



February 2011

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Here are some of the jobs posted this month:



Intermediate Aquatic Biologist

Richmond Hill, ON
Deadline: March 4, 2011



Social Scientist

Saskatoon, SK
Deadline: March 2, 2011



Intermediate Environmental Scientist/Engineer

Calgary, AB
Deadline: March 10, 2011

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Industry Fast Facts

44% The number of employers who plan to hire environmental employees over the next two years

55 YEARS 16% of female environmental employees and 14% of male environmental employees are age 55 or older



Note from the Editor: Filling the Labour Gap

The "baby boomer retirement era" is not an industry myth.

According to the ECO Canada labour market report, [Profile of Canadian Environmental](#)

[Employment 2010](#), 14% of the environmental workforce will reach retirement age in the next decade. That translates to over 100,000 potential positions as these professionals near the end of their careers.

ECO Canada has dedicated the February edition of the Job and Industry News to preparing environmental professionals for this upcoming gap and potential new career paths. You will learn how [transitioning workers](#) and [internationally trained individuals](#) can break into the environment industry, and how [certification can increase workforce mobility](#).

Labour Market Fast Facts:

- The most common occupational categories requiring replacement workers as boomers retire are research and development, environmental health and safety, water quality, waste management, environmental education, and site assessment and reclamation
- Significant growth in the demand for environmental skills can be observed in



Professional

Tip

After you submit your resume, do you follow up on your application? If not, you should.

1) Often, applications are mis-routed or not received. If an employer doesn't receive your information you won't be considered.

2) All else equal, employers will be more likely to call an applicant with whom they have interacted in some way than with one they have not.

[Read more about following up in your job search](#)



construction, in agricultural/forestry/fishing/hunting, and in manufacturing

- Employers are having difficulty finding candidates with specialized skills, especially when hiring workers transitioning from a different sector

Enjoy the read!

Kevin Nilsen
Director, Professional Services

A New Career: Making the Transition

For J.P. Brown, the most difficult aspect of transitioning into the environmental sector was "getting a sense of the current industry situation and vocabulary."

The recently employed carbon analyst transitioned from musical services into the environment industry by enrolling in [environmental management](#), but not without challenges along the way.

"My gap in knowledge was enormous. You may not believe this, but when I first showed up to class, I had never heard the word sustainability before." Brown overcame these hurdles by finding a niche. "For me it was writing. That's the great thing about the environmental sector - the number of choices available is constantly growing."

As he discovered, breaking into a new sector can be daunting. A successful job transition is similar to a trip into the wilderness - preparation is required before embarking.

According to [research by ECO Canada](#), professionals may encounter three main barriers when transitioning into Canadian environmental employment:

1. **insufficient education and requirements,**
2. **the inability to identify transferable skills, and**
3. **a lack of experience.**



J. P. Brown, Carbon Analyst

The barriers are experienced by all professionals, regardless of career level. Such was the case for Dr. Kanwaljit Kaur, at a senior level, and Melanie Fincaryk, who is a newly enrolled student.

Dr. Kaur, whose background is in environmental science, transitioned not from one sector to another, but to a new sub-sector within the industry. At the same time, she also moved from India to Canada.

"For 15 years I worked as a researcher, regulator, and consultant. In the last eight years I made a choice to work as a trainer and educationist," she says. Her decision to make the first steps took effort. "Getting to know the work scenario, the environmental regulations of the region, and [becoming certified as an EPT](#) were just the beginning."

To get to where she needed to go, Dr. Kaur updated her knowledge, and made sure she was able to present environmental information in a different way, to a new audience.

Fincaryk, originally an architectural technologist, decided to go back to school to pursue a degree in [forestry](#). "I thought about transitioning for a long time, but didn't act on it because of money and the risk of having to take on a new life from square one," she says.

Ultimately, Fincaryk was drawn to becoming an advocate for the conservation and preservation of Canadian forests, so she moved from Calgary to Fredericton to follow this new career path.

Overcoming the Barriers

Each of these environmental professionals has developed a strategy that will help them find meaningful employment in the environmental sector.

Brown's key to success has been to network with as many people as possible. "Attend networking events and seminars. [Workshops](#), such as those provided by ECO Canada are some of the best places to go because they give you the opportunity to meet people in a wide variety of environmental careers."

Dr. Kaur advises professionals to equip themselves with the right information and training. "Being new to the area, you may not be easily accepted as a professional, but persistence and acquiring local knowledge pays off."

And Fincaryk believes that "no one is ever too old for school or change - it's a matter of finding what fits your needs and going for it."

The Top 3 Barriers for Transitioning Professionals & How to Break Them

Barrier 1: A Lack of Education and Requirements

Solutions:

- Become certified as an **Environmental Professional in Training** (EPt) to show employers your dedication to the industry, and increase your understanding of environmental competencies
- Upgrade your environmental education through programs such as the **Canadian Centre for Environmental Education** (CCEE)
- Research **re-training subsidy programs** that will provide financial assistance

Barrier 2: The Ability to Identify Transferable Skills

Solutions:

- Try an **environmental sector competency exercise** to identify your skills and strengths
- Develop practical examples of how you have applied your skills for your cover letter, resume, and interviews



Barrier 3: A Lack of Experience

Solutions:

- Volunteer with an environmental organization to gain practical experience that you can add to your resume
- Participate in a mentorship program to gain knowledge from a professional working in your occupation of choice

Visit our **Transitioning Worker Centre** for more information on overcoming barriers, Canada's environment industry, and job preparation tools on our Professional portal.

Entering the Canadian Environmental Sector as an Internationally Trained Professional



Within the next century, Canadian environmental professionals will witness many new developments in the environmental sector. Retirement gaps, emerging markets, and increased sector growth will all contribute to a greater need for skilled environmental workers. With a strong skill set to offer, internationally educated professionals will play an essential role in the Canadian environmental sector. However, it can be difficult to overcome employment barriers, particularly a lack of Canadian experience.

Born and raised in the Philippines, Ronald Castillo came to Canada in the hopes of providing a better future for his family. Equipped with a Bachelor of Science in Chemistry and a Master in Environment and Natural Management from the University of Philippines, Castillo also had work experience from his government's environment office.

Like many highly skilled newcomers, Castillo began his new life in Canada with a "survival job," working as a customer service associate in a bank. "The most challenging aspect of immigrating to Canada is finding your first Canadian work experience," he recalls. "I had nothing to write on my resume demonstrating Canadian experience."

Determined to achieve success, Castillo remained positive and relied on his faith, determination, and networking skills. Four months after his arrival, a fellow alumnus referred him to the general manager of a recycling company. Castillo was hired, and after more than a year of working there, he was hired at the **Ontario Ministry of Environment**, where he now works in his dream job as an **environment officer**.

“ Get your credentials certified... increase your professional network, and target specific companies within your niche. ”

Attributing his success in part to his Canadian designations, Castillo says, "having Canadian certifications like **Environmental Professional (EP)** and A.Sc.T (through the Ontario Association of Certified Engineering Technicians and Technologists) might have played an important role in having my resume stand out from the rest of the applicants."

Born in Chile, and raised in Venezuela, Cristian Rodriguez came to Canada with extensive experience in environmental health and safety. "When I landed [in 2004], I had no job and basically knew no one, so it was quite a rough transition," he recalls. "The greatest challenge was to effectively communicate how my previous international experience was relevant to the job."

Rodriguez eventually met an environmental recruiter. After a handful of unsuccessful job interviews, a door finally opened. "I kept researching the environmental job market and communicating with the recruiter; my perseverance paid off when she offered me the opportunity to work with her," says Rodriguez. "I was starting to see the ways in which I could fit into the Canadian job market. I successfully applied as an Environmental Professional in Training (EPT)."

Now the Director of Health and Safety at **SNC-Lavalin Environment**, a Certified Health and Safety Consultant (CHSC), and a certified **Environmental Professional (EP)**, Rodriguez promotes safety culture across the organization and works with the senior leadership team to ensure continuous improvements in health and safety, as well as assuring compliance with legislation while maintaining business goals.

Many internationally educated individuals have been able to successfully utilize the resources available to help them to integrate into the Canadian workforce. Mihaela Pop arrived in Canada with a Bachelor degree in Environmental Science and a Master in Hydrology from Romania's Bucharest University. An environmental consultant for a multinational company back in Romania, Pop is currently unemployed in Canada, but remains hopeful as she seeks out assistance from programs such as ECO Canada's **Environmental Immigrant Bridging Program**, which helps newcomers bridge the gap between their international education and the Canadian workforce.

"I hope that this program will offer me a [foot in the door] of western Canadian environmental experience," says Pop.

With so many barriers to employment, it can be discouraging for many internationally educated newcomers, although all agree that it's important to stay positive.

"Keep on praying and believing that achieving dreams is still possible," says Castillo.

"**Establish a wide network of people.** I find networking to be a very effective tool to get into this career." He also encourages newcomers to "find ways to incorporate Canadian education and work experience into resumes to create an impression that they are adaptable to Canadian work culture."

Rodriguez offers similar advice to newcomers: "Get your credentials certified, identify how your international experience can be marketed as an asset to an organization, increase your professional network, and target specific companies within your niche."

There's no doubt that internationally trained professionals will play a vital role in the success of the growing environmental sector. The strength of their contributions will depend on how effectively we can bridge the gap between foreign education and experience, and the demands of industry.



Using Certification to Increase Your Workforce Mobility

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.

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.

Interested in pursuing environmental certification or education? [Click here for a list of environmentally accredited institutions and educational programs.](#)

ECO Canada Partners with Harvard to Launch Training Program

ECO Canada is excited to announce an agreement with Harvard Business Publishing to deliver its

Stepping Up to Management™ online training modules. The partnership supports ECO Canada's newest business stream into the professional training services realm.



The agreement reinforces several of ECO's existing employee engagement commitments and professional development offerings through its **Canadian Centre for Environmental Education**

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

The Harvard Business Publishing online model is a natural fit for the environmental industry with its **vast interdisciplinary nature of work** which tends to have a largely scientific and technical foundation. 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.

Program is currently only available in English. To learn more and to register, please visit www.eco.ca/harvard. Online program starts on March 1, 2011. **Registration available NOW**, on a first come, first served basis. For more information contact hrrservices@eco.ca

Industry News

[Solar PV Becoming Cheaper than Gas in California](#)

We hear it every day: "Solar is too expensive." Well, not according to the California utility Southern California Edison. The latest round of proposed contracts from a California utility for 250 MW of solar PV projects comes in below the price of natural gas.

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

From June 19 to 22, 2011, disaster management professionals from more than 40 countries will convene in Toronto for the industry's leading World Conference on Disaster Management (WCDM).

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

From employee engagement to CSR reporting to starting a corporate sustainability program, the State of Green Business Forum dug in deep to a number of key topics in the business world.

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

The Forest Products Association of Canada (FPAC) has released a breakthrough study that shows how the Canadian forest sector can become a pivotal player in tomorrow's marketplace by thriving in the new bio-age.

[City of Kelowna consults industry on 'greening' of building code](#)

The City of Kelowna is consulting local companies on possible provincial building code changes to encourage more environmentally friendly buildings.

Featured Events

[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

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