



# BEAHR

## Training Programs Guide

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Environmental Training Opportunities  
for Aboriginal Communities

# BEAHR Training Programs Guide

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### ECO CANADA'S VISION:

To build the world's leading environmental workforce

### ECO CANADA

Established in 1992 as part of Canada's sector council initiative, ECO Canada has grown into its own as a not-for-profit organization focused on supporting

Canada's environment industry by:

- Helping individuals develop meaningful environmental careers
- Providing employer resources to find and hire the best
- Informing educators and governments about employment trends

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. 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, Metis, 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 designed to provide introductory skills to those who want to work or pursue further education in the environmental field. Programs are delivered by third-party trainers approved and licensed through the BEAHR Training Programs

BEAHR Training Programs are designed to be:

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

Programs are offered in two separate streams, Workforce Training and Technician Training. The various Workforce Training programs allow further recognition of the more comprehensive environmental background of the graduate. The Workforce Training programs range between 4 and 12 weeks in length based on a 30 hour week. Two Technician Training programs are laid-out based on combinations of the programs that may be applicable to a wider audience. However, there is also the option of a Customizable Certificate to meet the needs of individuals or individual communities. The Technician Training programs are a minimum of 15 weeks in length based on a 30 hour week.



# BEAHR Training Programs Guide

The following are the training program options:

- Environmental Monitoring (Research and/or Regulatory)
- Environmental Site Assessment Assistant
- Contaminated Sites Remediation Coordinator
- Local Environmental Coordinator
- Land Use Planning Coordinator
- 2-day Land Use Planning Seminar
- Solid Waste Coordinator

Technician Training Programs

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

For further information on the content of the training programs, their length, and how the Workforce Training programs fit with the Technician Training programs, please refer to Appendix A.

## THE ADVANTAGE

BEAHR Training Programs are nationally-recognized training programs that are locally-relevant. They are delivered in the community, and offer a unique learning environment that incorporates 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 is required and industry participation is highly encouraged. BEAHR 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.

The BEAHR Training Programs were designed to prepare graduates for an entry-level position working in the environmental field. The training programs are not accredited, although some students may wish to pursue further education upon completion of their BEAHR Training Program(s). Please contact the BEAHR Training Programs team to learn more about the opportunities for further education that are available to graduates of the BEAHR Training Programs.

## THE DELIVERY METHOD

The BEAHR Training Programs are delivered by organizations that are licensed through ECO Canada. Licensed trainers can have any number of qualified instructors working for them to deliver the programs. All licensed trainers and instructors are approved by ECO Canada. The different types of organizations that typically become licensed trainers include post-secondary institutions, environmental organizations, consulting organizations, Aboriginal communities, and not-for-profit organizations.

A community interested in delivering a program can contact the BEAHR Training Programs team for the contact information of Licensed Trainers approved to deliver the BEAHR Training Program that they are interested in. The community can also become a licensed trainer themselves, or they can have an organization with whom they've already built a relationship apply to become a licensed trainer.

## PROGRAM COSTS

ECO Canada charges a licensing fee per student for each program. 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 and fees for the course evaluation and/or monitoring of deliveries by ECO Canada. The material 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 consideration 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](http://www.hrsdc.gc.ca) to learn more about potential funding sources from the government of Canada.

## PROGRAM CURRICULUM AND RESULTS

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](http://www.eco.ca).

At this time, the program curriculum is only available in English. All students will need to be proficient in English to be successful in this program. Instructors may work with the community to ensure that each student entering the program has adequate skills to successfully complete the training program.

The BEAHR 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. Our mandate is to offer training at a pre-technician level, in order to increase Aboriginal participation in the environment industry or related post-secondary programs. These programs are not accredited. Upon completion of each program, graduates will receive a Certificate of Successful Completion issued by ECO Canada.

# BEAHR Training Programs Guide

## How to Get Involved

### HOST A PROGRAM IN YOUR COMMUNITY

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. Program descriptions can be found in [Appendix A](#).

#### Community Involvement

If your community is interested in hosting an environmental training program, the first step will be to determine who will be the Licensed Training organization. Contact the BEAHR Training Programs team for a list of licensed trainers operating in your area, apply to have your community become licensed to deliver the BEAHR training programs or work with a local environmental organization to have them become licensed. Once the Licensed Trainer is determined, the training plan can be arranged between the community and the Licensed Trainer.

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
- Identifying local industry who may be willing to present to the students or host site visits
- Assisting with the planning and organizing of a community celebration for graduates of the program
- Assisting graduates in identifying local employment opportunities

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

### BECOME A TRAINER

#### Benefits of Becoming a Licensed Trainer

- A new business venture and opportunity to diversify your training offerings
- Builds a local, Aboriginal talent pool to support economic development
- Builds mutually-beneficial relationships with local communities
- Partnership opportunities for industry and communities
- Curriculum that is adaptable to suit the community and trainers needs
- Advertising opportunities through ECO Canada and the BEAHR Training Programs
- Have a positive impact on students and promote sustainable development
- Availability of support from the BEAHR team throughout program planning and delivery

#### Apply to Become a Licensed Trainer

Both public and private organizations are eligible to apply to become a licensed trainer. Once approved, you may order the curriculum and all associated instructional materials for community-based delivery. There is no cost to apply. Costs are applicable once a program has been registered and materials are ordered.

To learn more about becoming a Licensed Trainer or an instructor, please refer to Appendix B.

### BUILD RELATIONS AND A LOCAL WORKFORCE

Build and strengthen relationships with Aboriginal communities while simultaneously contributing to the development of a locally trained environmental workforce. Industry, Government, and Aboriginal Communities may be interested in hiring BEAHR Training Program graduates. Employers benefit by having access to a local trained environmental workforce. Each program focuses on providing graduates with the skills and knowledge necessary to work at an assistant level in performing environmental work. Knowledge and skills are gained through practical, hands-on instruction, and topics of local relevance are 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, and local industry.

### OFFER GRADUATES OPPORTUNITIES TO FURTHER THEIR EDUCATION

BEAHR Training Programs provide graduates with introductory environmental knowledge, skills, and abilities. Some graduates may be interested in pursuing further studies at a post-secondary level.

If you are interested in inviting BEAHR graduates to your institution, please contact the BEAHR Training Programs team for further information.

### OTHER WAYS TO GET INVOLVED

Participation from local industry is integral to the success of each program delivery. There are many ways that industry can be involved in the delivery of a BEAHR Training Program, some examples are as follows:

- Funding a BEAHR Training Program (full or partial)
- Providing on-the-job training and/or internship opportunities
- Lending field equipment
- Offering facilities for training
- Giving an in-class presentation or site tour
- Participating in field trips
- Employing Graduates

# BEAHR Training Programs Guide

## 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, not employed in the Community's Traditional Land Use Studies department



## APPENDIX A

### BEAHR Training Programs

#### Workforce Training Programs

Environmental Monitoring Coordinator (EMC) Research and/or Regulatory\*

Environmental Core Modules (3 weeks)  
Environmental Monitor - Research (2 weeks)  
Environmental Monitor - Regulatory (2 weeks)

Environmental Site Assessment Assistant (ESAA)

Environmental Core Modules (3 weeks)  
Environmental Site Assessment (4 weeks)

Contaminated Sites Remediation Coordinator (CSRC)

Environmental Core Modules (3 weeks)  
Contaminated Sites Remediation (4 weeks)

Land Use Planning Coordinator (LUPC)

Land Use Planning (4 weeks)

Local Environmental Coordinator (LEC)

Local Environmental Coordinator (12 weeks)

Solid Waste Coordinator (SWC)\*\*

Solid Waste Coordinator (5 weeks)

#### Technician Training Programs

Certificate of Applied Environmental Techniques (CAET)

Certificate Length: 15 weeks  
• Environmental Core Modules  
• Environmental Monitor - Research  
• Environmental Monitor - Regulatory  
• Environmental Site Assessment  
• Contaminated Sites Remediation

Certificate of Environmental Planning and Administration (CEPA)

Certificate Length: 16 weeks  
• Land Use Planning  
• Local Environmental Coordinator

Customizable Certificate

Certificate Length: 15 weeks minimum  
• Workforce Training Programs of your choice

Graduates of all Workforce Training Programs and Technician Training Programs receive a certificate issued through BEAHR Training Programs and the Licensed Trainer upon successful completion. Programs are not accredited.

\* The Environmental Monitoring Coordinator program may be completed with one or both of the specializations (i.e. Research and Regulatory specializations).

\*\* The Solid Waste Coordinator program is not part of either of the regular Technician Training Programs (CAET or CEPA), however can be part of a customizable certificate.

# BEAHR Training Programs Guide

## Workforce Training Programs

Please note that the duration listed for each of the training programs below, is based on a 30-hour instructional week. The delivery timeline of the program is flexible to accommodate for part-time or compressed training.

### ENVIRONMENTAL CORE SKILLS MODULES

Duration: 3 instructional weeks

Prerequisite: Grade 8 or equivalent

The environmental Core Skills Curriculum is a three week component and should be completed in combination with a minimum of one of the following programs: Environmental Monitoring Coordinator, Environmental Site Assessment Assistant, and/or Contaminated Sites Remediation Coordinator.

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

1. Foundation Skills (such as basic interpersonal and workplace skills)
2. Introduction to the Environmental Sector
3. Technical Skills
4. Health & Safety
5. Local Knowledge

**\*\*Note:** Students are required to pass this component once, and it does not need to be repeated if the student registers in another program. Students who decide to opt out of the core skill modules must first provide their Certificate of Successful Completion to the licensed trainer and receive confirmation from ECO Canada.



### ENVIRONMENTAL MONITORING COORDINATOR

Students can study Research monitoring, Regulatory Monitoring, or both.

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 operations, Pipeline Construction, Seismic, Power Generation, Fishing, and Forest-harvesting. Students can study Research Monitoring, Regulatory Monitoring, or both.

Regulatory Monitors are those individuals who monitor the activities of industry to ensure compliance with land-use or other environmental impact agreements. Some of the topics covered in the regulatory specialization include:

- Legislative and non-legislative environmental requirements that apply to development activities
- Identification of environmental effects and the related monitoring and reporting requirements at different phases
- Role of local knowledge and Western science in identifying risks, mitigation measures, and further monitoring requirements

Research Monitors are those individuals who assist with the monitoring of various factors of the environment. For instance, they assist in wildlife counts, surveys, or sampling. Some of the topics covered in the research specialization include:

- Incorporating local knowledge and Western science into environmental monitoring and planning
- Basic ecological principles
- Using standard equipment and tools for environmental monitors including safety equipment, maps, GPS and recording equipment
- Using various surveying and sampling techniques used to study environmental parameters

# BEAHR Training Programs Guide

## 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 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. Some of the topics covered in this course include:

- Background on Environmental Site Assessment Approaches, legislation and regulatory agencies
- Obtaining local knowledge about the site and surroundings
- Sampling and testing techniques
- Interpretation and evaluation of field data
- Project planning and preparing reports

## CONTAMINATED SITES REMEDIATION COORDINATOR

Duration: 4 instructional weeks

Prerequisite: Grade 10 or equivalent

A contaminated sites remediation coordinator assists in the confirmatory sampling of a remediated site and coordinates the long-term monitoring of site health and recovery. The program curriculum prepares students with the essentials of contaminated sites remediation. Some of the topics covered in this course include:

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



## 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.

Some of the topics covered in this course include:

- Background on the environmental issues that may affect their community
- Communication skills, interpersonal skills, and non-technical work skills
- Project management; including budget tracking, monitoring project schedules and supervising staff
- Identifying pieces of legislation that are used in the environmental sector
- Integrating Traditional Knowledge within data collection and data analysis
- Developing, implementing, and monitoring environmental plans

## 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 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

## TWO-DAY LAND USE PLANNING SEMINAR

Developed to allow those working in the environmental field an opportunity to build their awareness and understanding of Land Use Planning (LUP) in a shortened format. The two-day LUP seminar is a great professional development opportunity for community members involved in, or interested in becoming involved in, the leadership in their community, environmental management in their community, or in economic development. It can be offered as a stand-alone program, or could be added to another BEAHR Training Program.

The training program consists of 5 modules with 12 steps needed to develop the skills necessary to be knowledgeable about and work in the land use planning field at an assistant level.

# BEAHR Training Programs Guide

## 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. Some of the topics covered in this course Traditional Knowledge within data collection and analysis. Emphasis will be placed on understanding how to include:

- Planning, developing and implementing a waste management program
- Administration of a waste management program and communication to the community
- Design, operation, management, and closure of a landfill facility
- Collecting and disposing of waste
- Diverting waste from the landfill (e.g. recycling and composting)

## Technician Training Programs

### CERTIFICATE OF APPLIED ENVIRONMENTAL TECHNIQUES

Duration: 15 instructional weeks  
Prerequisite: Grade 10 equivalent

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 some of BEAHR's workforce training programs together 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

### CERTIFICATE OF ENVIRONMENTAL PLANNING AND ADMINISTRATION

Duration: 16 instructional weeks  
Prerequisite: Grade 10 or equivalent

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, 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

### CUSTOMIZABLE CERTIFICATE

Duration: Minimum of 15 instructional weeks  
Prerequisite: Grade 10 or equivalent

The Customizable Certificate allows communities or individual students the opportunity to take the Workforce Training Programs of their choice, based on local needs and employment or educational opportunities. Sometimes a community will plan to offer a certificate program where the Workforce Training Programs are offered consecutively. Other times, a student may have the opportunity to take different courses at different points in their career and qualify for a certificate by completing at least 15 instructional weeks of the BEAHR Training Programs.

# BEAHR Training Programs Guide

## APPENDIX B

The License to deliver the BEAHR program is provided to individual organizations (Licensee), who in turn, select qualified instructors to deliver BEAHR programs on their behalf. The BEAHR Training License is provided for three years and should be renewed by the Licensee within 30 days of the conclusion of the licensing term.

Each instructor need to be approved by ECO Canada to deliver specific BEAHR courses. Approval to individual instructors is granted by ECO Canada by evaluation of their credentials, reference checks and physical witness of the first course by ECO Canada or its authorized representative. Once approved, each individual instructor is subject to course witness once in a three year cycle. The instructors are required to maintain the documentation related to their course witness and make it available to ECO Canada for any future reference or during next course witness.

Phase 1: Ensure your organization meets the criteria to become a licensed training organization.

1. Click on the Get Started tab, and click the Become a Trainer button.
2. This will prompt you to sign in with your ECO account email and password. If you are not already a member, please fill out the information on the left column "New to ECO? Register Below"
3. Remember to enter the organization title which you are applying under. This will be associated with your account.
4. Please note that this will be your licensed trainer profile and it is best to create an account that is designed for this purpose 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.

Phase 2: Submit an application on behalf of your organization online at [www.eco.ca/beahr](http://www.eco.ca/beahr).

You will be asked to provide the following:

- A profile of the organization that details previous training experience and experience working with aboriginal communities
- A letter outlining potential employment opportunities in the region
- A letter of community interest
- A resume or CV of the potential instructors that lists previous training experience and provides details related to experience working with aboriginal communities

Phase 3: ECO Canada will review your application. If approved to become a Licensed Trainer, your organization (Licensee) will be approved for individual Workforce Training Programs based on your organizational profile and the CV of the potential instructor. The approval given to the trainer at this point of time is conditional and is subject to their instructors' course witness for final approval as the individual instructors from the Licensed Trainer (Licensee).

Phase 4: Once conditionally approved, you will need to sign the licensing agreement. Based on the conditional approval, the instructors will be allowed to teach a course, which shall be witnessed by ECO Canada (or its authorized representative) to evaluate and approve the instructor. Normally the course witness will last for 1-2 days. However, based on the instructor's performance, ECO Canada on its discretion may decide to extend the number of witness days.

Phase 5: Once the Licensing Agreement has been signed, you (Licensee) can submit additional instructor resumes and apply to deliver more programs depending on the qualifications of your instructors. Each new instructor need to go through the process outlined in Phase 4 for their approval.

## 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 defined goals, course requirements, and learning outcomes
  - Includes the complete curriculum outline detailing each module, with PowerPoint presentations, test banks, and appendices
2. Student's Guide:
  - Includes fill-in-the-blanks and assignment descriptions
  - Helps students accomplish the program goals and objectives, and includes resources for future reference

## Online Trainer Profile

Licensed Trainers have access to 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
- Accessing tools and resources to help promote the training to interested parties
- Registering a training delivery and student contact information
- Reporting program results, and student pass/fail information
- Ordering materials
- Accessing additional materials to enhance the student's learning experience

# BEAHR Training Programs Guide

## Licensed Trainer (Licensee) Qualifications

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 organization
- Demonstrate a successful track record working with Aboriginal communities
- Identify Aboriginal communities in the region and document their interest in the training program
- Demonstrate an awareness of employment opportunities in the region as they relate to the training program

## Instructor Qualifications

### General Instructor Qualifications

- Qualification in the related subject of the courses that you are approved to deliver
- Experience working with Aboriginal individuals and /or Aboriginal communities
- Instructional experience
  - Experience instructing adult and/or Aboriginal learners
  - Experience instructing environmental programs
- Ability to be resourceful, creative and to adapt to the learning environment

### Program Specific Instructor Qualifications

The following 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

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

#### Environmental Monitoring Coordinator – Regulatory Specialization

- Be familiar with national and regional environmental protection legislation, regulatory processes, and best practices
- Have experience in monitoring a wide 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

- Possess and 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

# BEAHR Training Programs Guide

## Solid Waste Coordinator

- 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
- Familiarity with Aboriginal learning and communication styles and an understanding of how to gather local and traditional knowledge and integrate it into the landfill design and site selection process
- Practical experience in the field of solid waste management as well as in conducting surface and groundwater sampling and testing
- A sound understating of landfill operations and maintenance procedures including site planning and management
- Basic knowledge of advanced landfill topics such as landfill gas production and capture, and leachate generation and treatment
- Familiarity 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

- Experience in the field of land use planning and familiarity with creating and implementing land use plans
- A good understanding of basic land use planning concepts and theory
- Past experience in community vision sessions, conducting a site analysis or site inventory
- Familiarity 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
- Knowledgeable in the legal environment of Aboriginal land use planning
- Excellent communication skills and familiarity with Aboriginal learning and communication styles

## Contact Us

ECO Canada's BEAHR Training Programs

phone: (403) 233-0748

email: [beahr@eco.ca](mailto:beahr@eco.ca)

website: [www.eco.ca/beahr](http://www.eco.ca/beahr)

### Stay Connected

You can also join us on Facebook: ECO Canada's Aboriginal Training Programs



Email newsletters: sign-up for our quarterly newsletters and receive updates on the BEAHR Training Programs, as well as news about relevant upcoming events, funding opportunities, and industry news. You can sign up for our newsletters yourself by creating an account with ECO Canada at [www.eco.ca](http://www.eco.ca), or you can send us an email at the address above.