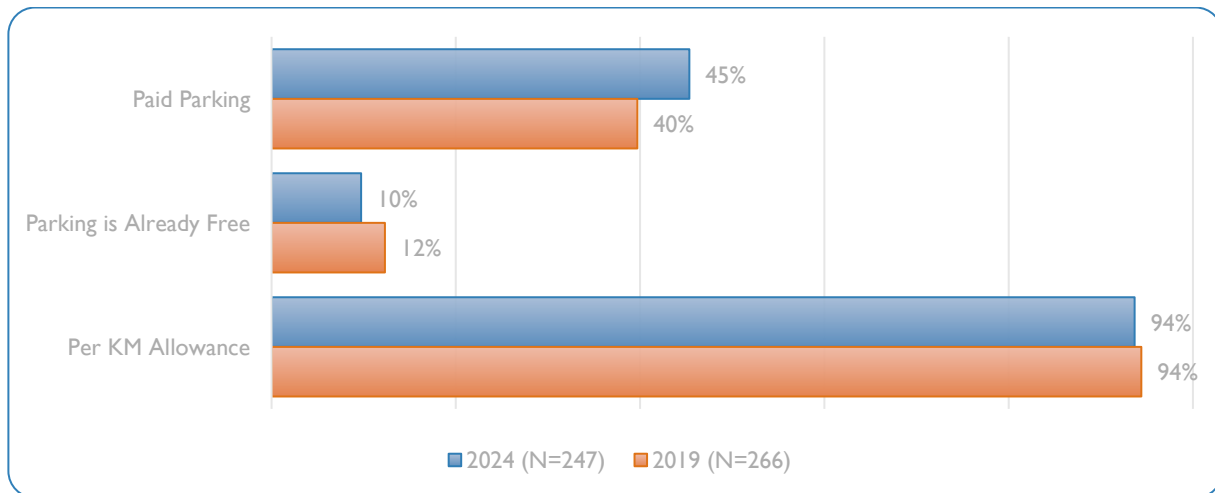
**Exhibit 6-17: Automobile Benefits Received - Landscape Architects**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 6-18**, just over half (55%) of Landscape Architects have free parking at the workplace. This includes 45% whose parking is paid and another 10% whose parking is already free. Most (94%) also receive a per-kilometer reimbursement.

**Exhibit 6-18: Other Automobile Related Benefits - Landscape Architects**

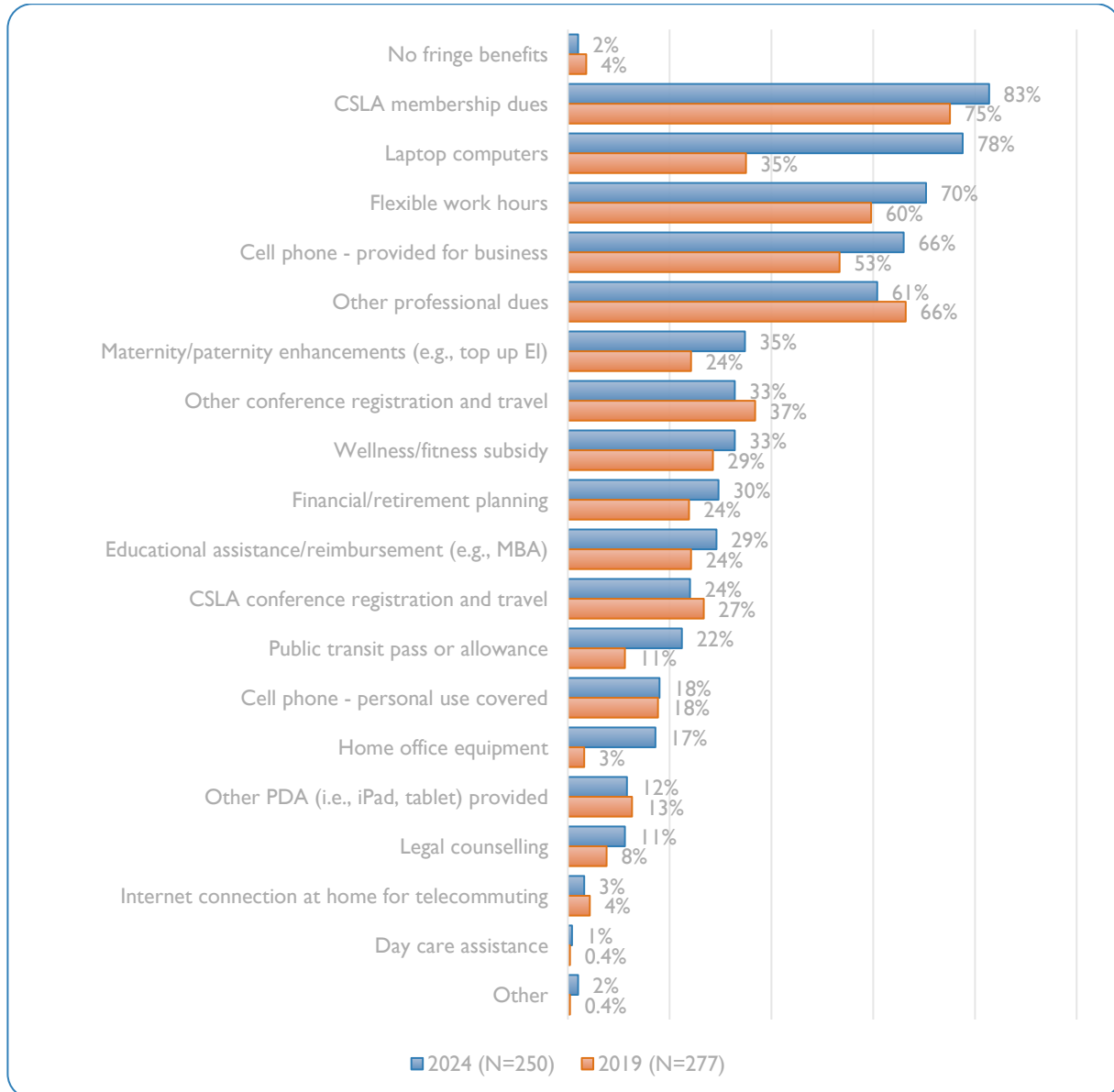


## FRINGE BENEFITS

The vast majority (98%) of Landscape Architects receive some form of fringe benefit (see **Exhibit 6-19**). CSLA membership dues are by far the most common benefit, with eight in ten (83%) receiving it, followed by laptop computers at 78%.

Tier two benefits are less common but still popular and include flexible work hours (70%), cell phone for business use (66%) and other professional dues (61%).

**Exhibit 6-19: Fringe Benefits Received - Landscape Architects**



Note: Percentages sum to more than 100% due to multiple responses.



## 7. LANDSCAPE INTERN PROFILE

This section discusses the compensation and benefits for the 102 Landscape Interns who participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: LANDSCAPE INTERN

The demographic profile of Landscape Interns presented in **Exhibit 7-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Landscape Interns. Demographics for the 2019 results are also shown for reference.

Key demographics include:

- Four in ten (41%) participating Landscape Interns are from British Columbia, while one-third (32%) are from Ontario. This is a significant shift from 2019, when 2% were from British Columbia and 74% from Ontario.
- Two-thirds (66%) are located in large or major cities.
- Consistent with 2019, almost two-thirds (65%) of Landscape Interns are female.
- The average age of Landscape Interns is 32.8, with two-thirds (67%) falling into the 26 to 35 age group.

**Exhibit 7-1: Demographics - Landscape Interns**

	2024	2019
<b>Province of Residence</b>	<b>N=102</b>	<b>N=95</b>
Alberta	0%	13%
British Columbia	41%	2%
Manitoba	14%	4%
New Brunswick	1%	0%
Nova Scotia	3%	0%
Ontario	32%	74%
Quebec	9%	7%
Saskatchewan	0%	0%
<b>Size of Community - Residence</b>	<b>N=101</b>	<b>N=94</b>
Rural	1%	1%
Small town (pop < 10K)	2%	4%
Small city (pop. 10K to 100K)	10%	6%
Medium city (pop. 100K to 500K)	22%	18%
Large city (pop. 500K to 1.5M)	34%	31%
Major city (pop. > 1.5M)	32%	39%
<b>Gender</b>	<b>N=98</b>	<b>N=94</b>
Male	35%	35%
Female	65%	65%
<b>Age</b>	<b>N=100</b>	<b>N=93</b>
25 or under	7%	18%
26 to 35	67%	54%
36 to 45	22%	26%
46 to 55	3%	2%
56 to 65	1%	0%
<i>Mean</i>	32.8	31.2
<i>Median</i>	32	30

Note: Percentages may not sum to 100% due to rounding.

Exhibit 7-2: Organization Profile - Landscape Interns

	2024	2019
<b>Type of Organization</b>	<b>N=101</b>	<b>N=95</b>
Sole practitioner	12%	13%
Partnership/corporation	79%	77%
Local government	6%	10%
Provincial Government	1%	0%
University or college	1%	1%
Other	1%	0%
<b>Number of Employees - Total</b>	<b>N=93</b>	<b>N=81</b>
One	1%	0%
Two	1%	0%
Three	1%	3%
Four	1%	3%
Five	1%	5%
6 to 10	16%	12%
11 to 25	24%	26%
26 to 50	29%	9%
51 to 75	2%	1%
76 to 100	3%	7%
101 to 500	10%	15%
501 to 1000	2%	6%
Over 1000	9%	14%
<i>Mean</i>	938.2	950.7
<i>Median</i>	30	31
<b>Number of Employees - Landscape Architecture</b>	<b>N=90</b>	<b>N=80</b>
One	3%	1%
Two	7%	6%
Three	4%	6%
Four	3%	11%
Five	8%	8%
6 to 10	21%	26%
11 to 25	39%	30%
26 to 50	12%	10%
76 to 100	1%	0%
101 to 500	1%	0%
501 to 1000	0%	1%
<i>Mean</i>	16.9	22.1
<i>Median</i>	13	9

Note: Percentages may not sum to 100% due to rounding.

As seen in **Exhibit 7-2**, partnerships/corporations are the most common employers of Landscape Interns accounting for 79%. While the average number of staff is on the high side at 938.2, the median of 30 represents a better picture of the typical employer. The average landscape team size is 16.9 while the median team size is 13.

## EXPERIENCE PROFILE: LANDSCAPE INTERN

Landscape Interns are a well-educated group, with almost all (98%) having a university degree in the field of Landscape Architecture and three-quarters (74%) having completed additional post-secondary education outside the profession. By definition, nearly all (97%) are in the Intern membership category. Sixteen percent (16%) have completed the LARE exam successfully. These results are summarized in **Exhibit 7-3**.

**Exhibit 7-3: Qualification Profile - Landscape Interns**

	2024	2019
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=101</b>	<b>N=95</b>
Undergraduate degree	29%	53%
Master's degree	69%	42%
None	2%	5%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=100</b>	<b>N=95</b>
High school graduate or less	19%	21%
Some college, technical school or university	7%	8%
College graduate	4%	10%
University undergraduate degree	62%	50%
Master's degree (e.g., MBA)	8%	11%
Doctorate/PhD	0%	1%
<b>Membership Category</b>	<b>N=102</b>	<b>N=95</b>
Registered Landscape Architect	0%	0%
Landscape Architect	3%	4%
Intern	97%	96%
<b>Completed the LARE</b>	<b>N=102</b>	<b>N=95</b>
Yes	16%	17%

Note: Percentages may not sum to 100% due to rounding.

The average Landscape Intern has been at that level for 4 years and has spent 2.4 years in their current position (see **Exhibit 7-4**). They are relatively new to the profession, having spent an average of 4.6 years as a Landscape Architect.

**Exhibit 7-4: Years of Experience - Landscape Interns**

	Current Position N=102	Current Employer/ Organization N=102	At Seniority Level N=101	In Landscape Architecture N=102
1 Year or Less	27%	25%	17%	8%
1.1 Years to 3 Years	57%	56%	43%	39%
3.1 Years to 5 Years	13%	14%	21%	25%
5.1 Years to 10 Years	3%	6%	15%	22%
10.1 Years to 15 Years	0%	0%	4%	6%
15.1 Years to 20 Years	0%	0%	0%	0%
More Than 20 Years	0%	0%	1%	0%
<i>Mean</i>	2.4	2.6	4.0	4.6
<i>Median</i>	2	2	3	4

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: LANDSCAPE INTERN

On average, Landscape Interns receive just over 2.5 weeks in vacation (13.1 days) and 6.7 personal days. As seen in **Exhibit 7-5**, vacation ranges primarily from 2 weeks to 3 weeks with 93% falling in this range. The most common number of personal days is 5 at 50% while 7% have no personal days.

**Exhibit 7-5: Paid Time Off - Landscape Interns**

	2024 N=100	2019 N=94
<b>Number of Paid Vacation Days</b>	<b>N=100</b>	<b>N=94</b>
Less than 1 week	1%	4%
1 week	1%	2%
2 weeks	39%	40%
3 weeks	54%	48%
4 weeks	4%	4%
5 weeks	0%	1%
6 weeks	1%	0%
<i>Mean</i>	13.1	12.4
<i>Median</i>	15	15
<b>Number of Paid Personal Days</b>	<b>N=84</b>	<b>N=80</b>
None	7%	23%
Less than 5 days	19%	10%
5 days	50%	41%
6 to 9 days	7%	9%
10 to 15 days	13%	16%
More than 15 days	4%	1%
<i>Mean</i>	6.7	5.2
<i>Median</i>	5	5

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 7-6: Compensation Structure - Landscape Interns**

	2024	2019
<b>Employment Status</b>	<b>N=102</b>	<b>N=95</b>
Full-time employee	99%	92%
Permanent part-time employee	0%	3%
Casual part-time employee	0%	2%
Contract employee	1%	3%
<b>Pay Structure</b>	<b>N=102</b>	<b>N=95</b>
Salary	75%	73%
Hourly	25%	27%
Owner/Contract (draw, profits, contract amount, etc.)	0%	0%
<b>Variable Cash Compensation</b>	<b>N=102</b>	<b>N=95</b>
Have a performance bonus/incentive plan	32%	32%
Participate in profit-sharing	20%	13%
<b>Overtime Policy</b>	<b>N=102</b>	<b>N=95</b>
No reward for overtime	13%	20%
Time off in lieu	58%	41%
Paid at regular hourly rate	15%	22%
Paid an enhanced hourly rate	15%	17%
<b>Standard Hours Per Week</b>	<b>N=101</b>	<b>N=95</b>
16 to 30 Hours	0%	3%
31 to 35 Hours	11%	17%
35 to 40 Hours	88%	75%
40 to 45 Hours	0%	5%
45 to 50 Hours	1%	0%
More Than 50 Hours	0%	0%
Mean	38.0	37.7
Median	37.5	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=98</b>	<b>N=94</b>
15 Hours or Less	0%	1%
16 to 30 Hours	0%	2%
31 to 35 Hours	9%	12%
35 to 40 Hours	76%	52%
40 to 45 Hours	14%	27%
45 to 50 Hours	1%	4%
More Than 50 Hours	0%	2%
Mean	39.2	39.8
Median	39.5	40

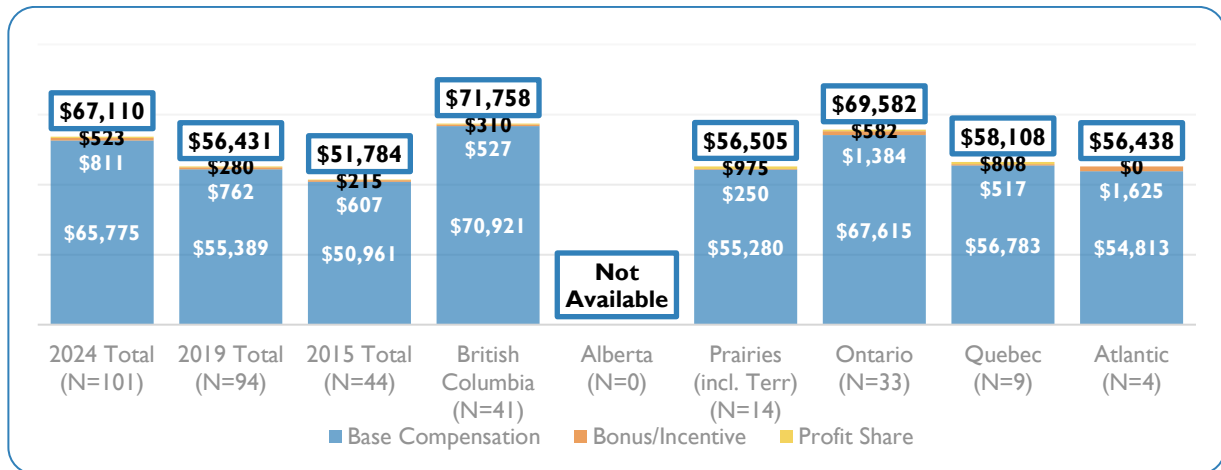
Note: Percentages may not sum to 100% due to rounding.

A general profile of the Landscape Intern position is presented in **Exhibit 7-6** to provide context to the compensation data. Almost all (99%) are full-time employees and 75% are salaried. One-third (32%) participate in bonus/incentive plans, while 20% participate in profit-sharing. Almost nine in ten (87%) have an overtime policy, the most common being time off in lieu (58%). The average standard work week is 38 hours, while the average actual hours are 39.2 per week.

## CASH COMPENSATION: LANDSCAPE INTERN

Compensation for participating Landscape Interns averages just over \$67,100 per year (see **Exhibit 7-7**). This is comprised of approximately \$65,800 in base pay, \$800 in bonus or incentives and \$500 in profit share. Average compensation in the current study is 19% higher than among 2019 respondents. The exhibit also shows regional breakdowns. Compensation for Landscape Interns is highest in British Columbia at \$71,800, followed by Ontario at \$69,600.

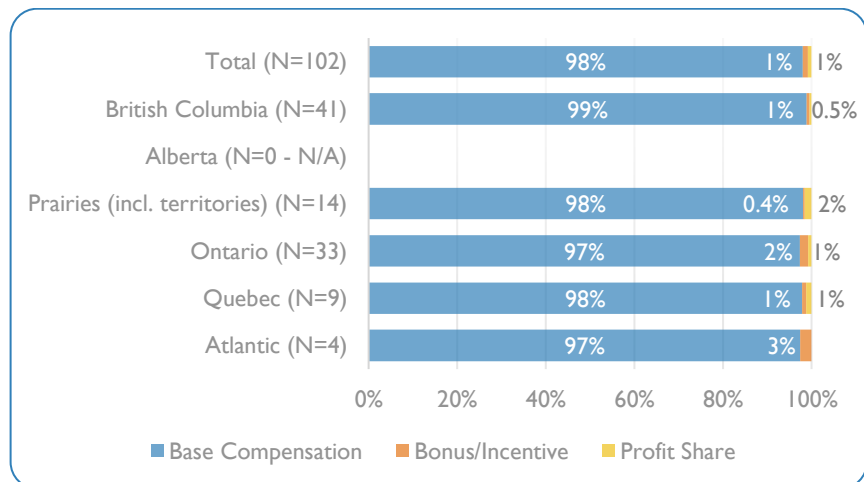
**Exhibit 7-7: Cash Compensation by Region - Landscape Interns**



Notes: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding. Interpret regions with caution due to small sample sizes.

As noted earlier, 32% of Landscape Interns have a bonus component to their compensation while 20% have profit share. As seen in **Exhibit 7-8**, the average compensation is comprised of 98% base compensation, 1% bonus and 1% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

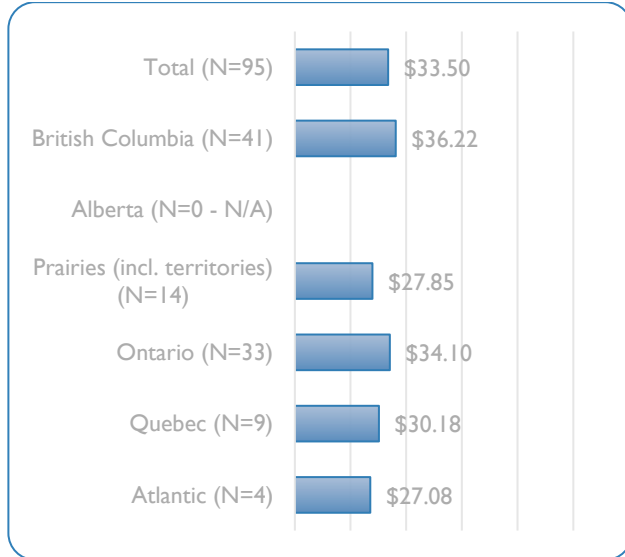
**Exhibit 7-8: Additional Cash Compensation Ratio - Landscape Interns**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Regionally, there is little difference in the compensation breakdown.

**Exhibit 7-9: Base Compensation as an Hourly Wage - Landscape Interns**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 7-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent of base compensation. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 52-week year. The hourly rate does not include bonus or incentive pay, or profit share.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to those for the salaries presented earlier. As seen in the exhibit, the top paying regions are British Columbia (\$36.22/hr) followed by Ontario (\$34.10).

**Exhibit 7-10** presents the quartile ranges for Landscape Interns for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

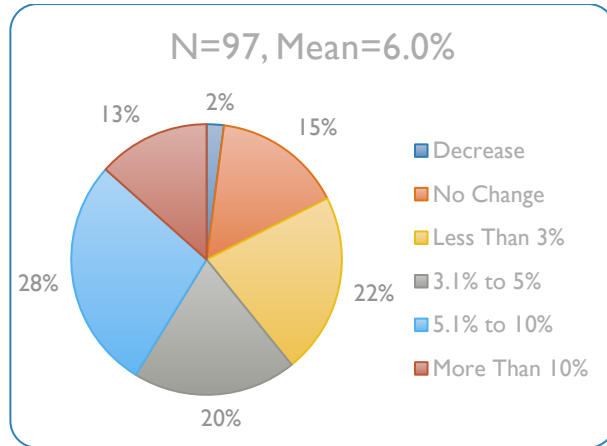
**Exhibit 7-10: Compensation Quartiles - Landscape Interns**

	Annual	Hourly
1 <sup>st</sup> quartile	< \$60,000	< \$29.25
2 <sup>nd</sup> quartile	\$60,000 to \$67,000	\$29.25 to \$33.33
3 <sup>rd</sup> quartile	\$67,000 to \$74,500	\$33.33 to \$37.00
4 <sup>th</sup> quartile	\$74,500 +	\$37.00 +

Notes: Part-time and contract wages have been converted to annualized equivalents based on 37.5 hours per week for 52 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 52-week work year. Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: LANDSCAPE INTERN

**Exhibit 7-11: Changes in Compensation – Past 12 Months - Landscape Interns**



Note: Percentages may not sum to 100% due to rounding.

Over four in five (83%) Landscape Interns received an increase in cash compensation over the past twelve months (see **Exhibit 7-1 I**). The average change in compensation for Landscape Interns in the past twelve months was 6.0%. Respondents were most likely to receive an increase in the 5.1 to 10% range at 28%.

## COMPENSATION BENCHMARKS: LANDSCAPE INTERN

**Exhibit 7-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** The difference in compensation between female and male Interns in this year's study is negligible.
- **Number of Employees:** Average compensation for Interns generally increases as the number of staff increases.
- **Experience:** Average compensation is higher with four or more years experience than with three years or less.



Exhibit 7-12: Compensation Benchmarks for Landscape Interns

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2024 total	\$33.50	\$65,775	\$811	\$523	\$67,110	1.2%	0.8%	101
2019 total	\$29.50	\$55,389	\$762	\$280	\$56,431	1.4%	0.6%	94
2015 total	\$26.70	\$50,961	\$607	\$215	\$51,784	1.2%	0.4%	44
<b>Employment Status</b>								
Owner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Full-time Employee	\$33.53	\$65,806	\$828	\$520	\$67,153	1.2%	0.8%	99
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Employment Status</b>								
Owner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Employee	\$33.47	\$65,728	\$819	\$515	\$67,062	1.2%	0.8%	100
<b>Gender</b>								
Male	\$32.86	\$66,131	\$1,036	\$624	\$67,790	1.5%	0.9%	34
Female	\$33.89	\$65,817	\$692	\$475	\$66,985	1.0%	0.7%	63
<b>Age</b>								
Under 40	\$32.97	\$65,346	\$877	\$587	\$66,811	1.3%	0.9%	90
40 to 49	\$38.83	\$67,868	\$600	\$0	\$68,468	1.0%	0.0%	5
50 to 59	\$36.03	\$70,252	\$0	\$0	\$70,252	0.0%	0.0%	4
60 to 64	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
65 or Older	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$32.89	\$65,112	\$1,199	\$710	\$67,021	1.9%	0.9%	29
Graduate Degree	\$33.75	\$65,960	\$679	\$468	\$67,107	1.0%	0.8%	69
None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
<b>Highest Level of Education - General</b>								
No post-secondary	\$33.53	\$66,556	\$1,145	\$673	\$68,374	1.8%	0.9%	26
College	\$29.22	\$56,081	\$1,375	\$0	\$57,456	2.7%	0.0%	4
Undergraduate	\$34.01	\$66,394	\$744	\$542	\$67,680	1.1%	0.9%	61
Graduate	\$31.61	\$62,958	\$163	\$284	\$63,405	0.2%	0.4%	8
<b>Member Category</b>								
Registered Landscape Architect	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Landscape Architect	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Intern	\$33.67	\$66,120	\$817	\$530	\$67,467	1.2%	0.8%	98
<b>Years Since Designation</b>								
10 or less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
11 to 20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
21 to 30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
More Than 30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Completed LARE Exams</b>								
Yes	\$35.05	\$69,026	\$494	\$426	\$69,946	0.8%	0.6%	16
No	\$33.21	\$65,163	\$871	\$542	\$66,576	1.3%	0.8%	85
<b>Region - Work</b>								
British Columbia	\$36.22	\$70,921	\$527	\$310	\$71,758	0.7%	0.5%	41
Alberta	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Prairies (incl. territories)	\$27.85	\$55,280	\$250	\$975	\$56,505	0.4%	1.7%	14
Ontario	\$34.10	\$67,615	\$1,384	\$582	\$69,582	2.1%	0.8%	33
Quebec	\$30.18	\$56,783	\$517	\$808	\$58,108	1.0%	1.3%	9
Atlantic	\$27.08	\$54,813	\$1,625	\$0	\$56,438	2.7%	0.0%	4

Exhibit 7-12: Compensation Benchmarks for Landscape Interns (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Community Size - Work</b>								
Small City or Smaller	\$34.61	\$71,388	\$500	\$1,238	\$73,126	0.8%	1.4%	8
Medium City	\$34.97	\$68,721	\$1,118	\$415	\$70,254	1.8%	0.6%	20
Large City	\$32.48	\$62,712	\$937	\$429	\$64,077	1.3%	0.7%	38
Major City	\$33.92	\$67,024	\$530	\$557	\$68,112	0.8%	0.9%	33
<b>Organization Type</b>								
Sole practitioner	\$33.66	\$66,852	\$1,177	\$443	\$68,471	1.6%	0.6%	12
Partnership/corporation	\$33.13	\$65,765	\$848	\$532	\$67,145	1.3%	0.8%	80
Government	\$38.77	\$67,137	\$0	\$833	\$67,970	0.0%	1.1%	6
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
<b>Total Employees</b>								
1 to 5	\$30.78	\$59,409	\$824	\$0	\$60,233	1.4%	0.0%	5
6 to 25	\$33.01	\$64,947	\$955	\$344	\$66,247	1.5%	0.5%	37
26 to 500	\$32.82	\$66,017	\$867	\$802	\$67,686	1.2%	1.2%	41
More than 500	\$36.13	\$70,048	\$500	\$727	\$71,276	0.7%	1.1%	10
<b>Landscape Employees</b>								
One	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
2 to 5	\$32.34	\$64,090	\$1,149	\$380	\$65,619	1.7%	0.5%	20
6 to 10	\$33.01	\$65,746	\$453	\$325	\$66,524	0.7%	0.4%	19
More Than 10	\$33.01	\$65,747	\$905	\$710	\$67,362	1.4%	1.2%	48
<b>Years of Experience in Position</b>								
3 Years or Less	\$32.74	\$64,771	\$831	\$566	\$66,167	1.3%	0.9%	86
4 to 10 Years	\$37.58	\$71,533	\$700	\$280	\$72,513	1.0%	0.4%	15
More Than 10 Years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Years of Experience in Organization</b>								
3 Years or Less	\$32.74	\$64,800	\$833	\$489	\$66,122	1.3%	0.7%	82
4 to 10 Years	\$36.62	\$69,983	\$719	\$671	\$71,373	1.0%	1.1%	19
More Than 10 Years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$32.05	\$63,260	\$929	\$601	\$64,790	1.4%	0.9%	60
4 to 10 Years	\$35.46	\$69,118	\$720	\$480	\$70,318	1.0%	0.7%	35
More Than 10 Years	\$36.31	\$71,711	\$200	\$0	\$71,911	0.3%	0.0%	5
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	\$30.63	\$60,571	\$1,007	\$476	\$62,054	1.6%	0.7%	48
4 to 10 Years	\$35.94	\$70,212	\$715	\$575	\$71,502	1.0%	0.9%	47
More Than 10 Years	\$36.95	\$72,650	\$0	\$500	\$73,150	0.0%	0.9%	6

## BENEFITS: LANDSCAPE INTERN

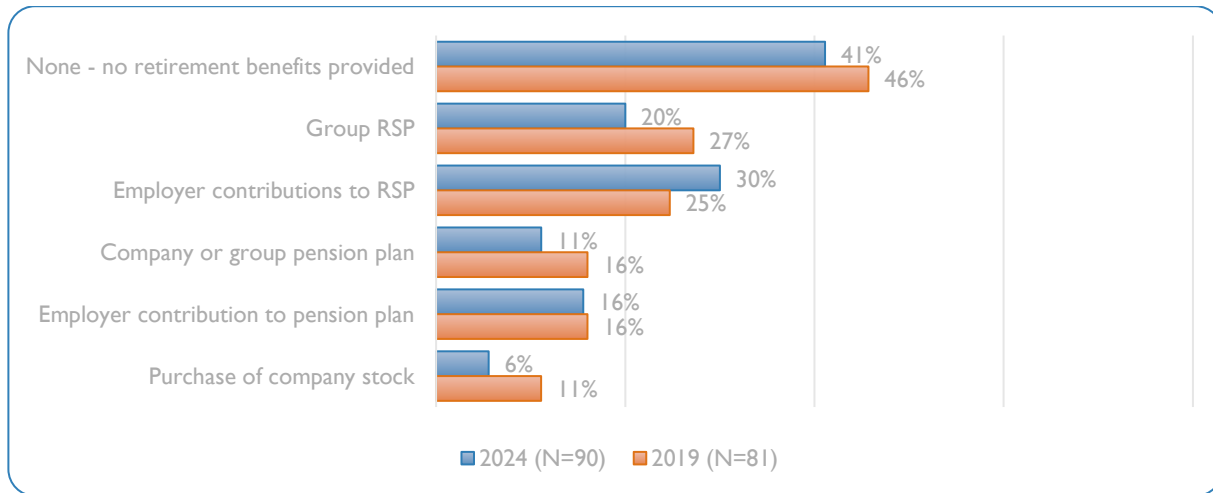
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Landscape Interns. The value of benefits was not measured in the 2024 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Six in ten (59%) of Landscape Interns indicated that their employers provide them with at least one retirement benefit (see **Exhibit 7-13**). Employer contributions to RSP are the most common, with 30% of Landscape Interns receiving the benefit. This is followed by group RSPs at 20%. Sixteen percent (16%) receive a contribution to a pension plan from their employer.

**Exhibit 7-13: Retirement Benefits Received - Landscape Interns**

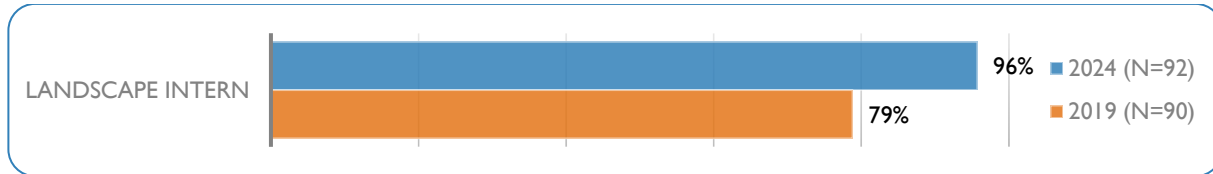


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

Almost all (96%) of Landscape Interns report receiving some health benefits from their employer (see **Exhibit 7-14**).

**Exhibit 7-14: Health Benefits Received - Landscape Interns**



The health benefits provided to Landscape Interns are detailed in **Exhibits 7-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

All the benefits tested are reasonably common (58% to 89% receiving). The most likely to be completely employer-funded is short-term disability insurance, closely followed by extended health care/major medical insurance. On the other hand, prescription drug insurance, dental insurance and alternative therapy insurance top the list for shared payment.

**Exhibit 7-15: Health Benefits - Landscape Interns**

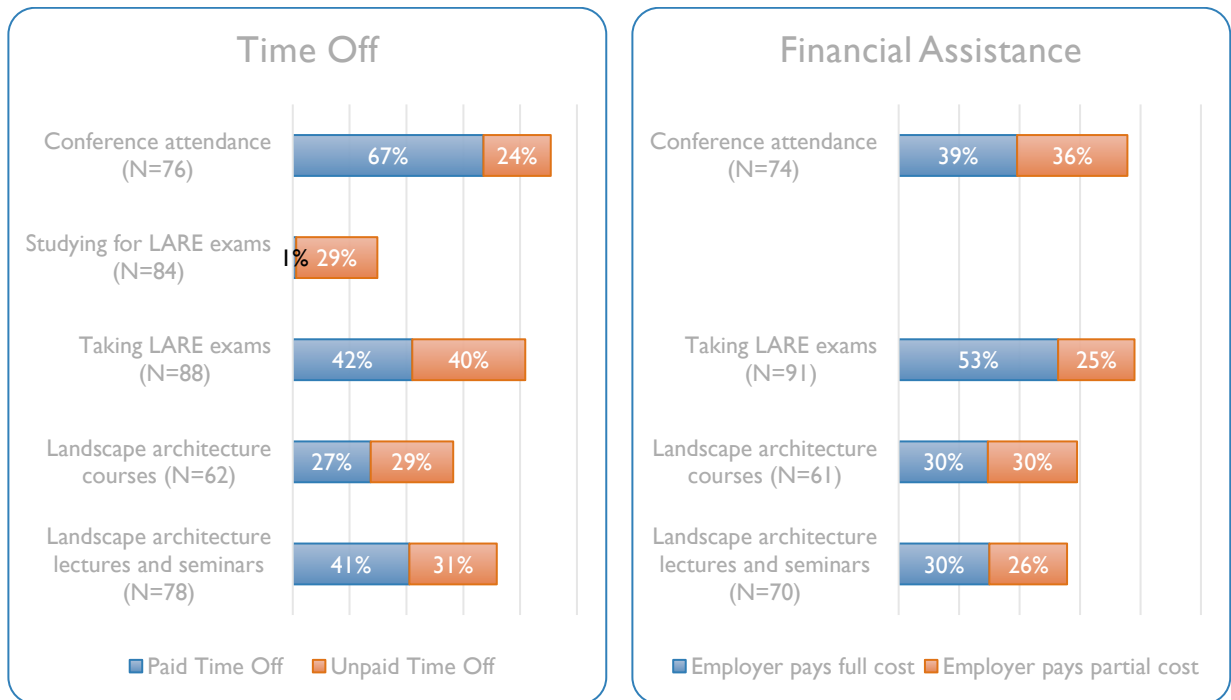
	Landscape Interns			N
	Employer paid	Shared payment	Employee paid	
Life insurance	24%	56%	8%	78
Survivor insurance	19%	39%	9%	54
Travel insurance	20%	42%	7%	76
Extended health care/major medical insurance	30%	55%	8%	86
Critical illness insurance	18%	58%	8%	62
Prescription drug insurance	28%	61%	6%	83
Dental insurance	28%	59%	7%	90
Vision insurance	26%	53%	6%	87
Short-term disability insurance	32%	51%	3%	63
Long-term disability insurance	25%	56%	8%	61
Alternative therapy insurance	28%	61%	6%	88
Employee Assistance Program (E.A.P.)	21%	37%	2%	43

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 7-16** illustrates the time off and financial support received by Landscape Interns for education. Support is strongest for conference attendance, where 67% get paid time off and 39% report that the employer pays the cost. Support is also strong for taking LARE exams (42% paid time off and 53% funded by the employer).

**Exhibit 7-16: Education Time Off and Financial Assistance - Landscape Interns**

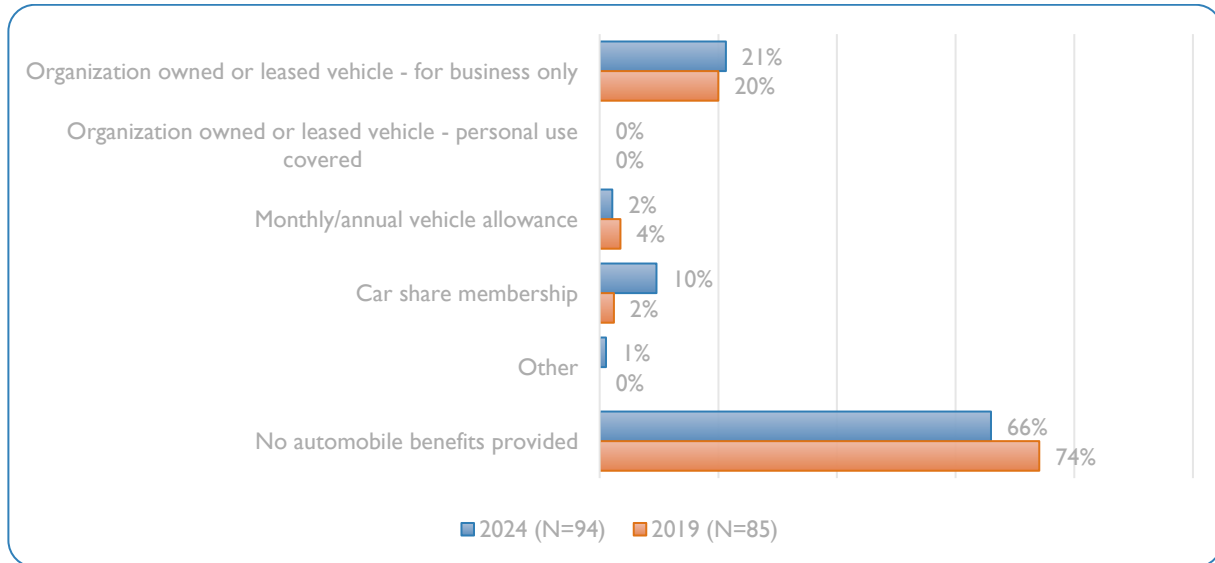


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

One-third (34%) of Landscape Interns receive automobile benefits (see **Exhibit 7-17**). The most common benefit is an organization-owned or leased vehicles available for business use (21%).

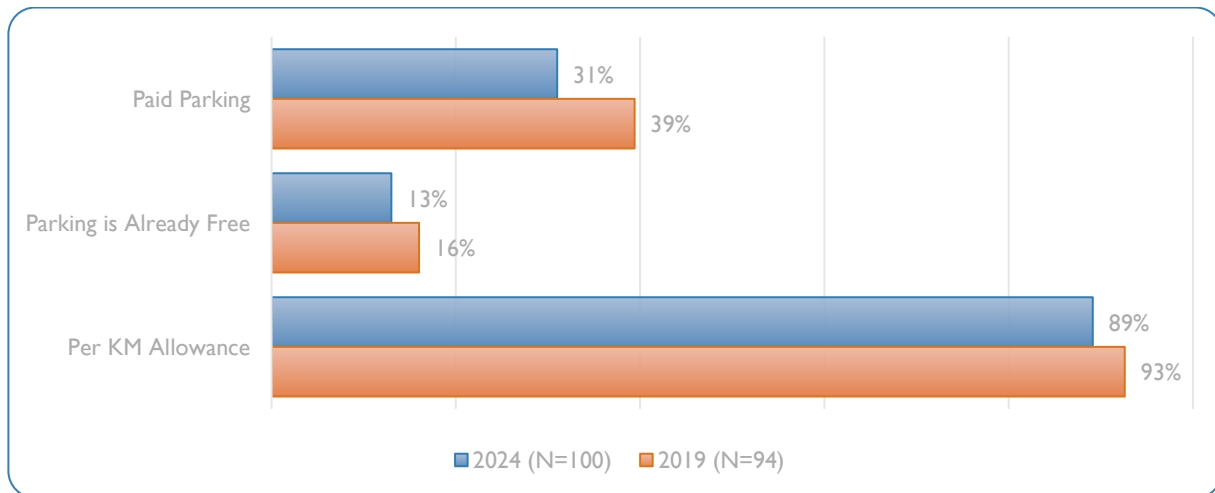
**Exhibit 7-17: Automobile Benefits Received - Landscape Interns**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 7-18**, 44% of Landscape Interns have free parking at the workplace. This includes 31% whose parking is paid and another 13% whose parking is already free. The majority (89%) also receive a per-kilometer reimbursement.

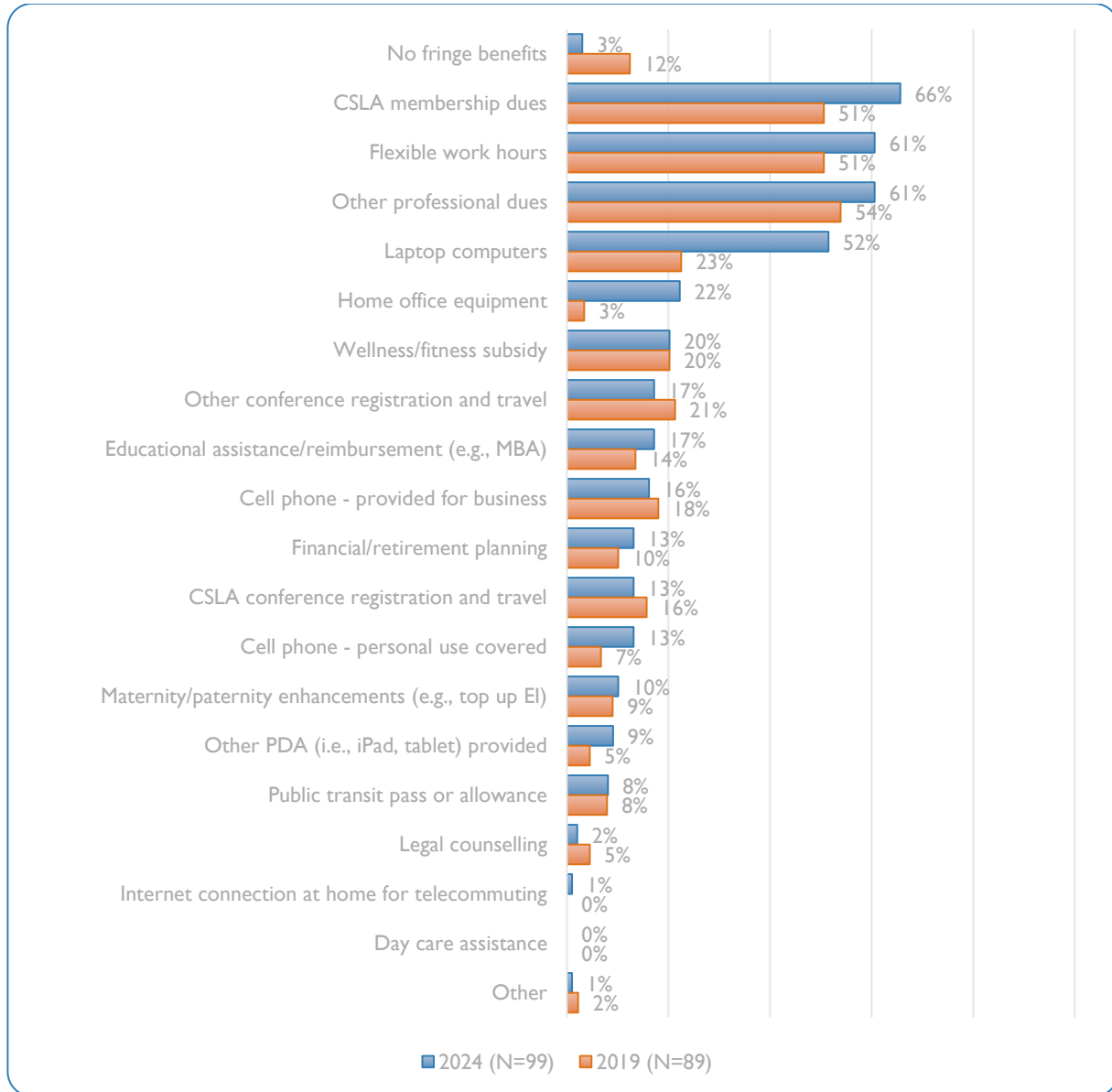
**Exhibit 7-18: Other Automobile Related Benefits - Landscape Interns**



## FRINGE BENEFITS

Almost all (97%) Landscape Interns receive some form of fringe benefit (see **Exhibit 7-19**). Top benefits include CSLA membership dues (66%), flexible work hours (61%), other professional dues (61%) and laptop computers (52%).

**Exhibit 7-19: Fringe Benefits Received - Landscape Interns**



Note: Percentages sum to more than 100% due to multiple responses.