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1. Who is the program designed for?

The Environmental Immigrant Bridging Program is designed for internationally trained environmental professionals eligible to work in Canada. "Environmental employment" is defined by the National Occupational Standards (NOS) for environmental employment. To identify whether or not your work experience corresponds to employment in the environmental sector and this program, look at the categories or subsectors in the NOS. This can be found here: <http://www.eco.ca/certification/environmental-professionals/field-of-specialization/761/>.

For more information about the NOS and how they were developed, visit this link: http://www.eco.ca/certification/documents/NOS2010_EE.pdf. The NOS are created every five years to provide a current representation of employment in the environmental sector. The NOS are created through extensive research with thousands of environmental professionals and employers from across Canada.

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2. What is the purpose of the program?

The program includes a 120 hour training component designed to *bridge* the knowledge gap between your international experience and the Canadian environmental workforce. Employers are looking for candidates with technical experience (which you already have as an environmental professional) and essential skills (which this program addresses). This program is designed to merge what you know with the needs of the industry, so you can be successful in an environmental career here in Canada. At the completion of the training component of the program participants will work with their host Immigrant Serving Agency to find work exposure opportunities to give you real life exposure to Canadian workplace culture.

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3. How does this program assist me in finding employment?

The Environmental Immigrant Bridging Program is designed to provide you with the skills you need to be successful in a Canadian environmental career, addressing not only employment barriers, but also retention barriers. Individuals are typically hired on technical skills but fired on essential skills. This is even more challenging for individuals who are new to Canada. This program does NOT provide technical training. Rather it provides you with the knowledge to more effectively search and prepare for employment in the Canadian environmental sector.

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4. How was the classroom training designed?

The classroom training component of the Environmental Immigrant Bridging Program was designed by ECO Canada with the help of environmental employers, internationally trained professionals working in the Canadian environmental workforce, and employment counselors. With their help ECO Canada created a program that addresses the employment and retention barriers facing newcomers to Canada.

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5. Who delivers the program?

The EIB Program is offered by Immigrant Serving Agencies throughout Canada and will be delivered by an instructor or instructors that have ESL and adult education experience. Classroom attendance for all sessions is required.

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6. What is the work exposure component?

The work exposure opportunities are implemented through the efforts of the Immigrant Serving Agency and the participants themselves. These opportunities could include informational or mock interviews, job shadowing with an environmental employer, networking sessions with environmental employers, guest speaker lectures in class, mentorship opportunities, work placements (unpaid or paid), and volunteer opportunities. This component of the program is

intended to give you real world experience that will aid you in your job search process in order to find meaningful employment in Canada.

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7. I am looking for a job. Will I get a job by participating in this program?

ECO Canada is not a placement agency and we do NOT facilitate work placements or conduct job searches on behalf of participants. The purpose of the program is to teach you the skills you need to conduct your own successful job search in the Canadian environmental sector.

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8. What can I do to prepare for the program application and delivery?

- a. While you wait for the application to become available, ensure that you have all the necessary components in place. Ensure that you meet all of the eligibility requirements, including educational level, language proficiency, employment status, and years of experience.
- b. Get your foreign credentials evaluated and have all necessary documentation ready including proof of your Canadian Language Benchmark level and an updated resume.
- c. Also, sign up for a free ECO Canada account and learn more about the environmental sector in Canada with our National Occupational Standards, occupational profiles, and Immigrant Career Centre services.

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9. Can I still apply if I do not meet all of the eligibility criteria?

Yes, you can still apply if you have less than 5 years of work experience in the environmental sector or related sectors. However, please note that you will be assessed against people who may meet the eligibility criteria of the program. Only 12 – 15 people will be selected for each program delivery.

Some partner Immigrant Serving Agencies may be flexible on the eligibility criteria depending on the structure of their program. We recommend contacting the program coordinator at the Immigrant Serving Agency offering the program in order to discuss whether you should proceed with an application if you do not meet all of the recommended eligibility criteria.

Please note: This program is NOT designed for individuals who are interested in transitioning into the environmental sector. This program is designed for those individuals who already have environmental work experience and educational backgrounds relevant to the sector and are looking to apply those skills to the Canadian environmental sector.

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10. I am currently outside of Canada. Can I still apply for the program?

Yes, you can still apply if you meet the eligibility criteria and plan to be in Canada before the program start date. Many of our partner Immigrant Serving Agencies will interview the applicants prior to the start date of the program in order to determine the finalists. You will be required to participate in these in-person interviews if they are a part of the selection process.

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11. What is the cost of the application?

There is no cost for the application for this program.

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12. What is the cost of the program?

ECO Canada charges a registration fee of \$75.00 to each participant in the Environmental Immigrant Bridging Program for administration and overhead. This fee is charged only to successful applicants that register for the program. This fee helps ECO Canada extend the reach of this program to other immigrants across Canada.

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13. How are participants selected for the program?

Participants for the program are chosen by the delivery partner or immigrant serving agency based on their environmental competencies, language level, educational background, and program fit/applicability.

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14. How/when will applicants be notified of their acceptance into the program?

Participants will be notified of their acceptance to the program by the immigrant serving agency prior to the program start. The program will accept between 12-15 participants. As mentioned, individuals that are accepted into the program meet the eligibility requirements. All unsuccessful applicants will also be notified prior to the program start.

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15. If I am not accepted into the program this time, what should I do?

Please send us an email at immigration@eco.ca to be added to a waiting list. You will be notified by email the next time a program is available in your area. We ask that candidates fill out the application form again since all program deliveries are different and may be offered at slightly different dates, times, or locations.

Also refer to ECO Canada's free online resources to help prepare your resume, cover letter, and access environmental job postings in your city.

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16. I don't think the Environmental Immigrant Bridging Program is right for me. What other resources does ECO Canada offer for internationally trained professionals?

If the Environmental Immigrant Bridging Program isn't the right fit for you, ECO Canada offers other resources to assist you in finding and building a meaningful environmental career.

Resources include:

- [The Canadian Centre for Environmental Education \(CCEE\)](#)
- ECO Job Board
- Environmental Professional (EP) certification
- Immigrant Career Centre
- Newsletters, blogs, events, and more!

For more information, visit www.eco.ca/immigrant.

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