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Thank you for your interest the Environmental Immigrant Bridging Program. Please review the information provided in this guide to ensure your eligibility. It will also help you to ensure that your application is completed as thoroughly as possible. It is an excellent reference to answer your application questions.

**About the Environmental Immigrant Bridging Program**

The Environmental Immigrant Bridging Program is designed to assist internationally trained individuals, with skills and experience that align with the Canadian environmental sector, to ease their transition into the Canadian workforce. This program is not intended for individuals who want to transition into a new career within the environmental sector, but for those individuals with environmentally relevant experience. The program consists of 120 hours of in-class instruction, followed by a work placement (which may be paid or unpaid). For information about the structure of the program, please visit [www.eco.ca/bridging](http://www.eco.ca/bridging).

**Participant Eligibility**

Successful participants must satisfy basic requirements in the areas of employment, education, and language proficiency. The successful participant:

- Has a minimum of five years of experience working in an environmentally related field
- Has a degree or a diploma in an environmentally related area
- Has a minimum Canadian Language Benchmark (CLB) of 7 (or the equivalent) in all four areas of assessment: reading, writing, speaking, and listening
- Is underemployed or unemployed in field of expertise
- Is eligible to work in Canada

**Application**

Applications for the Environmental Immigrant Bridging Program are accepted via the website only. Please ensure that all information is accurate and complete. In your application, you will provide ECO Canada with your contact information and details regarding your eligibility. To begin your application, you must first complete the registration.

**Registration**

**Note:** The application pulls your contact information from your ECO Canada profile. Please ensure that your contact information is up to date on your ECO Canada profile. ([www.eco.ca](http://www.eco.ca))

On the registration page, you must indicate which program you are applying for, followed by the identification of your eligibility. For writing, reading, speaking, and listening levels, please provide your Canadian Language Benchmark (CLB) level. If you have obtained a different type of language proficiency assessment, please contact the program host to discuss eligibility and how that level matches to the CLB structure. You will receive an email from ECO Canada once you have registered.

**Note:** Your application will automatically save after the completion of each page. If you would like to return close the application and return at a later time, select “logout” in the upper right corner. To access the application again, return to [www.eco.ca/bridging](http://www.eco.ca/bridging) and select “apply today”.

[eco.ca/bridging](http://eco.ca/bridging)
It is valuable to understand what is required to be successful within your area of expertise as a professional participant in securing work placements through clear identification of your qualifications. As an individual new to Canada, it is valuable to identify how your skill set matches up against industry standards. This is beneficial in assisting practitioners to do their jobs within their selected fields of specialization.

The application is based on the evaluation of an individual’s competency level, in his or her area of expertise, as compared to the National Occupational Standards (NOS) for environmental employment.

The NOS were developed through extensive consultation and validation with industry experts within Canada. These standards were developed as a definitive guide of the skills and knowledge required for practitioners to do their jobs within their selected fields of specialization. As an individual new to Canada, it is valuable to identify how your skill set matches up against industry standards. This is beneficial in assisting successful participants in securing work placements through clear identification of their qualifications. As a professional, it is valuable to understand what is required to be successful within your area of expertise here in Canada.
Fields of Specialization

To recognize environmental expertise, applicants can choose from a number of different fields of specialization. Associated with each field is a unique set of standards for proficiency, recognizing skill set and the entire scope of their expertise.

It is recommended that applicants select one field of specialization or subsector for the purpose of the application. A maximum of two subsectors may be selected if necessary. A description of each subsector is below. To determine your applicability to the program, assess your skills based on these descriptions. You may also want to view the competency statements for each subsector which can be found here: [http://www.eco.ca/certification/environmental-professionals/certification-standards/762/](http://www.eco.ca/certification/environmental-professionals/certification-standards/762/)

**Air Quality (A1)** - The supply of goods and services for indoor and outdoor air quality protection through research and development of air pollution control equipment, systems, and technologies, and the development of legislation/development of guidelines, regulations, and standards. Also encompasses testing, compliance monitoring, indoor air evaluation, remediation, modeling, meteorological studies and climate change related functions.

**Water Quality (A2)** - The supply of goods and services for water quality and quantity protection and water pollution control (including groundwater, surface water, drinking water, and wastewater) through water quality and quantity research and analysis, compliance monitoring, permitting, site characterization, impact assessments, remediation, and the development of legislation, regulations, and standards. Also encompasses the design and operation of water/wastewater treatment plants, and water quality and quantity protection for both human and aquatic life protection and recreational use.

**Site Assessment and Reclamation (A3)** - Assessment of sites of interest and reclamation activities associated with disturbed or contaminated sites. The work also involves activities related to providing effective land management practices including erosion control, the prevention and control of land pollution and soil contamination, regulatory compliance monitoring, and the development of legislation, guidelines, regulations and standards.

**Waste Management (A4)** - Practitioners working in the management of hazardous and non-hazardous waste, including classification, tracking, reduction, reuse, recycling, collection, disposal, and end use of waste streams; the treatment/ beneficial reuse of non-hazardous/hazardous wastes; and the development of legislation, regulations, and standards.

**Health and Safety (A5)** - The development and implementation of policies, standards, legislation, and programs that aim to maintain and improve the quality of the environment from a health and safety perspective through identification, evaluation and control of occupational hazard and industrial hygiene. Also encompasses consultation, the development of technical standards, emergency response guidelines, worker health programs.
**Energy (B1)** - Concerned with the sustainable use of the renewable and non-renewable resources implicated in energy operations or with the sustainable development of energy from alternative sources, or for consulting firms servicing energy companies or organizations. Functions include environmental assessment, mitigation, and management; liaison related to environmental performance; site reclamation; and technical and analytical support related to the management of energy transmission or the development of sustainable development strategies and alternative sources of energy.

**Fisheries and Wildlife (B2)** - Concerned with the use and preservation of the fish and wildlife resources, and conservation and preservation of their habitats. Functions include population and species at risk research and monitoring; the enforcement of biodiversity, conservation and preservation regulation; public education; and other technical and analytical support in fishery and wildlife management.

**Natural Resource Management (B3)** - Work for public or private sector organizations involved in balancing the human needs and pressures reflected through industries such as tourism, agriculture, forestry, mining and land development, with the conservation and preservation of natural resources, forest lands, parks and natural reserves, and the flora and fauna within them. Includes attempt to integrate the socio-economic factors with environmental factors to ensure the ecological health of the planet and societal sustainable development. Functions include planning, managing and enforcing regulation standards related to natural resources management.

**Education and Training (C1)** - The delivery of environmental education and training inclusive of on-the-job training and continuing professional education programs. Functions also include the assessment of the need for environmental education programs; development and assessment of environmental education curricula; delivery of environmental education including outreach activities for the purposes of public awareness and education; and measurement of the outcomes of environmental education.

**Research and Development (C2)** - Scientific and industrial research and development that advances our knowledge of the environment, assists in the prevention, improvement, or resolution of environmental problems, and facilitates the development and diffusion of environmental and enabling technologies that produce long-term economic and/or environmental benefits.

**Policy and Legislation (C3)** - Work performed for public, private and non-governmental sectors including the information gathering and formulation of policy, legislation regulation and standards enforcement concerning environmental issues or practices. Also includes gathering evidence and data to assist enforcement and litigation, environmental prosecutions and defenses, and liability of officers and directors, as well as planning and advising organizations of means of complying with policies, legislation, regulations, and standards - including international ISO 9000 and 14000 - and prosecution for environmental infractions.
Communications and Public Awareness (C4) - Work performed for private sector industries, government departments and agencies, environmental non-government organizations, or publishing companies. Includes the preparation of written, audiovisual, and electronic communications; organization, coordination and presentation of expert information at conferences on environmental matters; development of environmental awareness and action programs; and implementation of public relations and communications strategies on environmental issues.

Select your subsector from the list provided and select “continue.”

Note: You can change your subsector selection under the “STATUS” title at the top of the application. Where it says “IB – Immigrant Bridging – CHANGE”, select “CHANGE” to select a different subsector. Once a new subsector has been selected, select “save.”

Step 2: Resume
The following section will help you in entering your qualifications into the applicant website. Note that you may find it beneficial to have a current resume available for reference.

Employment
On the Background tab, you will complete a section for employment / work experience. You may enter as many positions as are relevant to your application. ECO Canada recommends that you include all relevant employment in your application, rather than just that which you feel would satisfy the minimum requirements.
When completing this section of the application, please be sure to include:

- Name and contact information of employer, job title and job type.
- Dates employed: List your work experience in chronological order with your most recent experience first. Ensure you meet the minimum requirements for both total and appropriate work experience. Please note that you can only enter one current position in your work experience.
- Supervisor name and contact information: Provide contact information for person(s) familiar with your work, such as employer(s), client(s) or supervisor(s) and a means by which they may be contacted.
- Job Description, including detailed information as to the nature of the position, what duties and responsibilities the job entailed, and other relevant information for each significant position/assignment. Provide clear, concise and specific details for work experience submitted.
- Level, Specialty and Occupation that best fit the position that you are detailing.

Note: If you indicate that a position is “current”, you are only required to complete the FROM: date field and not the TO: date field

**Education**

Education is also entered into the Background tab. When you are entering your education information, please be sure that you fill in the degree/diploma type, name of the institution from which you graduated, your field of study, the credential awarded, your date of graduation (as it appears on your transcripts), the length of the program, and the location of the institution you attended.
NOTE: For education that was attained outside of Canada, it is advisable to have your educational background assessed for Canadian equivalency. An educational assessment can be attained by visiting the Canadian Information Centre for International Credentials (CICIC) website at: www.cicic.ca/415/credential-assessment-services.canada. Proof of academic qualifications will be required by successful participants.

Training
Formal training is not a requirement for this application, however, if you have relevant formal training please feel free to include it in your application. If you do choose to input formal training, please be sure to include:

- Description of formal training (course provider information, course title and course details)
- Date Obtained: List any relevant formal training you may have in chronological order beginning with your most recent training
- Course Length in hours
Membership
This section is for individuals who do hold other memberships or professional designations. If you do have a professional designation or membership, please include it in this section. Be sure to enter your Designation, Date Obtained, Organization from which the designation was granted, and Member Number into this section.

Note: If you are an Environmental Professional in training (EPT), please indicate this here. Additionally, please contact ECO Canada at immigration@eco.ca. The self- and peer-assessments are identical to that of the EPT application process and you will not be required to resubmit these for the purpose of the program, providing that you are in good standing. You are required, however, to complete this component, as well as provide the application fee in order to apply for this program.
Once you have completed your resume, select “Finalize Background” in order to move onto the next step of the application.

Step 3: Payment

For your convenience, ECO Canada’s online application system allows you to pay your non-refundable registration fee by credit card via our website. Please pay your fees as soon as you are automatically directed to the payment page in order to continue to the following step.

The application fee for the program is $25.00 plus GST/HST. Please note that the application fee is non-refundable, regardless of the outcome of your application.

You will not be sent a paper receipt; rather a copy of the receipt will be emailed to you upon payment. You can access your receipt under the “STATUS” title at the top of the application. Where it says “Application Payment Received – VIEW RECEIPT”, select “VIEW RECEIPT”.

Note: For individuals applying at the Bredin Institute – Centre for Learning in Edmonton, Alberta, please note that members of the Bredin Institute can be reimbursed for this cost.
Step 4: Self-Assessment

The self-assessment is the first stage in an evaluation process called “e-profiling”. Using the National Occupational Standards (NOS) technical competency statements in the field of specialization(s) that you have chosen, you will be required to conduct a self-assessment of your technical competencies. The self-assessment must meet or exceed the minimum levels established through the NOS validation process. As you complete your self-assessment, you will see the competency statement groupings for each field of specialization for which you have applied. Click on each competency group to reveal a new page that lists the appropriate competency statements, against which you will compare your skills and knowledge.

Each field of specialization is comprised of a series of competency statements. For each statement, you will be asked to state whether you have one or more years experience with that competency or not. In addition, you will be asked to rate yourself according to the following level of competence scale:

- **Not Developed**: You have no experience with this work
- **Learning**: You only work on pre-assigned duties related to this work, and require supervision
- **Guidance Required**: You can perform most aspects of this work but you may still require occasional guidance.
- **Independent**: You can perform this work independently and may coordinate it. Your involvement is widespread and you may oversee aspects of the work.
- **Expert**: You have significant breadth and depth of knowledge and experience. You lead and have the overall responsibility for the quality and outcomes of the work.
Note: Once you have answered all of the competency statements, you must select “Finalize” in order to continue. You will not be able to change your responses once this has been selected, so please ensure that your answers are accurate.

Step 5: Peer Validation
Upon successful completion of the self-assessment, please submit a minimum of three peers that can validate your technical competencies. Note: Three peers must be selected for each subsector or specialization that you have selected.

In order for an individual to act as a peer on your behalf, they must have sufficient knowledge of your environmental competencies. Co-workers, supervisors, former college/university professors, and clients are suitable peers. As an applicant, you cannot choose anyone who you directly supervise to be a peer as this would cause a conflict of interest. You are also not able to submit a relative to complete a peer validation on your behalf. Peers will be presented with a generalized list of environmental competencies, and asked to select those that apply to the applicant.

It is essential that you confirm participation of your peers prior to submitting their information to ECO Canada.
Once submitted, peers will be notified to begin the validation. To ensure that the time limit for applications is not exceeded, it is important to keep in contact with peers and enable completion of the validation in a timely manner.

**Note:** Applicants may not discuss the details of their self-assessment or peers’ validation with peer evaluators as the process is strictly confidential.

The purpose of the peer evaluator is to successfully validate the level of competence that you have stated in your self-assessment. This is advantageous in validating to employers that you have a strong skill set applicable to the environmental sector.

Once submitted, peers will be notified to begin the validation. To ensure that the time limit for applications is not exceeded, it is important to keep in contact with peers and enable completion of the validation in a timely manner.

Once all three peers have been submitted, your application is complete. Please logout of the application. All participants will be notified either way regarding their participation in the program. You will be notified no later than one week before the start of the program. Please note that each intake accepts only 12-15 participants.

Thank you for applying to the Environmental Immigrant Bridging Program. If you have any inquiries about the program or require assistance with your application, please contact ECO Canada at immigration@eco.ca or the applicable program host agency.