



ECO CANADA



BEAHR

Training Programs Guide

Environmental Training Opportunities
for Aboriginal Communities

BEAHR Training Programs Guide

Table of Contents

ECO CANADA	1
BEAHR TRAINING PROGRAMS	1
THE ADVANTAGE	2
THE DELIVERY METHOD	2
INSTRUCTOR RESOURCES	2
ONLINE TRAINER PROFILE	3
PROGRAM COSTS	3
How to Get Involved	4
TRAINERS AND EDUCATORS	4
EMPLOYERS	5
COMMUNITIES	6
Workforce Training Programs	7
ENVIRONMENTAL CORE SKILLS MODULES	7
ENVIRONMENTAL MONITOR TRAINING PROGRAM	8
ENVIRONMENTAL SITE ASSESSMENT ASSISTANT	9
CONTAMINATED SITES REMEDIATION COORDINATOR	9
LOCAL ENVIRONMENTAL COORDINATOR	10
LAND USE PLANNING	10
SOLID WASTE COORDINATOR	11
Technician Training Programs	11
CERTIFICATE OF APPLIED ENVIRONMENTAL TECHNIQUES	11
CERTIFICATE OF ENVIRONMENTAL PLANNING AND ADMINISTRATION	12
General Information	12
MATERIAL PRICE LIST	13
Licensing Criteria - What we look for	14
LICENSED TRAINER QUALIFICATIONS	14
INSTRUCTOR QUALIFICATIONS	14
Testimonials	17

ECO CANADA

Established in 1992 as a part of Canada's sector council initiative, ECO Canada has grown into its own as an organization focused on supporting Canada's environment industry by communicating with industry stakeholders, conducting research and creating the necessary resources required to address human resource needs in order to ensure the success of this dynamic sector.

In 2001, a partnership between ECO Canada and the Aboriginal Human Resource Council saw the initiation of the BEAHR project as a means to increasing Aboriginal participation in the environmental sector through the provision of training. This led to the development of the BEAHR Training Programs, a series of culturally relevant, skills-based environmental training programs for Aboriginal learners (First Nation, Métis, and Inuit). The BEAHR training programs series is a product of ECO Canada's training division.

BEAHR TRAINING PROGRAMS

In an effort to increase awareness about environmental careers and build environmental capacity within Aboriginal communities, ECO Canada's training division maintains and administers community-based environmental training programs inclusive of Aboriginal culture and knowledge. Programs are delivered by 3rd party licensed trainers from both public and private organizations; they are designed to provide introductory skills to those who want to work in the environmental field. Programs are offered in 2 separate streams, Workforce training and Technician training. Both are designed to provide graduates with the essential skills required to work at the assistant level in a career related to the environmental sector. In addition, the Technician Training Programs are a combination of various Workforce training modules and graduates from this stream may be eligible to transfer to a college level diploma program. All program graduates receive a certificate of successful completion, please note that the programs are not accredited.

BEAHR Training Programs are designed to be:

- Short term
- Employment focused
- Community based
- Inclusive of Elder participation
- National in scope
- Blended with local knowledge
- Practical and offer relevant field experience

Workforce Training Programs:

- Local Environmental Coordinator
- Environmental Site Assessment Assistant
- Contaminated Sites Remediation Coordinator
- Land Use Planning Coordinator
- Solid Waste Coordinator
- Environmental Monitor Training Program (research and/or regulatory specialization)



BEAHR Training Programs Guide

Technician Training Programs:

- Certificate of Applied Environmental Techniques
- Certificate in Environmental Planning and Administration

THE ADVANTAGE

BEAHR Training Programs offer a unique learning atmosphere incorporating practical, hands-on instruction with fieldwork, exercises, and group activities. They blend both traditional and scientific knowledge, with formal and informal methods of learning. The participation of local knowledge holders (such as Elders) in the field and/or in classroom exercises is required, while practical field demonstrations that include participation from industry are highly encouraged.

THE DELIVERY METHOD

Opportunities are available for environmental practitioners and educators, private and public, to license the curriculum for delivery anywhere in Canada. Please see the licensing criteria for more detailed information.

The training programs are adaptable to suit community needs and can be arranged to accommodate a variety of requirements, including delivery location, instructor preference, number of students, and the length of time to complete the required modules.

Our licensed trainers are public institutions or private organizations and apply to ECO Canada to become licensed to deliver the curriculum. Licensed trainers can have any number of qualified instructors working for them to deliver the programs. Please note that all licensed trainers and instructors are approved by ECO Canada. Due to the nature of the programs, they are not offered online.

INSTRUCTOR RESOURCES

Licensed trainers are authorized to order the materials associated with the training programs they are approved to deliver. Resources available for each program include the following:

1. An Instructor's Guide:

- Provides instructors with the necessary information required to deliver the training
- Each module has specific goals, course requirements, and learning outcomes associated with it

2. An Instructor's Resource CD:

- Includes the complete curriculum outline detailing each module, with PowerPoint presentations, test banks, and appendices

3. Student's Guide:

- Are produced to help students accomplish the program goals and objectives, and include resources for future reference

ONLINE TRAINER PROFILE

All approved licensed trainers have an online profile through which they are able to manage all training program administration including:

- Submitting program applications, applying for new programs and submitting new or updated instructor resumes
- Registering a training delivery and student contact information
- Reporting program results
- Accessing tools and resources to help promote the training to interested parties
- Ordering materials
- Accessing additional materials to enhance the student's learning experience

PROGRAM COSTS

ECO Canada charges a licensing fee of \$55 per student, per instructional week. For example, a five-week training program would cost \$275 per student. These licensing fees are used to offset the administrative costs, create promotional materials, print and distribute certificates, and maintain the website. There are also fees associated with the purchase of the student and instructor materials. These fees are different for each program.

Other costs associated with delivering a program are determined by the licensed trainer, the community, and other participating organizations. Some financial considerations may include:

- Rental of a training facility
- Equipment rental
- Travel, accommodation, and meal costs if students are from another region
- The number of students taking part in the delivery

Program costs have previously been shared among the community requesting the training, industry sponsors, and government—in particular the Aboriginal Skills and Employment Partnership (ASEP), and Aboriginal Agreement Holders. Program funding can be obtained from various stakeholders including industry, community and government grants. Please visit your provincial or territorial government's website for regional funding as well as www.hrsdc.gc.ca to learn more about potential funding sources from the government of Canada.

BEAHR Training Programs Guide

How to Get Involved

TRAINERS AND EDUCATORS

Deliver a Program

Address local training and education needs in the environmental sector by becoming licensed to deliver BEAHR Training Programs. licensed trainers are eligible to purchase the curriculum and training materials for program delivery anywhere in Canada. Public institutions and private training organizations are eligible to apply online.

Apply to Become a Licensed Trainer

Both public and private organizations may license the curriculum and all associated instructional materials for local, community-based delivery. There is no cost to apply. Costs are applicable once a program has been registered and/or materials are ordered.

Submit an application online at www.eco.ca/beahr, applicants must be registered with ECO Canada. To register, click on join now and create your profile as an educator or an employer and remember to include your organization's general information. Once complete, you will be eligible to apply to become licensed. Please note that this will be your licensed trainer profile and it is best to create an account that is designed for this as you may be sharing it with other people in your organization. Also, the email address used in the profile must be linked to the person who will be ECO Canada's primary contact for BEAHR training programs.

Application Phases

Phase 1: The potential organization (private or public) submits a general application to ECO Canada.

You will be asked to provide the following:

- A profile of the organization
- A letter outlining potential employment opportunities in the region
- A letter of community interest
- A resume or CV of one potential instructor

Phase 2: Once approved, you will need to sign the licensing agreement. Once complete, you can begin submitting instructor resumes and apply to deliver more programs depending on your instructor's qualifications.

Please refer to the Licensing Criteria for more specific details.



EMPLOYER

Build Relationships

Build and strengthen relationships with Aboriginal communities while simultaneously contributing to the development of a locally trained environmental workforce. Each program is focused on providing graduates with the skills and knowledge necessary to assist technicians in performing environmental work. Knowledge and skills are gained through practical, hands-on instruction.

Hire a Graduate

Employers benefit by having access to a locally trained environmental workforce. Local knowledge is integrated into the curriculum by selecting learning materials with a regional focus whenever appropriate and possible, and by inviting participation from those with local knowledge and wisdom, such as Elders.

Each program focuses on providing graduates with the skills and knowledge necessary to assist technicians in performing environmental work.

Areas for Industry Involvement

Not able to hire a graduate? Employers can still help to support Aboriginal training and education by:

- Sponsoring student tuition
- Providing on-the-job training
- Lending field equipment
- Offering facilities for training
- Giving an in-class presentation
- Participating in field trips

Participation from local industry is integral to the success of each program delivery. Employers can provide insight with regards to labour market trends, employment opportunities for graduates, and offer advice on career pathing. Practitioners are encouraged to actively participate in field demonstrations and classroom activities so that they may share their knowledge and expertise with students.

Facilitating Employment

All training programs are employment-focused and intended to prepare graduates for work in the environment industry at an assistant level. In an effort to facilitate the employment process, a member of our team will work with industry to:

- Identify qualified, locally trained graduates
- Send job openings via email on behalf of the employer to all graduates seeking employment
- Assist employers with Aboriginal recruitment of training program graduates

BEAHR Training Programs Guide

COMMUNITIES

Host a Program

Build your community's environmental workforce by hosting a BEAHR Training Program. Get to know the programs to find out which one meets your community's needs to address environmental issues in your area.

Community Involvement

If your community is interested in hosting an environmental training program contact us to find out if there are licensed trainers operating in your local area or apply to become licensed. Interested communities will be connected with licensed trainers to begin to develop a training plan.

The participation of the local community is a key component to the success of each program delivery. Some other areas for involvement include:

- Pre-screening potential students and selecting those who meet the prerequisites
- Identifying Elders and other local knowledge holders who may be willing to work with the students during class and field instruction
- Assisting with the planning and organizing of a community celebration for graduates of the program
- Assisting ECO Canada in identifying local employment opportunities for graduates of the program

A community contact should be identified during the planning phase of each program to ensure local relevance, community input, and support for each delivery.



Workforce Training Programs

ENVIRONMENTAL CORE SKILLS MODULES

Duration: 3 instructional weeks

Prerequisite: Grade 8 or equivalent

The Environmental Core Skills Curriculum is a three week component and must be completed in combination with a minimum of one of the following programs: Environmental Monitoring Coordinator, Environmental Site Assessment Assistant or the Contaminated Sites Remediation Coordinator. Students are required to pass this component once, and it does not need to be repeated if the student registers in another program.

The Environmental Core Skills Curriculum consists of five modules, which include:

1. Foundation Skills
2. Introduction to the Environmental Sector
3. Technical Skills
4. Health & Safety
5. Local Knowledge

The core skills modules may be delivered consecutively or they can be spread out over a longer period of time. This flexibility allows communities to adjust the delivery of the program so that it meets their specific requirements. The order in which the modules are delivered is also somewhat flexible. Some modules have prerequisites that must be taken first, while others can be taken in the order the community determines is most appropriate.

**Note, if a student successfully completed the Environmental Core Skills Curriculum in a previous BEAHR Training Program, the student may choose to opt out in subsequent programs. Students who decide to opt out of the core skills modules must first provide their Certificate of Successful Completion to the licensed trainer and receive confirmation from ECO Canada.

BEAHR Training Programs Guide

ENVIRONMENTAL MONITORING COORDINATOR

- Duration: Option A, completion of 1 specialization – 2 instructional weeks
- 2 weeks for Research Monitoring or 2 weeks for Regulatory Monitoring
- Option B, dual specialization – 4 instructional weeks
- 2 weeks for Research Monitoring and 2 weeks for Regulatory Monitoring
- Prerequisite: Grade 8 or equivalent
Successful Completion of Environmental Core Skills Modules

Environmental monitors observe the environment and the impacts of human and industrial activities. They communicate this information to various stakeholders and help to mitigate negative environmental impacts. Program graduates are prepared to work on various projects, such as Oil & Gas Operations, Mining, Pipeline Construction, Seismic, Power Generation, Fishing, Forest-harvesting, among others. This program offers both a Research and Regulatory specialization, the option of offering one or both are available. Upon graduation, they can assist with:

- Communicating effectively with team members and work as part of a team
- Using standard equipment and tools for environmental monitors including safety equipment, maps, GPS and recording equipment
- Incorporating local knowledge into environmental monitoring and planning
- Identifying the pieces of legislation that are used in the environmental sector
- Sampling and testing of various parameters (e.g. soil, water, biological parameters, etc.)

Regulatory Monitors are those individuals who monitor the activities of industry to ensure compliance with land-use or other environmental impact agreements.

Research Monitors are those individuals who assist researchers in monitoring various factors of the environment. For instance, they assist in wildlife counts, surveys, or sampling.

ENVIRONMENTAL SITE ASSESSMENT ASSISTANT

Duration: 4 instructional weeks
Prerequisite: Grade 8 or equivalent
Successful Completion of Environmental Core Skills Modules

An environmental site assessment assistant is someone who participates in the environmental assessment of a potentially contaminated site. The program curriculum prepares students with the essentials of environmental site assessment phases I, II, and III. Upon graduation, they can assist with:

- Obtaining local knowledge about the site & surroundings
- Sampling and testing activities
- Interpreting and evaluating field data
- Project planning & preparing reports

CONTAMINATED SITES REMEDIATION COORDINATOR

Duration: 4 instructional weeks
Prerequisite: Grade 10 or equivalent
Successful Completion of Environmental Core Skills Modules

A contaminated sites remediation coordinator assists in the confirmatory sampling of a remediated site, as well as coordinates the long-term monitoring of site health and recovery. The program curriculum prepares students with the essentials of contaminated sites remediation. Upon graduation, they can assist with:

- Engaging the community about remediation activities
- Sampling and testing at a site
- Long-term monitoring of site health and recovery
- Developing and implementing a remedial action plan



BEAHR Training Programs Guide

LOCAL ENVIRONMENTAL COORDINATOR

Duration: 12 instructional weeks

Prerequisite: Grade 10 or equivalent

A local environmental coordinator assists in protecting and improving the quality of the environment in his or her community. The program curriculum prepares students with the fundamentals of environmental management.

Upon graduation, they can assist with:

- Developing, implementing, and monitoring environmental plans
- Integrating Traditional Knowledge within data collection and data analysis
- Project management; including budget tracking, monitoring project schedules and supervising staff
- Identifying pieces of legislation that are used in the environmental sector

LAND USE PLANNING COORDINATOR

Duration: 4 instructional weeks

Prerequisite: Grade 10 or equivalent

A land use planning coordinator assists in the development and coordination of a community land use plan with emphasis on Aboriginal land use planning. The program curriculum prepares students with the fundamental concepts associated with the creation, execution and implementation of a land use plan designed to meet the needs of their community or region. Upon graduation, they and can assist with:

- Developing a community vision and goal
- Gathering biophysical and cultural information
- Creating an inventory of community information
- Coordinating a community mapping session
- Identifying and assessing land use options

SOLID WASTE COORDINATOR

Duration: 5 instructional weeks
Prerequisite: Grade 10 or equivalent

A solid waste coordinator is responsible for the management of household and commercial waste in his or her community. The program curriculum teaches students about waste collection, disposal, and diversion processes, as well as supporting community education and waste reduction promotion. Upon graduation, they can assist with:

- Planning, developing and implementing a waste management program
- Administering and communicating a waste management program to the community
- Collecting and disposing of waste
- Diverting waste from the landfill (e.g. recycling and composting)
- Operating a landfill facility

Technician Training Programs

CERTIFICATE OF APPLIED ENVIRONMENTAL TECHNIQUES

Duration: 15 Instructional weeks
Prerequisite: Grade 10 or equivalent
Successful completion of Environmental Core Skill Modules, Environmental Monitoring Research and Regulatory Specializations, Environmental Site Assessment Assistant, Contaminated Sites Remediation Coordinator

The Certificate of Applied Environmental Techniques provides students with an introduction to the environmental sector. It emphasizes three key areas, including environmental monitoring, environmental site assessments, and contaminated sites remediation. Students will gain valuable experience through both in class and field activities, and will learn about sampling, testing, interpretation and evaluation of data, preparing reports, regulatory implications and remedial action plans. This certificate brings together modules from several workforce training programs into one comprehensive certificate.

The certificate includes modules from the following programs:

- Environmental Core Modules
- Environmental Monitoring Research and Regulatory Specializations
- Environmental Site Assessment Assistant
- Contaminated Sites Remediation Coordinator

BEAHR Training Programs Guide

CERTIFICATE OF ENVIRONMENTAL PLANNING AND ADMINISTRATION

Duration:	16 Instructional weeks
Prerequisite:	Grade 10 or equivalent Successful completion of Local Environmental Coordinator, Land Use Planning Coordinator

The Certificate of Environmental Planning and Administration offers an introduction to environmental management practices, including communication and life skills, developing and implementing environmental plans, and integrating Traditional Knowledge within data collection and analysis. Emphasis will be placed on understanding how to develop, create, and implement a land use plan while introducing students to key concepts and the history of Aboriginal land use planning. This certificate brings together two workforce training programs into one comprehensive certificate.

The certificate includes modules from the following programs:

- Local Environmental Coordinator
- Land Use Planning Coordinator

GENERAL INFORMATION

Our mandate is to offer targeted training at a pre-technician level in order to increase Aboriginal participation in the environment industry or related post-secondary training programs. All students must be proficient in English, the language of instruction. Instructors will work with the community to ensure that each student entering the program has adequate skills to successfully complete the training program.

Curriculum for all training programs is based on National Occupational Standards as documented by ECO Canada. The standards define the basic skills and competencies required for qualified practitioners as they relate to each program and are specific to Aboriginal communities. These standards can be found at www.eco.ca.

Please note that training programs have been developed with the objective that graduates from these programs will have acquired the skills necessary to work in the environmental sector at an assistant level. These programs are not accredited and upon completion of each program, graduates will receive a Certificate of Successful Completion jointly issued by ECO Canada and the licensed trainer.

MATERIAL PRICE LIST

Environmental Core Modules	Instructor's guide	\$90
	Student's guide	\$84
Environmental Monitor Training Program – Research	Instructor's guide	\$45
	Student's guide	\$45
Environmental Monitor Training Program – Regulatory	Instructor's guide	\$52
	Student's guide	\$81
Environmental Site Assessment Assistant	Instructor's guide	\$113
	Student's guide	\$106
Contaminated Sites Remediation Coordinator	Instructor's guide	\$103
	Student's guide	\$54
Local Environmental Coordinator	Instructor's guide	\$137
	Student's guide	\$113
Land Use Planning Coordinator	Instructor's guide	\$114
	Student's guide	\$37
Solid Waste Coordinator	Instructor's guide	\$96
	Student's guide	\$75
Certificate of Applied Environmental Techniques	Instructor's guide	\$398
	Student's guide	\$370
Certificate of Environmental Planning and Administration	Instructor's guide	\$251
	Student's guide	\$150

All students are required to obtain their own copy of the student's guide. Prices listed are not inclusive of taxes and shipping charges and are subject to change without notice.

BEAHR Training Programs Guide

Licensing Criteria - What we look for

LICENSED TRAINER QUALIFICATIONS

In order to build healthy communities, ECO Canada strives to ensure that licensed trainers represent a variety of backgrounds, including environmental science experts, local Traditional Knowledge holders, and where appropriate, industry representatives. Instructor qualifications vary depending on the program being delivered.

To become a licensed trainer, the organization must:

- Be a well-established and recognized public or private training provider
- Demonstrate a successful track record in providing training to Aboriginal learners
- Be willing to explore laddering opportunities for graduates with other training programs
- Demonstrate an awareness of employment opportunities in the region as they relate to the training program
- Identify Aboriginal communities in the region and document their interest in the training program
- Experience and knowledgeable in working with adult learners with diverse cultural backgrounds and education levels

INSTRUCTOR QUALIFICATIONS

This will provide a quick reference to program specific licensing criteria. All instructors will be assessed with the criteria listed below. Please note that all instructors must be associated with a licensed trainer

Environmental Core

- Have experience and knowledge of health & safety in the environmental sector
- Posses knowledge of fire and wildlife safety
- Possess strong knowledge related to mapping, GIS, and GPS

Environmental Monitoring Coordinator– Regulatory Specialization

- Be familiar with national and regional environmental protection legislation, regulatory processes, and best practices
- Have experience in monitoring a range of environmental components (soil, air, water, and wildlife) in relation to a variety of project types and phases
- Possess an understanding of compliance monitoring, reporting, and enforcement

Environmental Monitoring Coordinator– Research Specialization

- Posses an understanding of local ecology, cultural sensitivity, and the linkages between ecology and Traditional Ecological Knowledge/local knowledge
- Have practical field experience in environmental monitoring, including the use of a wide variety of equipment

Environmental Site Assessment Assistant

- Have practical field experience conducting ESA Phases I, II, and III, especially in Aboriginal communities and on remote sites
- Be familiar with environmental legislation and regulatory agencies
- Possess basic knowledge of political structures in Aboriginal communities
- Have experience with various sampling and testing equipment
- Possess knowledge of environmental remediation methods and techniques

Local Environmental Coordinator

- Have a basic understanding of ecology and of environmental issues affecting Aboriginal communities
- Be familiar with federal, provincial, and local environmental legislation, as well as Aboriginal treaties and land claims
- Have experience in collecting and analyzing data at a community level
- Possess an understanding of accounting, budget control, public and private tendering processes, and contractor management
- Have experience in developing, implementing, and monitoring Environmental Health and Safety Plans; Environmental Stewardship Plans; and Community Emergency Response Plans

Contaminated Sites Remediation Coordinator

- Experience in contaminated sites management, including environmental site assessment and site remediation.
- Experience in planning and preparing for contaminated site remediation,
- Extensive field experience in site remediation in Aboriginal communities and on traditional lands.
- Basic knowledge of economic and political structures in Aboriginal communities
- Good understanding of how to gather local and traditional knowledge and use it as part of the site monitoring process

Solid Waste Coordinator

- Have Experience in the solid waste sector and a sound understanding of solid waste management issues including waste management systems, waste technologies, and environmental impacts of solid waste management practices

BEAHR Training Programs Guide

- Be familiar with Aboriginal learning and communication styles and understand how to gather local and traditional knowledge and integrate it into the landfill design and site selection process
- Have practical experience in the field of solid waste management as well as in conducting surface and groundwater sampling and testing
- Possess a sound understanding of landfill operations and maintenance procedures including site planning and management
- Hold basic knowledge of advanced landfill topics such as landfill gas production and capture, and leachate generation and treatment
- Be familiar with how Federal, Provincial/Territorial, and local legislation and regulations impact solid waste landfill facility management and operations and knowledge of financial processes such as budgeting and financial reporting

Land Use Planning Coordinator

- Have experience in the field of land use planning and familiarity with creating and implementing land use plans
- Have a good understanding of basic land use planning concepts and theory
- Possess past experience in community vision sessions, conducting a site analysis or site inventory
- Be familiar with various types of maps, including land use maps, zoning, and traditional land use maps as well as basic knowledge of GIS and the ability to explain GIS at an introductory level
- Be knowledgeable in the legal environment of Aboriginal land use planning
- Possess excellent communication skills and be familiar with Aboriginal learning and communication styles

Contact Us

ECO Canada's BEAHR Training Programs

email: beahr@eco.ca

website: www.eco.ca/beahr

phone: (403) 233-0748

Testimonials

"The fact that the program was delivered on reserve and taught with ties to our own aboriginal communities was definitely a positive point. The classes were great."

- Graduate, Nova Scotia



"Many elders noted that it was good to see the First Nations focusing on training the youth, and providing opportunities. With the level of industrial and land management activities currently going on in the region, and a prognosis of long-term growth, the community was also very pleased to see a focus being placed on monitoring and building skills in land management"

- Instructor, Yukon

"I was already employed when I took the BEAHR training program. I enjoyed working in the field as a monitor and wanted to know more about the process. I think the information that was provided from the training was very good and helpful"

- Graduate, Alberta

"The BEAHR training program portion was only the first module in a 25 week training for these learners. We have many different partners and the First Nations Communities involved are very happy about the material and the design of the program"

- Instructor, Ontario

"I thought the program was very interesting and educational. I learned a lot of things that were not to my knowledge"

- Graduate, now employed in the Community's Traditional Land Use Studies department