CANADIAN LEADER IN ENVIRONMENTAL CAREER DEVELOPMENT
ABOUT US

The Environmental Careers Organization of Canada (ECO Canada) is a not-for-profit organization dedicated to creating programs and services that benefit the Canadian environmental workforce.

For over 25 years, we’ve led the creation of career development resources and training programs for environmental practitioners in Canada. We work with academic institutions, Indigenous communities, government and industry to build the world’s leading environmental workforce.

CORE VALUES

INDEPENDENCE: We maintain independence in all areas of activity from funding to the development of policy positions.

SERVICE & QUALITY: We strive to provide value to the industry, employers and workforce by ensuring high-quality products and services.

RESPONSIBILITY: The collective interest of our members is paramount over the individual needs of any particular member. By reflecting the collective interests of our members and stakeholders in our policy positions and initiatives, we will achieve the broader needs of society.

SUSTAINABILITY: The need to consider not only the protection of the environment, but also human health and quality of life of individuals and communities achieved through prosperity and an equitable participation of all, is a principle that underlies all our activities.
Canada’s environmental sector faces unprecedented challenges in attracting, developing, and retaining its workforce. Environmental employment is expected to grow at a faster rate than total Canadian employment.

1 in every 10 new jobs created in Canada could be an environmental role. Adding to this challenge, however, 22% of the current workforce will likely retire in the next decade. The sector will need to replace experienced and knowledgeable workers, particularly those in managerial and professional roles.

Attracting new workers into the sector, and developing and retaining existing professionals are paramount to ensuring an adequate supply of skilled workers today and in the future.

Canada’s environmental sector is projected to create over 100,000 new jobs between 2017 and 2024:

- **364,000+** core workers employed in Canada’s environmental sector in 2017

Our 2015 - 2016 survey says:

- **62%** of environmental workers are aged 44 and younger
- **25%** are women
- **6.3%** are indigenous persons
- **22%** are expected to retire in the next 10 years

Where is the greatest demand?

- **42%** Policy & Legislation
- **39%** Waste Management
- **42%** Communication & Public Awareness
ECO CANADA IS THE PRIMARY SOURCE FOR IN-DEPTH DATA AND INSIGHTS REGARDING CANADA’S ENVIRONMENTAL WORKFORCE.

Our research helps individuals and organizations make informed decisions in policy, business, educational, and career development contexts.

LABOUR MARKET INFORMATION

We provide workforce data and insights to help stakeholders plan their careers, refine their job search, develop programs and policies, and improve workforce plans and strategies. We produce the following types of information:

- Employment estimates and projections
- Workforce and demographics
- Sector and career profiles
- Job market trends, including in-demand occupations and skills
- Human resource practices and tactics

COMPETENCY STANDARDS

We maintain the only comprehensive guide in the country that outlines the competencies various professionals need to succeed in the environmental sector. The foundation of our EP designation and Accredited programs complies with these standards.

We also maintain national occupational standards for eight entry-level type of environmental occupations. These standards guide our BEAHR Training Programs, culturally-relevant courses for Indigenous learners.

Browse our catalogue to learn more about green jobs and other topics relevant to the Canadian environmental workforce since 1992.

Did you know 1 in 4 environmental professionals will retire in the next ten years? This could mean tremendous opportunities for long-term career growth.
OUR PROGRAM REACH

OUR SUCCESS IS DEFINED BY THE DIFFERENCE WE MAKE
BELOW ARE SOME KEY MILESTONES ACHIEVED

5,500+
Skills Training Participants

3,000+
Environmental Professional Members

9,500+
Green Jobs Created

$40+ million
In Wage Funding Distributed To Employers

350+
Environmental Practice Graduates

11,300+
Research Report Downloads

2,000+
Indigenous Training Graduates

77,000+
Newsletter Subscribers

900,000
Annual Website Visits
PROGRAMS TAILORED TO EACH STAGE OF YOUR CAREER

- Students
  - Entry-level Professionals
  - Mid-Senior Professionals
  - Retired Professionals

- Post-Secondary Accreditation
- Student Job Placement Funding
- Full-Time Placement Funding
- EP in-training (EPt) Designation
- Environmental Professional (EP) Designation
- Custom Research
- Advisory Committees
- Emeritus Member

- BEAHR Program
- Professional Development Training

Labour Market Research
ESSENTIAL SKILLS & TECHNICAL TRAINING

WE OFFER TRAINING OPTIONS DESIGNED FOR ENVIRONMENTAL PROFESSIONALS.

ECO Canada offers a full suite of online courses and in-person workshops created to help you gain essential knowledge and master the skills that employers value and encourage lifelong learning.

ESSENTIAL SKILLS 100 & 200

Offering the skills-training required for environmental employment at the junior to intermediate career levels.

» Essential Skills Pre-Assessment
» Professional Communications Essentials
» Technical Writing Essentials
» Project Management Essentials
» Essential Skills Post-Assessment

WEBINARS

Technical and employment-related webinars can be accessed through our online platform covering topics at all career levels.

» Over 50 webinars available FREE to EP Members

CUSTOM WORKSHOPS

We provide custom training solutions tailored to the needs of your organization. Topics include:

» Environmental Management Systems
» Sustainability Reporting
» Environmental Legislation
» ISO 14001
» Leadership Communication
» Project Management
» Indigenous Stakeholder Relations
» Climate Change Adaptation
» Impact Assessment Fundamentals
GET NOTICED, CULTIVATE LEADERSHIP, INCREASE YOUR INFLUENCE AND BUILD TRUST WITH THE ENVIRONMENTAL PROFESSIONAL (EP) DESIGNATION.

**EP® is the only nationally recognized environmental designation.** This membership status helps you build trust and credibility in your career. EP members demonstrate their knowledge and expertise by meeting rigorous competencies based on the National Occupational Standards (NOS) for Environmental Employment.

We offer three levels of membership aligned with career progression: Environmental Professional (EP), Environmental Professional in-Training (EPt), and EP Auditor (CEA & EMSLA).

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MEMBERS SPECIALIZE IN ONE OR MORE AREAS OF COMPETENCY

**THERE ARE 3 SUB-SECTORS AND 4 AREAS OF COMPETENCY**

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1. Air Quality
2. Water Quality
3. Site Assessment & Reclamation
4. Waste Management
5. Health & Safety
6. Energy
7. Fisheries & Wildlife
8. Natural Resource Management
9. Sustainability
10. Education & Training
11. Research & Development
12. Policy & Legislation
13. Communications & Public Awareness
14. Environmental Manager
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Environmental Professional – EP® is more than just a designation. Our 3,000+ members are environmental leaders on the frontline, leading environmental change.

TOP TEN COMPANIES EMPLOYING CERTIFIED MEMBERS

» Pinchin
» Wood (Formerly AMEC)
» Stantec
» Golder associates
» AECOM
» SNC Lavalin
» City of Calgary
» Dillon Consulting
» AET Consultants
» Matrix Solutions Inc.

Members from our top employers have been certified an average of 6 years.

TOP FIVE AREAS OF SPECIALIZATION
1. Site Assessment & Reclamation
2. Water Quality
3. Environmental Manager
4. Natural Resource Management
5. Waste Management

PERKS OF BEING AN EP MEMBER
» Discounts off training courses
» 15% Off Impact Awards Tickets
» First Access to Wage Funding
» Insurance
» Mentorship
» HR Services
» Free EP Events

CURRENT MEMBER DISTRIBUTION

EP MEMBERS BY PROVINCE

YK 0.4%
NT 0.5%
NU 0.4%
BC 17%
AB 25%
SK 3%
MB 4%
ON 39%
QC 2%
NS 17%
NB 1%
NL 1%
LEARN.
NETWORK.
CELEBRATE.

Enjoy a day of learning, networking with peers, talks by influential speakers and celebrating the success of our members!

The ECO Impact Awards aim to highlight the work of our EPs (Environmental Professionals), EP Auditors, EPts and Employers who demonstrate leadership, commitment to the field and dedication to continuous improvement in the environmental sector.

The awards were developed to create visibility and recognition for the people who are leading the environmental sector in Canada – those with an EP, EP Auditor, or EPt designation, and the organizations that employ them. ECO Canada designates professionals that contribute to the innovation, sustainability and growth of the environmental sector.

Our definition of an environmental professional is a progress-focused practitioner who works within a range of industries in Canada and ensures that the projects and work conducted minimize environmental impact.

FOUR AWARD CATEGORIES:

1. EP MEMBER
2. EP AUDITOR
3. EPt MEMBER
4. TOP EMPLOYER
EMPLOYMENT PROGRAMS
FORGING THE NEXT GENERATION OF ENVIRONMENTAL PRACTITIONERS

For over 20 years we have been connecting environmental employers and skilled junior talent through employment programs that offer wage subsidies and drive valuable on-the-job work experience and essential skills training. Our wage funding and co-op programs provide many amazing advantages including:

» The ability to stand out in a competitive job market
» Gaining meaningful work experience and career longevity
» Building a personal network of professional peers
» Learn valuable technical and essential soft skills to increase employability
» The chance to discover new roles and start your career more quickly

Funded in part by Government of Canada

6,000 Jobs Created For Emerging Professionals
1,000 Jobs Per Year 2017-2019
$40M+ Distributed to Environmental Employers Since ‘02

TAKE ON NEW TALENT AND BUILD CAPACITY ON YOUR TEAM

CO-OP STUDENT PLACEMENTS
Receive up to 50% to a maximum of $5,000 in funding for paid work terms to hire students working in the STEAM & Business fields.

YOUTH EMPLOYMENT PLACEMENTS
Receive up to 50% to a maximum of $15,000 to hire junior professionals under the age of 30 for full-time permanent environmental positions.

IMMIGRANT BRIDGING PLACEMENTS
Receive up to $10,000 in wage funding to hire skilled newcomers with foreign experience for their first Canadian environmental job.
The environmental field is constantly evolving, which is why we’ve designed two unique membership models that provide numerous resources to help environmental professionals develop and maintain their professional performance and keep up with industry trends. Enjoy exclusive membership perks and access essential resources including:

» 15% Off EP Application
» Discount Training courses
» Free Webinars

ECO+ ENTERPRISE

starting at

$299

per year

Designed for organizations looking for talent acquisition resources, professional development support for staff and access to business development opportunities. Save up to $2,000 per year!

ECO+ PRO

starting at

$49

per year

Designed for environmental practitioners, or those transitioning into the sector to expand their learning toolbox, meet industry peers and stay connected with the latest trends.

SOME OF OUR MEMBERS

VISIT ECO.CA FOR MORE
ACADEMIC PROGRAM ACCREDITATION

A growing number of Canadian post-secondary environmental programs have been accredited by the Canadian Environmental Accreditation Commission (CEAC), and administered by ECO Canada.

The CEAC accredits science and studies degrees, diplomas and post-graduate certificates for environmentally-focused programs offered through recognized post-secondary institutions in Canada.

Our accredited programs have a direct link to building a strong workforce. Academic institutions add credibility and weight to post-secondary environmental programs through accreditation. Accredited status informs students and industry leaders that the environmental program aligns with the National Occupational Standard for Environmental Employment (NOS), conforms with the National Accreditation Standard for Environmental post-secondary programs, and demonstrates a culture of proactive and continuous improvement.

ECO Canada supports learning opportunities and encourages the development of technical and transferable competencies for employment in the environmental sector. With more than 20 years of Labour Market Research, ECO Canada administers the distribution of current and relevant information in support of environmental education across Canada.
Further your education and begin the journey to enhance your career without putting your career on hold. Through this partnership, we offer online degree programs designed for professionals interested in advancing their careers in the environmental sector.

Earn Your Graduate Degree Online
In As Little As Two Years

**Master’s in Environmental Practice (MEP)**
- Master of Science (MSc)
- Master of Arts (MA)

Advance into a leadership or management role without putting your career on hold. Earn your graduate degree in as little as two years.

**Bachelor’s in Environmental Practice (BEP)**
- Bachelor of Science (BSc)
- Bachelor of Arts (BA)

Go beyond the basics. Build the skills, knowledge and next-level insight that you need to start a successful environmental career.

**Graduate Certificate in Science and Policy of Climate Change**

Embark on a transformation learning curriculum that is focused on sustainable stewardship and education that is relevant for the needs of the workplace.
WE HAVE A COMMITMENT TO INCREASING INDIGENOUS INVOLVEMENT IN THE ENVIRONMENTAL WORKFORCE, THROUGH IN-COMMUNITY TRAINING.

For over a decade, we have worked with Indigenous communities, organizations and local educational institutions to provide individual training geared toward building skill capacity for entry-level employment.

BEAHR Training is:

» Short-term and high-impact with approximately 90-120 hours of learning
» A practical mix of classroom and field-based learning
» Inclusive of traditional knowledge with western science
» An incorporation of Elder and Traditional Knowledge Holder participation
» Providing culturally relevant technological expertise

Deliveries of BEAHR Training: 250+
Graduation rate: 90%+
Training participants: 3,000+
Indigenous communities engaged in BEAHR Training: 180+
WE SUPPORT THE PEOPLE GROWING THE ENVIRONMENTAL INDUSTRY IN CANADA ONE PATH AT A TIME.

Toll Free: 1.800.890.1924
Email: info@eco.ca
Web: eco.ca