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Here are some of the jobs posted this month:



**Environmental Technologist**  
Edmonton, AB  
Deadline: October 07, 2011



**Environmental Protection Officer**  
Prince George, BC  
Deadline: October 13, 2011



**Senior Project Engineer**  
Bracebridge, ON  
Deadline: September 29, 2011

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### Industry Fast Fact

**54%** of environmental employers budget **\$1,000** or more per employee per year for training and PD.

[More >>](#)

## Revamp Your Resume



**Increase your marketability with professional development**

Fall has arrived! Doesn't it give you that *back-to-school* feeling?

Whether you're new to the sector or are at a senior level, there's always something new to learn, especially in an industry that's constantly evolving.

Stay ahead of the game by updating your skills.

### Not sure what to take?

Here are some options to help you keep your skills current:

[Harvard's Stepping Up to Management Online Learning Program](#)

The convenient, flexible way for environmental professionals to gain the skills needed for a **career in management**. Registration is available on a first-come, first-served basis.

[Certificate or Master in Environmental Practice](#)

**Distance-based programs** from the Canadian Centre for Environmental Education ideal for those looking to learn while pursuing their career. Application deadline is December 8, 2011.

Read on to learn more. Enjoy!

Kevin Nilsen  
Editor & Director, Professional Services

## Top 5 Benefits of Professional Development

As **14%** of the environmental workforce retires



### Top Blog Posts

[How to Write an Environmental Resume](#)

[5 "Soft Skills" They Didn't Teach You in University](#)

[Why You Need to Send Cover Letters & How They're Changing](#)

[How Professional Development Can Impact Your Career](#)

# QUEST V

Integrated Community Energy Solutions:

Building Tomorrow's Communities

October 23-25, 2011  
Calgary, Alberta

Register Now

[www.questcanada.org](http://www.questcanada.org)



in the next decade, employers will be looking for highly qualified professionals to fill the gap. Do you have the skills and knowledge to take on a new opportunity?



According to [ECO Canada's](#) report, [Profile of Canadian Environmental Employment](#), about one-third of employers experience difficulties finding the workers they need, identifying "a **lack of candidates with appropriate skills**" as the most common reason.



Having PD courses on your resume shows employers that you've kept your skills current.

What does this mean for professionals? Now is the time to advance your skills!

### 1) **Feeling a little rusty? Sharpen your knowledge.**

Remember studying for hours and memorizing technical information in school, only to forget a week after the big test? Five years later your employer brings up the very same concepts, and you draw a blank.

Refreshing with [courses or seminars](#) in your area of expertise can ensure your competencies include both technical knowledge learned during your education, and hands-on skills gained on the job.

[Continued below >>](#)

**SHARPEN YOUR SKILLS**  
with Harvard Business Publishing >>

## Reader Poll

We want the newsletter to be the best it can be to help you make the most of your career! [Tell us what you'd like to see changed.](#)

**Q. What would you *most* like to see in this newsletter?**

- Teaser-style articles
- More job postings
- Shorter length
- More industry news, trends & events
- I want it to stay the way that it is now

[Thanks for helping us improve your newsletter!](#)



## Top 5 Benefits of Professional Development (continued)



### 2) **Want to learn something new? Build your skills.**

Whether you're looking for a new role, transitioning into the sector or just want to learn skills to enhance your current position, taking on a professional development challenge can give you a competitive edge.

One of the students from [Stepping Up to Management™ Online Learning Program](#) from [Harvard Business Publishing](#) says, "I enrolled in Stepping Up to Management because I wanted to know what managers need and want from their direct reports, so I can be a better employee. Many people see me as a natural leader and I wanted to develop my competencies in this area."

[Online PD options](#) allow you to

expand your skills from the comfort of your own home.

### 3) Lost touch with your industry niche? Keep up-to-date.

Sure, you work in the environment industry, but are you in the know about labour market information, innovative best practices and changing regulations?

Continuing education helps professionals stay informed about the sector, and shows employers their ongoing dedication and engagement. Juan Gimón, an [Environmental Scientist](#) and Engineer, enrolled in the [Certificate in Environmental Practice](#) from the Canadian Centre for Environmental Education to learn information about Canadian legislation and regulations, an essential component for his job. "The CCEE helped me manage all the jargon environmentalists use."

### 4) Interested in meeting new contacts? Start networking.

It's easy to get stuck in the same social circles. Branching out and [meeting new professionals](#) exposes you to new ideas, and gives the opportunity to meet others who may be able to help your career in the future. Benny Liang, a recent graduate from [Niagara College](#), uses professional development conferences to make new connections. "Networking is part of developing your career and your life. When you know and help more people, then more people can help you when you need it."



PD can help you meet like-minded contacts, or even form new partnerships.

### 5) Uninspired with your projects? Re-energize your ideas.

Working on the same assignment for a long period of time can become lacklustre. To increase your dedication and creativity, some professionals find continuing education helps them to reconnect with their passion for a [particular industry niche](#).

[Click here to find the professional development option that's right for you!](#)

“ EP certification provides me with formal recognition in my field of specialty. ”

(EP) Dorn Ray, Dip., C.E.T., EP Area Manager at GENIVAR

Get the designation supported by top environmental employers >>

## What to Consider When Considering Professional Development

With so many training and professional development options available, what factors should you consider before enrolling? We break down important considerations below so that you can make the most of new learning opportunities.



71% of environmental professionals enrolled in job-related courses in 2009.

### What drives you?

The environment industry is very technical, and as a result, the need to keep up-to-date with the latest skills is often required by regulation. Many training decisions are also driven by personal interest. Regardless of the reasons for seeking professional development, it's clear that the environmental community is made up of highly motivated professionals.

In a 2009 report titled [Characteristics of Canadian Environmental Practitioners](#), 71% of environmental professionals reported that they had taken at least one job-related course that year. "Personal growth" topped the list as the main reason for taking training courses, followed by "employment-related needs."

Shawn Martin, B.Sc., P.Biol., a project director with [EBA, a Tetra Tech Company](#), says personal interest is what drives him to pursue new learning opportunities. "I am interested in the topics offered through external professional development," Martin says. A board member for the [Canadian Society of Environmental Biologists](#) and a certified Environmental Professional (EP) specializing in [Fisheries and Wildlife](#), Martin is a keen participant in many lectures, networking events, and social media discussions.

### Always a major factor: cost

Cost influences many of our decisions and professional development is no exception. However, environmental employers are placing a greater importance on professional development for workers, recognizing the results of increased engagement and the reduced cost of recruitment. Many employers also offer in-house training or professional development funds.

Patrick Roelofsen, B.Admin., certified (EP) and [Air Services Manager](#) with [SNC-Lavalin Environment](#) says the projects he is involved with guide his training.

"Costs are always taken into account when contemplating the decision to undertake any professional development. **SNC-Lavalin offers in-house training programs** as well as support for education initiatives," says Roelofsen.

As a member of industry associations or certifying bodies, you may already have access to great discounts or chances to brush up on your skills. For example, **certified Environmental Professionals (EPs) receive discounts** to ECO Canada workshops and networking events, providing them with access to ongoing learning opportunities.

### When time is of the essence

Employees in the environmental sector face unique time constraints. For many professionals, the annual field season places restrictions on how and when they can access training opportunities. **Self-paced options** can provide a flexible alternative for working professionals, allowing them to complete a course as quickly as their schedule allows.

For Dorn Ray, Dip., C.E.T., Area Manager of the Due Diligence Group in Environment at **GENIVAR**, timing is always an important consideration. "Schedule is the most important factor when I take on new training," says Ray. "Time is always something I seem to be short on. But if it is something I think I really need to attend, I will make the time."

An (EP) specializing in **Site Assessment & Reclamation**, Ray advises others to communicate with their peers in the industry, saying there are always courses, conferences, and seminars available that will be sure to peak their interest.



Self-paced PD options can lessen time constraints and lead to a better experience.

### Location, location, location

Location can also add constraints. As many environmental professionals are required to work out in the field, or travel throughout Canada or overseas, in-class programs may not provide the flexibility they need.

**Online learning and distance-based programs** can provide the opportunity to develop new skills from wherever you happen to be, whether it's out in the field or working from home.



There is a gap between how much training employees say they need, and how much they receive.

### Relevance and applicability

An important issue to consider when exploring potential learning opportunities is their relevance and applicability to your environmental career. In the 2009 report **Characteristics of Canadian Environmental Practitioners**, practitioners identified **relatively large gaps** between how much training they believed they needed and the actual amount of training received.

The largest gaps identified were in the areas of **environmental assessment** and **restoration, remediation and reclamation**, as well as in strategic partnering, planning, **monitoring, and reporting** for sustainable development. Gaps were also identified in the areas of **project management and business skills**.

Roelofsen suggests **taking a look at the future** to determine current development activities. "Gauging where the industry is heading and positioning your professional development to stay current or ahead of environmental developments can ultimately impact the decision to take on certain training or professional development opportunities," he says.

**In the end, it all comes down to this:** whether you seek new learning opportunities because of personal interest or career needs, online or in-class, at your own pace or in a classroom - a commitment to continuous learning and the desire to increase your own expertise are positive qualities for every professional.

## Most In-Demand Skill Areas: Snapshot

If you're looking at opportunities to brush up on your knowledge and develop new skills, be sure to consider **the industry's current high-demand and emerging skill areas:**





From [Defining the Green Economy](#), 2010

### High Demand Jobs (across all industry sectors)

1. [Environmental engineer](#) or engineering specialty
2. Engineering [technologist or technician](#)
3. [Project manager](#) or operations manager

### Areas with High Demand for Environmental Skills:

1. Green Construction
2. Manufacturing
3. Agricultural sectors

## Industry News

[Tools for Success: Key Skill Areas in the Green Sector](#)

[The Top 3 Trends in Environmental Education](#)

[The Green Economy: What's in a Name?](#)

[What Will it Take to Make Montreal an Eco-City?](#)

[Sucking CO2 from the Air: A Climate Solution Crazy Enough to Work?](#)

[Reaching Out - Finding a Foothold in the Environmental Business Marketplace](#)

[Why Employee Engagement is Critical to Sustaining Sustainability](#)

[Electric Car Hype Hiding a Quiet Revolution](#)

[A Moore's Law for Renewable Energy](#)

[Germany Sets New Renewable Energy Record in 2011](#)

## Featured Events

[BioFuels International Expo & Conference](#)

October 3-4, 2011 - Calgary, AB

[Greenbuild 2011 International Conference & Expo](#)

October 4-7, 2011 - Toronto, ON

[Environmental Professional \(EP\) Event - Edmonton](#)

October 5, 2011 - Edmonton, AB

[Sustainability for Leaders Course](#)

October 13-14, 2011 - Edmonton, AB & Vancouver, BC

[Integrated Community Energy Solutions: Building Tomorrow's Communities](#)

October 23-25, 2011 - Calgary, AB

[SmartGrid 2011 Conference](#)

October 24-26, 2011 - Toronto, ON

[Canadian Business as a Global Citizen: Social & Environmental Performance on the World Stage](#)

October 26, 2011 - Toronto, ON

[MBA Sustainability Leadership Bootcamp](#)

October 26-30, 2011 - Calgary, AB

[Global Clean Energy Congress](#)

November 1, 2011 - Calgary, AB

[Environmental Professional \(EP\) Event - Toronto](#)

November 1, 2011 - Toronto, ON

[PNWIS 2011: Cross-border Air and Waste Solutions](#)

Nov 8-11, 2011 - Fraser Valley, BC

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