



ENVIRONMENTAL EMPLOYERS IMPACTING JOB GROWTH IN CANADA

We asked our host employers what it's like to hire a junior environmental professional with ECO Canada's wage funding programs.

**Inside you will find employer successes and
learnings from participating in our wage
funding program.**

Investing in Canada's Environmental Workforce

Youth employment has been a core objective for ECO Canada since 1997. Our Wage Funding Program matches young professionals, new graduates and interns in the fields of science, technology, engineering, or mathematics (STEM), with environmental employers. Funded by the Federal Government, this program pays up to 50% of salary and helps give Canada's youth a good start in a competitive market.

Since the program inception, ECO Canada has facilitated:



6000+

Jobs created for young professionals



\$40M+

In wage funding distributed



90%

Success Rate for long-term job growth

**OUR HOST EMPLOYERS
COME FROM ALL ACROSS
CANADA AND WORK IN
THE ENVIRONMENTAL,
STEM AND NATURAL
RESOURCE INDUSTRIES.**

WE ASKED 13 OF OUR HOSTS TO
SHARE TESTIMONIALS ABOUT THEIR
EXPERIENCE.



MEET SOME OF OUR HOSTS!

The Greenland® Group is a Canadian and award winning enterprise that works in the civil engineering, environmental services, and clean energy sectors.

~ ERIC PALMER ~
Greenland Consulting Engineers

GREENLAND®
Group of Companies

AET Group is an environmental consultancy firm committed to our ecological, financial and social responsibilities, working together collaboratively to find innovative solutions that work and remembering that underneath it all, we're human beings working with other human beings to make a difference both locally and globally.

~ **Scott Freiburger** ~
AET Group Inc.

The POLIS Water Sustainability Project is a research organization at the University of Victoria. We provide cutting-edge research informing water governance, water sustainability, law reform, and applied public policy.

~ **Rosie Simms** ~
POLIS Water Sustainability Project

B.A. Blackwell & Associates Ltd. are a private consulting firm based out of North Vancouver specializing in forestry and environmental services.

~ **Bruce Blackwell** ~
BA Blackwell and Associates Ltd.

Eco-Kare International is an environmental consulting company working with planning, assessing and mitigation road impacts on wildlife. We are indirectly involved in climate change.

~ **Kari E. Gunson** ~
Eco-Kare International

HOW DID YOU
HEAR ABOUT

HOW DID YOU
HEAR ABOUT
ECO'S WAGE
FUNDING
PROGRAM?

We have participated in the ECO Internship program for the past 12 years.

~ **Darren J. David** ~
Waterline Resources Inc.

WE HEARD ABOUT THE PROGRAM PREVIOUSLY THROUGH ECO CANADA AND VIA ONLINE ADVERTISING. WE HAVE WANTED TO CAPITALIZE ON THE PROGRAM FOR SOME TIME AND THIS WAS OUR FIRST OPPORTUNITY TO DO SO.

~ **Matthew Pyper, M.Sc.** ~
Fuse Consulting Ltd.

Eco-Kare's principal Kari Gunson was approached by intern Christine Green that had previously worked for one of Eco-Kare's primary client: the Ministry of Transportation

~ **Kari E. Gunson** ~
Eco-Kare International

**WHY DID YOUR
ORGANIZATION DECIDE
TO APPLY FOR WAGE
FUNDING THROUGH ECO?**

It just made sense for us. We are a relatively young, rapidly-growing organization and we are constantly working to increase our capacity in order to keep up with demand. The internship program aligns with our core values and ultimately helped us to grow faster by enabling us to hire a new team member sooner rather than later.

~ ANGELA FOSTER ~
Kambo.



We believe strongly in the need to provide talented youth with an opportunity to see a range of career opportunities that are available to them. We also are a small firm and wanted to take the opportunity to explore growth opportunities for our company. We knew of a highly qualified candidate and we wouldn't have been able to secure her services without the internship program.

~ **Matthew Pyper** ~
Fuse Consulting Ltd.

As a small, private business it can be challenging to hire and train new and inexperienced employees. Hosting an ECO intern allows us to employ an intern and invest in training and professional development when, without the wage subsidy, we would otherwise not be able to take on a new employee.

~ **Bruce Blackwell** ~
BA Blackwell and Associates Ltd.

WHAT WAS THE
PROCESS LIKE FOR
**YOUR COMPANY TO
BECOME A HOST?**

The process was extremely easy and efficient for our company. We felt the process was robust to ensure qualified candidates, yet did not require unnecessary administrative load on our end. It was the perfect balance, from our perspective.

~ **MATTHEW PYPER** ~
Fuse Consulting Ltd.



The process was very straightforward in terms of the application and implementing a host agreement upon acceptance of our application.

~ **Bruce Blackwell** ~
BA Blackwell and Associates Ltd.

ECO Canada process is very straight forward. We typically identify an intern and apply for hosting. ECO Canada staff has always been very helpful and accommodating.

~ **Darren J. David** ~
Waterline Resources Inc.



**PARTICIPATING IN
PROGRAM**

**HOW HAS
PARTICIPATING IN
THIS PROGRAM
BENEFITED YOUR
ORGANIZATION?**

Because of the incredible work ethic and ambitious nature of our intern, we've not only caught up on our existing work products, but have been able to take on several new projects.

~ JEFF RENTON ~

AWES Agroforestry & Woodlot Extension Society

A number of interns became strong members of our environment team, participating in key roles on several of our projects.

~ RALUCA ION ~

AECOM

Yes, very much. Of the 13 interns, 5 remain employed with us and 2 have become clients.

~ DARREN J. DAVID ~

Waterline Resources Inc.

YOUR
EXPERIENCE WITH
NEW
**DESCRIBE YOUR
EXPERIENCE WITH
THE INTERNS YOU
HIRED**

Our experiences with interns has been a great success with no negative experience. Each intern has brought a unique set of skills to the company and all have demonstrated an enthusiasm and aptitude to learn and grow in their respective positions, and take on ever expanding responsibilities.

~ BRUCE BLACKWELL ~

BA Blackwell and Associates Ltd.



**GROWTH IN
ORGANIZATIONAL
YOUR PROGRAM**

**HAVE YOU OBSERVED A GROWTH IN
PROFESSIONAL SKILLS AND ORGANIZATIONAL
CAPACITY AS A RESULT OF YOUR PROGRAM
PARTICIPATION?**

By adding additional technical capacity in the TPU, we have been better able to meet the needs of our communities and in doing so, improved our relationships and built increased trust with our member communities.

~ **JEFFREY ROSS** ~
Grand Council Treaty #3



Due to the ECO internship program, we have been able to grow our capacity of professionals and provide training and mentorship opportunities for professional development. All interns are working toward or have achieved professional designation with the Association of BC Forest Professionals.

~ **Bruce Blackwell** ~
BA Blackwell and Associates Ltd.

Certainly—interns at POLIS have transitioned to assume core leadership positions within the organization, and are now managing major projects and communications activities. The internship program has helped POLIS bring on new talent, expand the team, and enhance our capacity to produce and communicate leading research in the areas of water law, science, policy and governance.

~ **Rosie Simms** ~
POLIS Water Sustainability Project, University of Victoria

COULD YOU
E TO BE THE
SUCCESSFUL

**WHAT WOULD YOU
DESCRIBE TO BE THE
MOST SUCCESSFUL
ASPECT OF THE
PROGRAM?**

The opportunity to host an intern has been of considerable value to AWES. Not only has it provided a substantial increase in capacity, but allowed us to branch off into new projects areas by leveraging the experience and knowledge base of our intern.

~ JEFF RENTON ~

AWES Agroforestry & Woodlot Extension Society



The program has been very successful by enabling us to find talented young professionals and prepare them to become the experts of the future.

~ Raluca Ion ~

AECOM

The internship program is very successful for U Technology. Having to fill a quarterly report is very helpful as it shows how the interne is growing on the professional and personal level.

~ Tee AlSarraj ~

UTechnology



JUNIOR PROFESSIONALS / HIRE CONTRIBUTED TO PROJECTS THAT YOU ARE CURRENTLY WORKING ON?

HOW HAS YOUR JUNIOR PROFESSIONAL / HIRE CONTRIBUTED TO PROJECTS THAT YOU ARE CURRENTLY WORKING ON?



The intern's main involvement is with marketing our services to new potential clients. In the 8 months of employment, the intern has been able to contact over a 1000 new prospective clients and which has generated several new clients for our company.

~ **DARREN J. DAVID** ~
Waterline Resources Inc.



I am currently working on development of wildlife exclusion fencing design along roads. My intern helped to install one of these designs with partners in the Bruce Peninsula. Further my intern was proficient in Geographic Information Science and was able to help generate road-kill maps to show where mitigation measures were most effective. Last, my intern helped portray a story using wildlife monitoring photos for webpage and marketing.

~ **KARI E. GUNSON** ~
Eco-Kare International



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**DO YOU FEEL THAT THIS
PROGRAM AND YOUR
PARTICIPATION HAS
CONTRIBUTED TO THE
GROWTH OF THE
ENVIRONMENTAL SECTOR IN
CANADA?**

Absolutely. The internship program has enabled us to pitch and win more energy efficiency projects – each project we complete contributes to growth and new green jobs in Canada. As a result of our growth we recently hired a new energy assessor and a new electrical assistant – two new green jobs for BC.

~ ANGELA FOSTER ~
Kambo.



THE PIECE OF
ADVICE

**IF YOU COULD GIVE ONE PIECE OF
ADVICE TO NEW EMPLOYERS
CONSIDERING THE WAGE FUNDING
PROGRAM, WHAT WOULD IT BE?**



Take this opportunity to truly grow and establish a talented individual within your organization. Don't just see this as a path to wage subsidies, but an opportunity to grow the capacity in your organization and to let the creativity and spirit of the intern drive your own creativity and entrepreneurial spirit and success of your business.

~ MATTHEW PYPER ~
Fuse Consulting Ltd.



If you've ever considered applying for funding, do it! The whole application process is simple, the ECO Canada staff are great to work with and the benefits of hosting an intern are innumerable.

~ Jeffrey Ross ~
Grand Council Treaty #3





The key to this program is that in addition to providing a crucial learning opportunity to a recent graduate, your organization is likely to benefit. We've all found ourselves in a slump where we stick with the same approach or process, but by having a new person they may bring a new approach that can reinvigorate your company.

~ JEFF RENTON ~

AWES Agroforestry & Woodlot Extension Society



We were pleasantly surprised to find out about the ECO internship program, which allows employers to have access to a pool of talent to build their teams.

~ Raluca Ion ~

AECOM

Do it! You will be pleasantly surprised at the mutual benefits both parties get. We have strengthened our company by finding the right staff member and it has been great to see our intern grow and develop at the same time.

~ Colin Filliter ~

Suavair



As indicated earlier, the ECO internship program has been critical to the growth and existence of our company. As 60% of our revenues are generated by entry/junior staff in the field, the program provides that financial incentive to hire and train the next/new generation.

~ **DARREN J. DAVID** ~
Waterline Resources Inc.



We greatly appreciate the ability to participate in the internship program over the past 5 years. The internship has enabled our company to bring on additional resources that we normally wouldn't have due to seasonal variations in resource requirements within our business and financial constraints.

~ **Scott Freiburger** ~
AET Group Inc.

We highly recommend the program. Don't overlook interns with limited relevant experience if they demonstrate the right attitude and enthusiasm and aptitude for learning.

~ **Bruce Blackwell** ~
BA Blackwell and Associates Ltd.



EMPLOYER

CASES

Become a Host Employer in as little as 10 business days. Visit eco.ca to get started today.

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