

Note from the Registrar

EPs are industry leaders who set the bar for environmental competence, as such, it is important for us to understand the trends that are shaping our sector. To this end, the article *Canada's Environmental Work Force* highlights key findings from ECO Canada's 2010 Labour Market Research Studies *Defining the Green Economy* and *Profile of Canadian Environmental Employment*. As new fields emerge and evolve within the environmental sector, it will be very important for EPs to be an integral part of establishing the **National Occupational Standards** and create recognition of EPs as "qualified persons" in these new fields.



On the note of change, many thanks to those of you that have filled out the **EP - 2010 Annual Survey**. If you have not already, please do, as it is a valuable way for us to know what you would like to see form your professional association in 2011 and how we can serve you better.

Sincerely,
Elizabeth Bowman
 Associate Registrar
 ECO Canada - Certifications

Canada's Environmental Workforce

If you spend 50% or more of your time working on environmental activities, you are one of the **682,000 workers in Canada** who are part of the **growing sector**. The number of environmental employees grew approximately 3.2% from 2007 to 2010 and it is estimated that 17% of all Canadian organizations hire at least one environmental employee.

How rapidly is the sector growing? With the average annual rate of growth estimated to be 12.5% higher than the total growth of Canadian employment across all industries, between 2001 and 2010, this is good news for people already in the sector and those looking to transition into the burgeoning field.



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In This Issue

- [Canada's Environmental Workforce](#)
- [ECO Canada Partners with Harvard](#)
- [Regional Chapter News](#)
- [Regulatory Updates](#)
- [Industry News](#)
- [Featured Conferences](#)
- [Featured Job Opportunities](#)

Certification Makes Sense



EP certification recognizes your environmental expertise, but did you know that by holding the designation you can also take advantage of great savings on products and services? Saving money on work and home essentials is just another perk of being an EP.

[Click here to learn](#) about how you can save at least **\$700** a year on both professional and personal insurance and up to **\$500** on travel, work wear, automotive products and more.

Environmental Workforce Fast Facts



- 40% of all environmental employees are women (women represent 45% of the total Canadian employed labour force);
- 2.5% of all environmental employees are Aboriginal persons;
- 5.5% of environmental

Environmental employers, some 110,000 of them, employ and recruit professionals who have a wide-range of skills and knowledge to perform the ever-changing and multi-disciplinary work. It should be noted that compared to the total Canadian labour force, environmental employees have higher levels of education. Approximately 36% of the environmental workforce has a bachelor degree or higher and approximately one third are workers with a 2-year college education. It is speculated that around 20% of Canadian employers will increase the number of environmental workers on their payrolls over the next two years.

Expected changes: exodus of the Baby Boomers and the growth of the Green Economy

It is estimated that there will be a demand for 100,000 workers to replace the Baby Boomers. At present, 14% of the environmental workforce is 55 or older and will reach retirement in the next ten years. Replacement of environmental professionals will be demanded in areas such as research and development; environmental health and safety; water quality; waste management; environmental education; and site assessment and reclamation. Replacing environmental workers in the environmental sector may prove to be more difficult than other sectors such as manufacturing, education, healthcare, and the wholesale and retail trades.

The Green Economy, the next stage in the evolution of the environmental sector, is growing in step with increasing awareness of environmental impacts. Opportunity for environmental professionals will be seen as the markets for low-carbon energy technologies, renewable energy, energy efficiency and alternate forms of transportation evolve.

Adapting to the anticipated changes

It is well documented that environmental engineers, technicians, researchers and project managers are in high demand across the sector. However the emergence of the green economy has affected training standards across industry and learning new skills and technology will be very key to one's success - especially if an individual plans to work in non-traditional environmental areas such as finance and emissions trading, renewable energy and energy efficiency and waste recycling and waste management.

Many agree that the greening economy has demanded an increase in skill-sets, especially in relation to professional competence and environmental technology. Having a tool belt of technical skills will always be valuable, but environmental professionals will also be required to have sound communications skills and be able to adapt to change.

There is good news for professional looking to develop their skills as training programs are adapting to meet the new skills needs of industry at both colleges and universities and many employers are putting aside resources to train employees in-house.

employees are recent immigrants (within the past 5 years); and

- About a quarter (24%) is below 30 years of age. Fourteen percent of the environmental workforce is age 55 or older.

Profile of Canadian Environmental Employment 2010



Inform the EP designation - 2010 Annual Survey

[Click here to take part in the EP - 2010 Annual Survey.](#) Let us know how we are doing and what you want to see from your professional association in 2011.



Canada's Environmental Workforce (Continued)

The future

Only time will tell what the Canadian environmental labour force will look like in the future, but it certainly appears to be positioned for growth and exciting innovative change for current and future environmental professionals.



Writers Note:

If you are interested to explore continuing your environmental education, [click here](#) for a list of the post-secondary institutions that have met a national standard for providing accredited environmental programs.

The statistics and information cited above are from ECO Canada's 2010 Labour Market Research Studies [Defining the Green Economy](#) and [Profile of Canadian Environmental Employment](#). Full length versions of the reports and other ECO Publications are [available here](#).

Training for New Managers

ECO Canada Partners with Harvard to Launch Training Division

In ECO Canada's [2010 report Profile of Canadian Environmental Employment](#), it was found ongoing training for employees is a priority for many employers, with 36% of environmental employers budgeting \$2,000 or more annually to train each environmental employee.



The **Stepping Up to Management™** series, from Harvard Business Publishing, is a great management training tool for environmental industry professionals who have largely scientific and technical foundations.

The series is an online training program that includes eight targeted modules to assist project leaders in upgrading their credentials and to enhance their leadership skills as they shift into managerial roles.

The Harvard Business Publishing online model Benefits include:

- reduced training costs
- rapid deployment
- consistent applications of training with less dependence on the performance of individual instructors
- adaptability to scale training programs up or down based on an organizations or individual needs

The **Stepping Up to Management™** series includes eight targeted modules to assist project team leaders, employees who serve on teams, individuals looking to upgrade their credentials or managers who need to enhance their leadership skills as they shift into managerial roles.

To learn more and to register, please visit www.eco.ca/harvard. Online program starts on March 1, 2011.

Program is currently only available in English.

Regional Chapter News - February 2011

The AGM for the [EP-BC Chapter](#) was held on January 27, 2011 and the Chapter Charter was unanimously passed. Click on the below BC link to see who has been named to the executive team and to review the meeting minutes.

If you are a contaminated sites / brownfield professional attending Americana in March drop us a line at certification@eco.ca. We are looking for bilingual speakers to join us at our [Networking Luncheon being held on March 21, 2011](#) at the Downtown Concordia campus.

Click on your province below for contact information and to learn about the most recent chapter activities

[British Columbia](#) | [Alberta](#) | [Saskatchewan](#) | [Manitoba](#)
[Ontario](#) | [Quebec](#) | [Atlantic](#)

Thank you to our Vancouver 2011 Event Sponsors



To review the discussion that took place at this event please visit www.eco.ca/vancouver.

Regulatory Updates

Industry News

[B.C., Washington State Sign Climate Action Partnerships](#)

[Environment Canada Contributes to AMERICANA 2011, International Environmental Technology Trade Show and Conference](#)

[2011 World Conference on Disaster Management coming to Toronto](#)

[Trends and Tips from Three Green Business Thought Leaders](#)

[Canadian forest sector can benefit from bio-economy: study](#)

Featured Events & Conferences

[46th CENTRAL Canadian Symposium on Water Quality Research](#)

February 22-23, 2011 - Burlington, ON

[2011 Brownfield Series: Practical Workshops for Redevelopment in Canada](#)

February 23, 2011 - Hamilton, ON

March 8, 2011 - Edmonton, AB

[Green Development: Construction, Completion and Conservation](#)

March 7- 11, 2011 - Calgary, AB

[AMERICANA 2011](#)

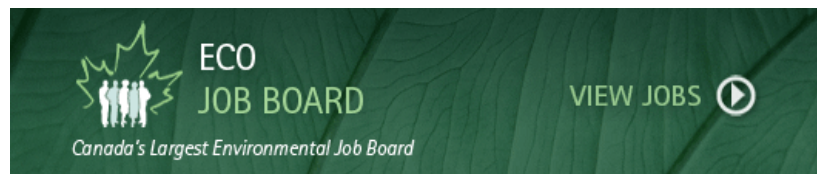
March 22-24, 2011 - Montreal, QC

[Greenbelts: Local Solutions for Global Challenges](#)

March 22-24, 2011 - Toronto, ON

[Water Technologies Symposium 2011](#)

April 13-15, 2011 - Banff, AB



Canada's largest environmental job board is your best resource to find current employment opportunities. Job seekers can use this service to search for jobs, while employers can post vacancies on the job board. Here is a selection of some current postings from across the country:



[Intermediate Aquatic Biologist](#)

Richmond Hill, ON- Deadline of Friday, March 04, 2011



[Social Scientist](#)

Saskatoon, SK- Deadline of Wednesday March 02, 2011



[Intermediate Environmental Scientist/Engineer](#)

Calgary, AB- Deadline of Thursday, March 10, 2011

For full details on the above positions and to find many more, please log in to the ECO Canada website as a practitioner at www.eco.ca and go to "View Jobs."



March 21-23, 2011

\$1,500

Space is limited.

[Register today.](#)

Environmental Compliance in Alberta

SAIT Polytechnic is pleased to launch a three day seminar on **Environmental Compliance in Alberta**. The seminar provides participants with a comprehensive understanding of environmental compliance regulation as it relates to the remediation and reclamation of contaminated sites, with a focus on the energy sector in Alberta. The Environmental Professional in Training (EPT) application is available with this course for \$125.

Ask us about group training opportunities.

403.210.5757 or 1.866.884.7117

sait-training.com

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