



LABOUR MARKET INFORMATION

From Recession to Recovery: Environmental Workforce Needs, Trends and Challenges in the Decade Ahead

December 2020

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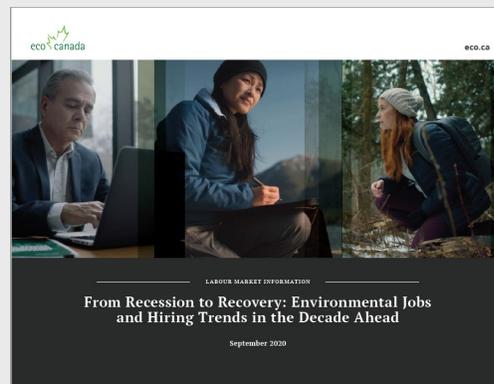


ECO CANADA RESEARCH

Our Value Proposition

ECO Canada provides **up-to-date, relevant, and credible** data and insights on **Canada's environmental workforce** to guide decision making within organizations and for individuals. Our labour market information helps:

- ✓ **Individuals** build meaningful careers
- ✓ **Employers** attract, develop and retain the best environmental talent
- ✓ **Governments** develop or refine programs or policies
- ✓ **Educators and trainers** prepare the workforce with the required knowledge and skills



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Highlights

HIGHLIGHTS

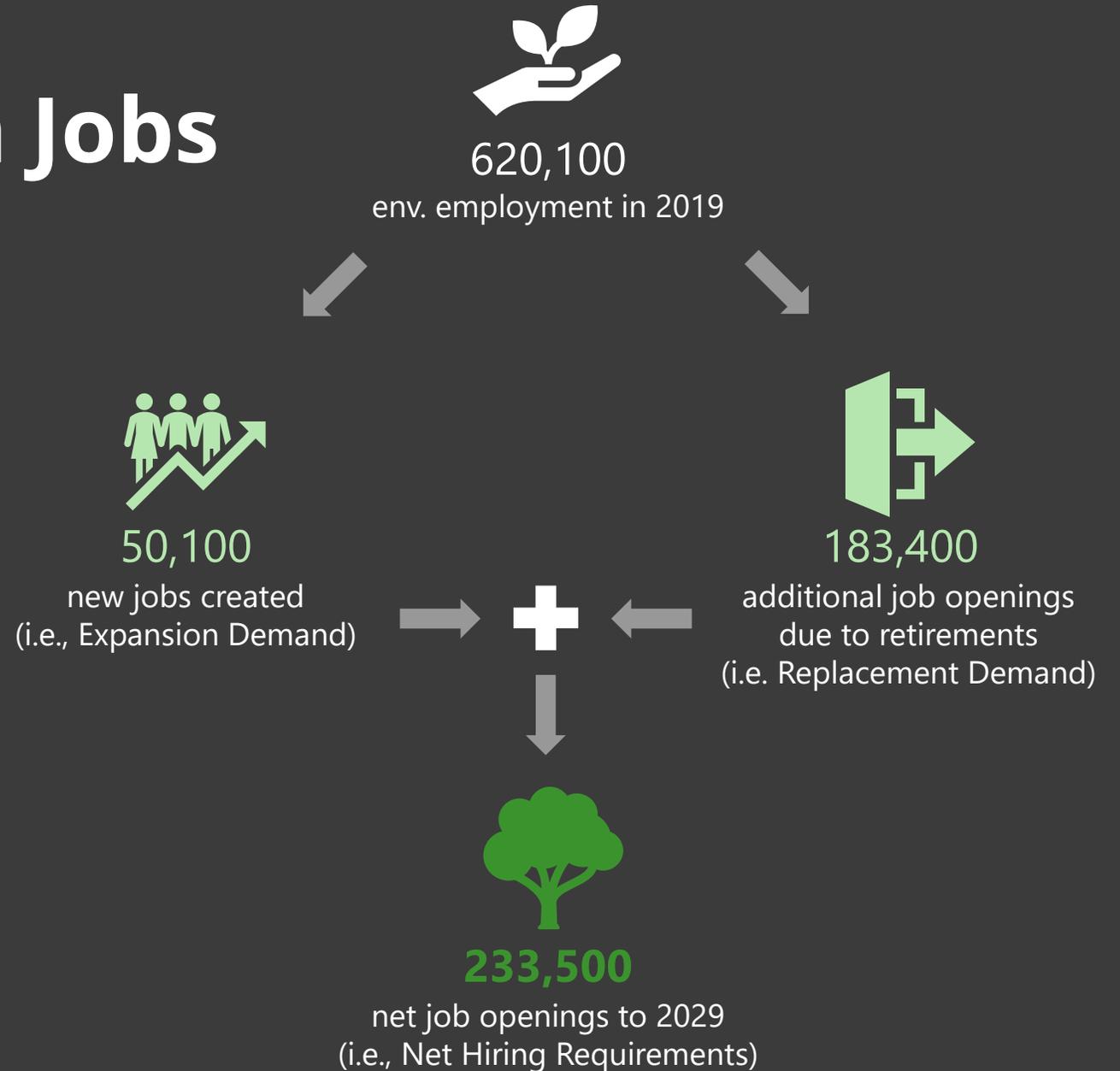
The Future of Green Jobs

About **1 in 30 workers** in Canada (**620,100 workers**) was in a green job in 2019.

- Environmental workers were present in every Canadian region and practically every occupation.

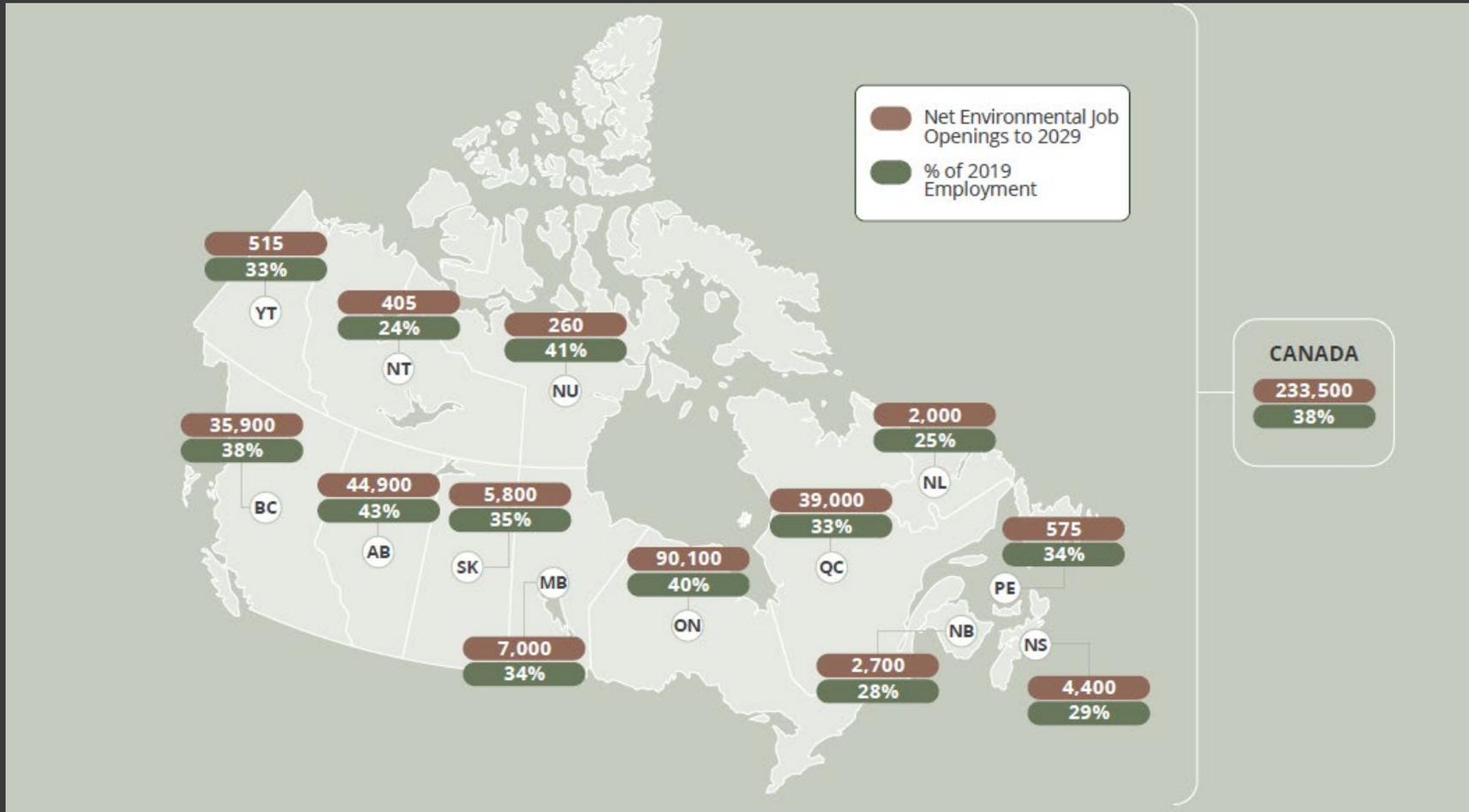
Job growth and retirement will account for **233,500 net environmental job openings by 2029**—equivalent to 38% of 2019 employment levels.

- Close to half of the hiring needs (111,900 jobs) will be for core environmental workers—or those in roles that require environmental competencies.



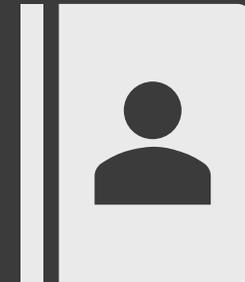
REGIONAL HIGHLIGHTS

Green Job Opportunities in Every Region



Every province and territory in Canada will be looking for environmental workers over the next 10 years.

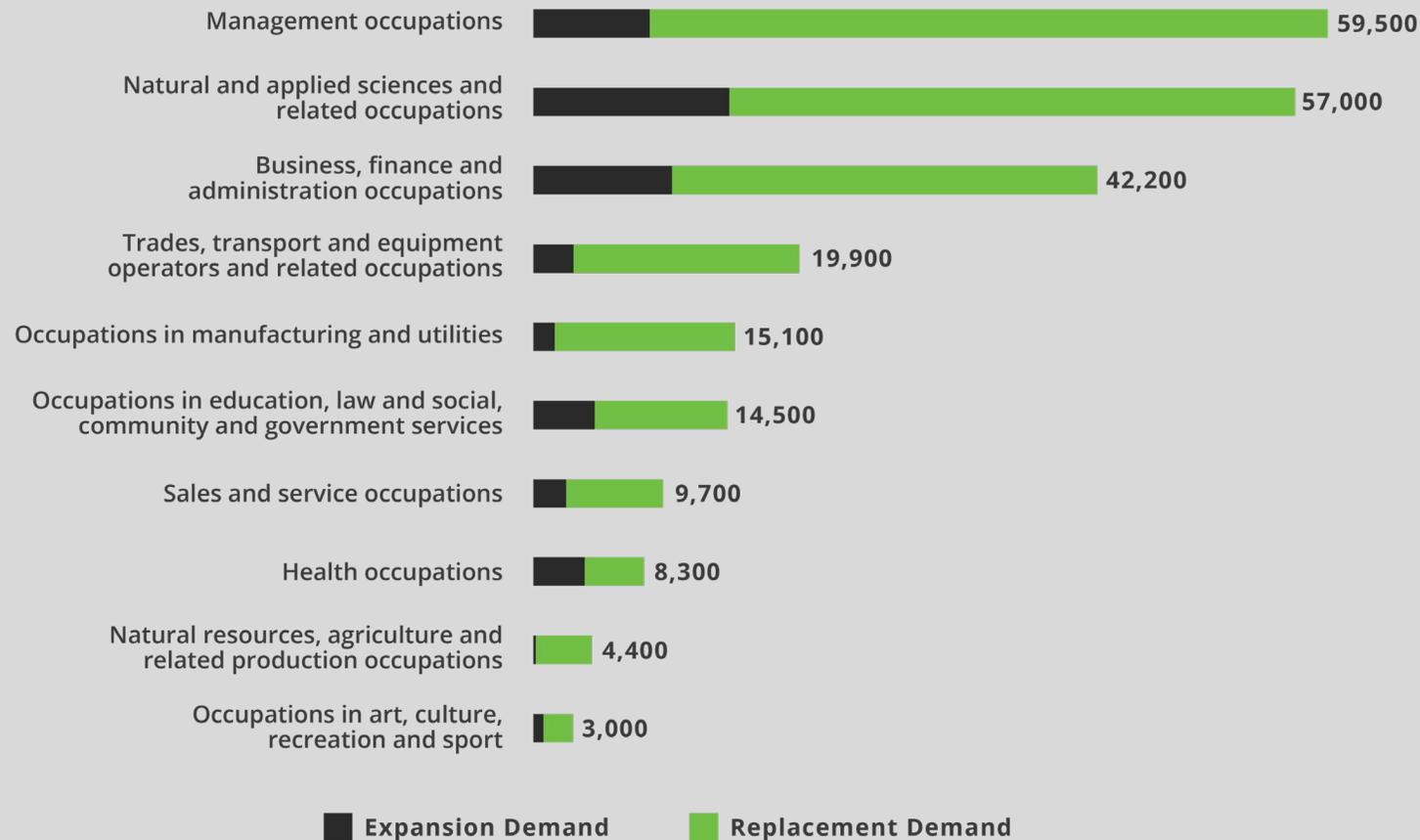
Opportunities will result from jobs in growth sectors, as well as openings created by retiring workers.



OCCUPATIONAL HIGHLIGHTS

Green Job Opportunities across all Roles

Through job creation as well as high levels of retirement, nearly 70% of all openings (158,700 jobs) will be in roles related to (1) management, (2) natural and applied sciences, and (3) business, finance and administration.



Top Occupations based on Net Environmental Job Openings to 2029

All occupations		233,500 jobs
Administrative officers		14,200
Senior managers – health, education, social and community services and membership organizations		9,200
Civil engineers		9,200
Senior managers – construction, transportation, production and utilities		6,000
Inspectors in public and environmental health and occupational health and safety		4,900

OCCUPATIONAL HIGHLIGHTS

Critical Shortages Expected

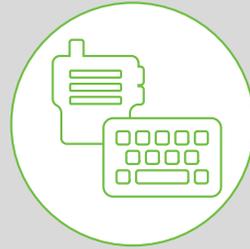
Environmental employers report experiencing hiring difficulties for some occupations, skills and regions. The following occupations are projected to experience a shortage of environmental workers in the decade ahead:



Mechanical engineers



Life science professionals



Facility operation and maintenance managers



Landscape architects & Urban and land use planners



Forest technologists and technicians & Conservation and fishery officers

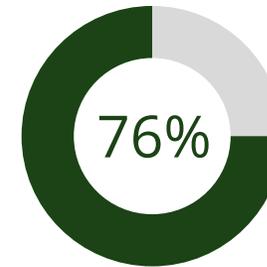


Utilities equipment operators and controllers

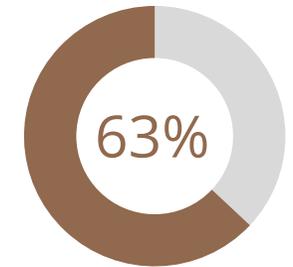


Did You Know?

Over three-quarters of environmental workers in 2019 held a post-secondary credential, compared to 63% of all workers across Canada.



Environmental workers with post-secondary credentials in 2019



All workers across Canada with post-secondary credentials in 2019

KEY RECOMMENDATIONS FOR A Sustainable Workforce

Collaborative workforce solutions are needed to sustain an adequate supply of green talent in the weeks, months and years to come! The path from recession to recovery rests on decisions and actions made by industries, governments, educational institutions and other stakeholders.

The following are specific recommendations for each stakeholder group:

EMPLOYERS

- Promote employee engagement and retention
- Adopt succession planning strategies (e.g., knowledge transfer)
- Foster employee training and development (including soft skills)
- Consider diverse candidates like women, youth, Indigenous and immigrant workers
- Hire displaced workers from declining sectors or regions

WORKERS AND STUDENTS

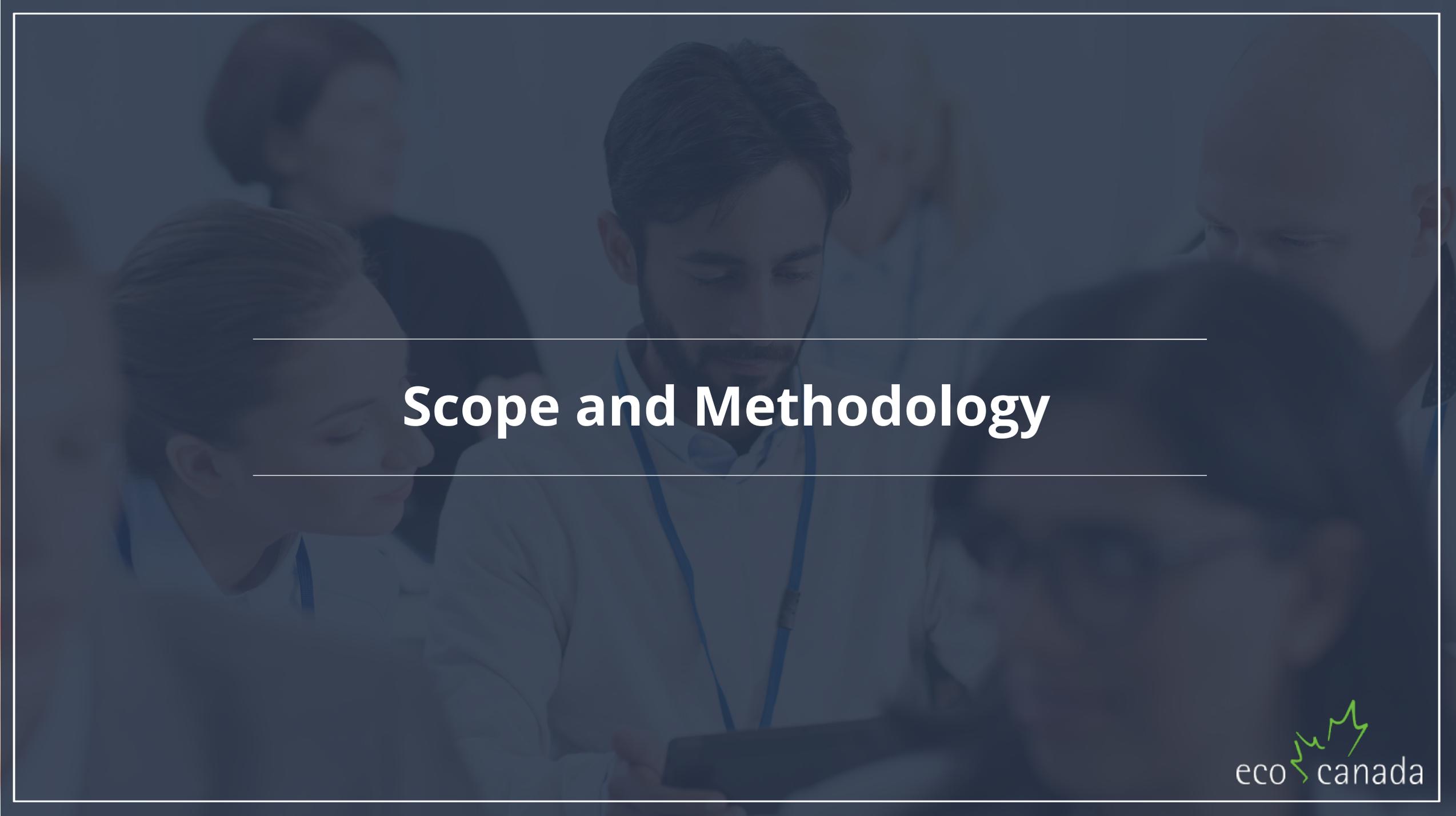
- Participate in networking events and work placement programs
- Stay current on issues, policy and trends
- Invest in professional development
- Use labour market intelligence to help make career decisions or conduct job search

EDUCATORS AND TRAINERS

- Stay current on competency requirements for environmental jobs
- Consider incorporating environmental courses or electives into a program's curriculum
- Prepare students for the increasingly digitized workforce

GOVERNMENTS AND REGULATORS

- Continue to foster Canada's green economy and its workforce through labour market partnership programs and other initiatives
- Support environmental labour market research and career profiling
- Maintain commitments to environmental goals



Scope and Methodology

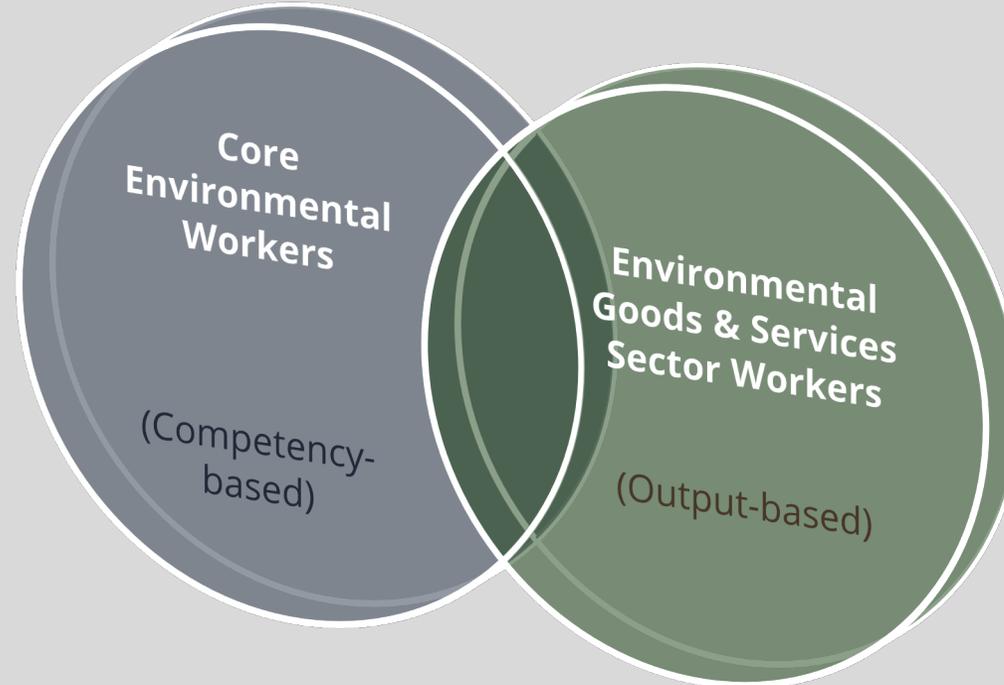
THE ENVIRONMENTAL WORKFORCE DEFINED:

Two Classification Streams

The environmental workforce is broad and includes workers across various industries and occupations that drive or support the goals of **environmental protection, resource management, and sustainability**. Our definition and research encompass two types of workers:



Any worker, regardless of industry, requiring environmental competencies as defined within ECO Canada's competency standards and sector framework.



Direct employees of firms classified under the environmental goods and service (EGS) sector, regardless of occupation and whether roles require environmental-specific competencies.

A Sustainability Manager working in a mining company and an Accountant employed in a cleantech company are included in this definitional framework. An Impact Assessment Lead in an environmental consulting firm is both a core environmental worker and an EGS sector worker.

SCOPE AND METHODOLOGY

What we Include

	Labour Demand Outlook	Labour Supply Outlook
ENVIRONMENTAL WORKFORCE	<ul style="list-style-type: none"> • Core environmental workers • All environmental workers include core workers and environmental goods and services sector workers 	<ul style="list-style-type: none"> • All environmental workers with additional analysis on core environmental workers
LABOUR CHARACTERISTIC	<ul style="list-style-type: none"> • “EnviroShare” (share of environmental to total jobs or workers in the Canadian economy) • Environmental employment estimates 2019 to 2029 • Net environmental hiring requirements (or net job openings) 2019 to 2029: <ul style="list-style-type: none"> – Expansion demand (new jobs created), plus – Replacement demand (jobs that become available as green workers retire). 	<ul style="list-style-type: none"> • Number of environmental job seekers 2019 to 2029 • Demand-supply gaps 2019 to 2029 <ul style="list-style-type: none"> – Moderate risk: gaps range between 100 and 500 environmental workers – High risk: gaps of 500 or more environmental workers
OCCUPATION	<ul style="list-style-type: none"> • National Occupational Classification, up to the 4-digit level 	<ul style="list-style-type: none"> • National Occupational Classification, 3 or 4-digit levels
GEOGRAPHY	<ul style="list-style-type: none"> • National • Regional, provincial and territorial data 	<ul style="list-style-type: none"> • National

NATIONAL OCCUPATIONAL CLASSIFICATION (NOC)

Sample NOCs Mapped to Core Workers

National Occupational Classification (NOC) Title and Code	Sample Job Titles	EnviroShare in 2019
Forestry professionals (2122)	Area Forester; Chef de section - forêt urbaine; Coordinator Forest Operations; Forest Technologist; Forestier-vulgarisateur; Planning Forester; Technicien chef foresterie arboriculture; Urban Forester	72.8%
Meteorologists and climatologists (2114)	Adjoint de recherche en santé environnementale des sols; Agent d'évaluation environnementale - programmes maritimes; Agroclimatologue - modélisation des cultures; Air Quality Meteorologist; Carbon and Climate Change Researcher; Climate Change Specialist; Cumulative Effects Specialist; Environmental Scientist	60.1%
Water and waste treatment plant operators (9234)	Biosolids Plant Operator; Technicien en traitement des eaux; Facility Operator; Industrial Waste Treatment Plant Operator; Opérateur de station de filtration de l'eau; Technicien traitement de l'eau; Water & Sewer Operator; Water Treatment Specialist	60.0%
Civil engineers (2131)	Acoustic Engineer; Asset Planning Analyst; Chargé de projet sénior en infrastructures municipales; Civil and Geological Engineer; Civil Technologist; Ingénieur de projets; Spécialiste en vérification de projets; Water/Wastewater Engineer	52.3%
Forestry technologists and technicians (2223)	Arboriculture Technician; Avian Wildlife Technician; Conservation Technician; Forestry Conservation Technician; Forestry Technician; Responsable des bénévoles-patrouille de conservation; Technicien en inventaire forestier régional	51.1%
Conservation and fishery officers (2224)	Agent de soutien à la gestion des terrains et des ressources naturelles; Bird Control Officer; Conservation Land Negotiator; Fish and Wildlife Officer; Interprète de la nature (spécialiste de la flore); Land Stewardship Coordinator; Naturaliste; Watershed Technologist	51.1%
Geological engineers (2144)	Géologue de projets; Geomechanical Engineer; Geotechnical Engineer; Mining Engineer; Mine Planner; Production Geologist	49.5%
Utilities managers (0912)	Hydro Station Manager; Plant Manager; Regional Operations & Maintenance Manager; Wind Site Manager; Wind Farm Site Manager	49.4%
Geoscientists and oceanographers (2113)	Environmental Geologist; Géochimiste; Geologist; Geophysicist; Hydrogeologist; Hydrogéologue principal; Surface/Subsurface Land Analyst	45.2%
Urban and land use planners (2153)	Assistant Planner; Development Planner; Heritage Planner; Planification de l'environnement; Regional Planner; Technicien en aménagement urbain; Transportation Planner	39.7%
Inspectors in public and environmental health and occupational health and safety (2263)	Advisor Health, Safety & Environment; Agent de sensibilisation; Assistant Health and Safety Manager; Employee and Environmental Health & Safety Coordinator; Occupation Health & Safety Officer; Regulatory Compliance Advisor; Spécialiste de la santé, de la sécurité et de l'environnement	34.7%

SCOPE AND METHODOLOGY

How we Generate the Outlook

Key Activities	Inputs	Outputs (Example: NOC 2131–Civil engineers in Ontario)
1. Secure job posting data 2. Filter and qualify environmental job postings 3. Estimate the EnviroShare in the Canadian economy, by occupation and by geography	Online job posting database (English and French) <i>At least 75% of job vacancies in Canada are advertised online, primarily through company websites or online job boards!</i>	Number of total online job postings in 2019 (1,000) Number of environmental online job postings in 2019 (500) EnviroShare in 2019 (50%)
4. Estimate environmental employment	Published employment data EnviroShare by NOC and by province/territory	Total employment estimate in 2019 (10,000) Environmental employment estimate in 2019 (5,000)
5. Forecast environmental employment 6. Estimate environmental hiring requirements <ul style="list-style-type: none"> – Expansion demand (A) – Replacement demand (B) – Net hiring requirements (A+B) 	Forecasted employment data, labour force participation rates (and other assumptions) EnviroShare by NOC and by province/territory <i>We applied the same EnviroShare in 2019 to the forecasted data!</i>	Total employment forecast in 2029 (12,000) Environmental employment forecast in 2029 (6,000) Expansion demand to 2029 (1,000) Replacement demand to 2029 (1,500) Net hiring requirements to 2029 (2,500)
7. Forecast the number of environmental job seekers by occupation 8. Compare occupational demand and supply forecasts	Forecasted national occupational supply data EnviroShare by NOC	Total number of environmental job seekers to 2029 (2,300) Projected shortage/gap (200; moderate risk)

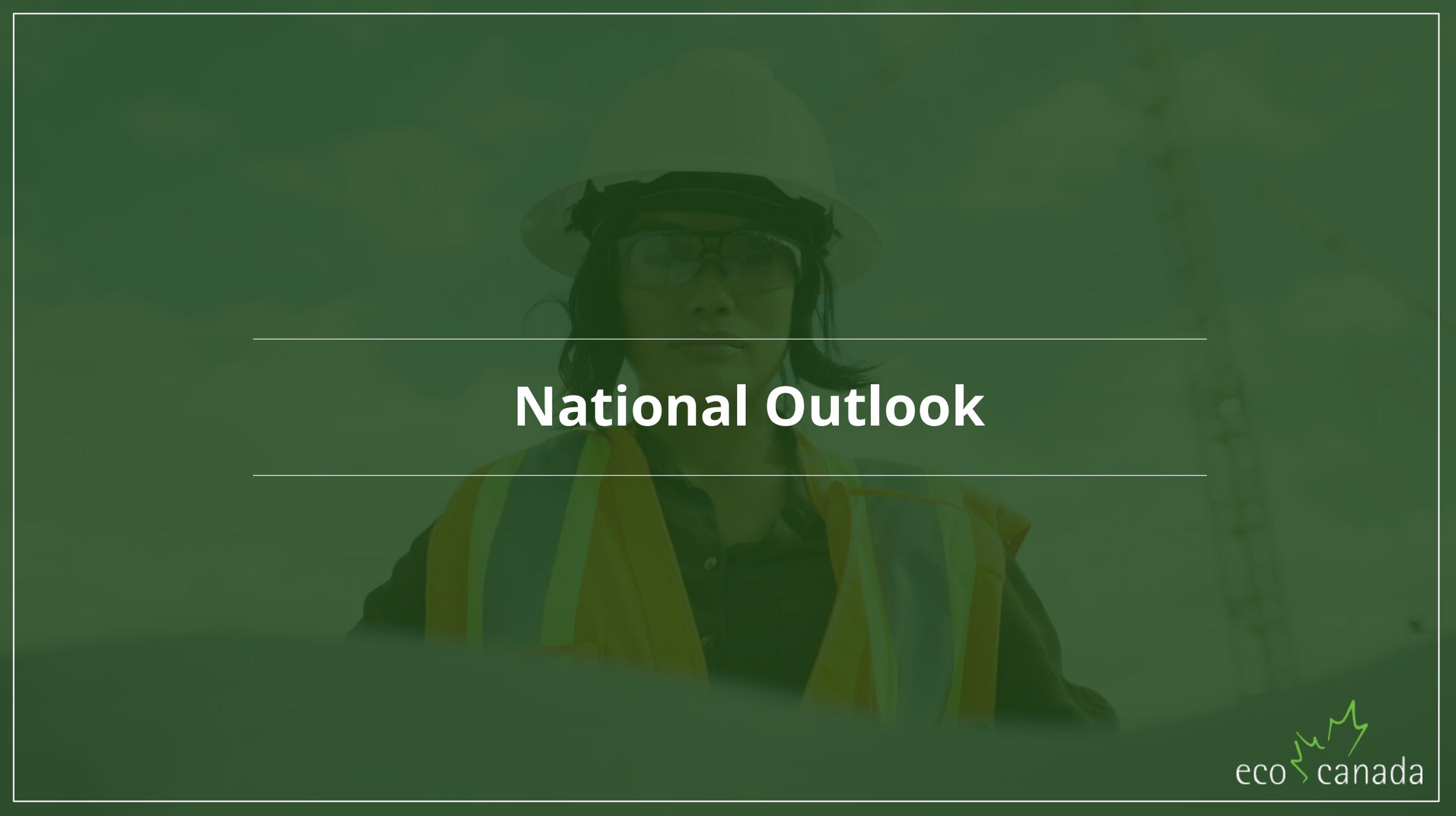
EMPLOYMENT

Drivers & Trends

The convergence of market, regulatory, social and technological factors will influence the number and type of environmental workers needed today and in the future.

The main trends employers expect will impact the number of environmental workers needed in the future:





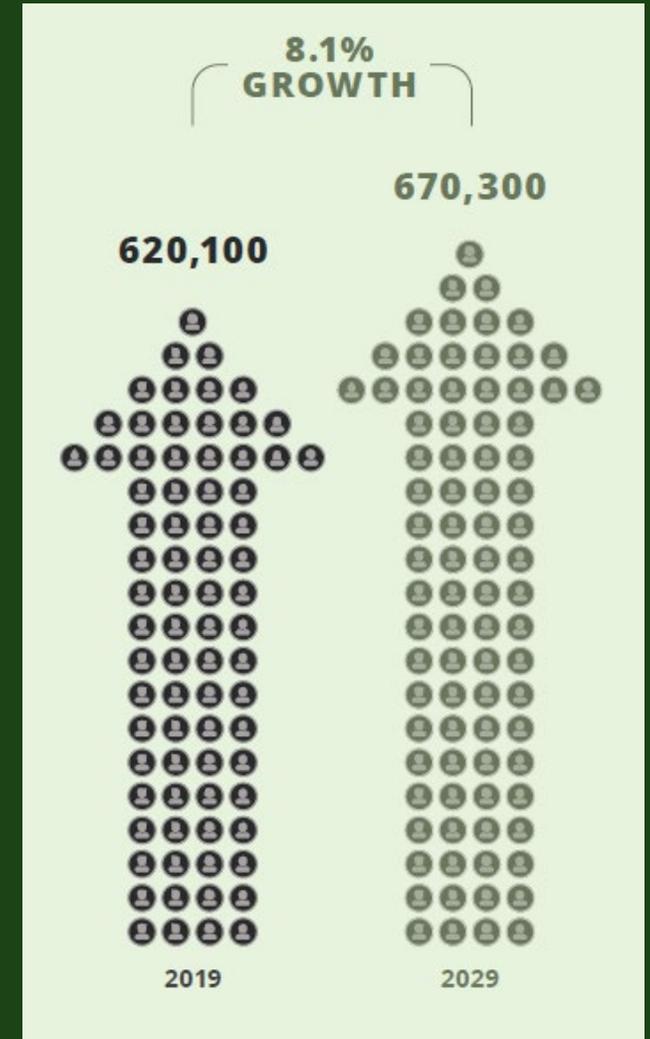
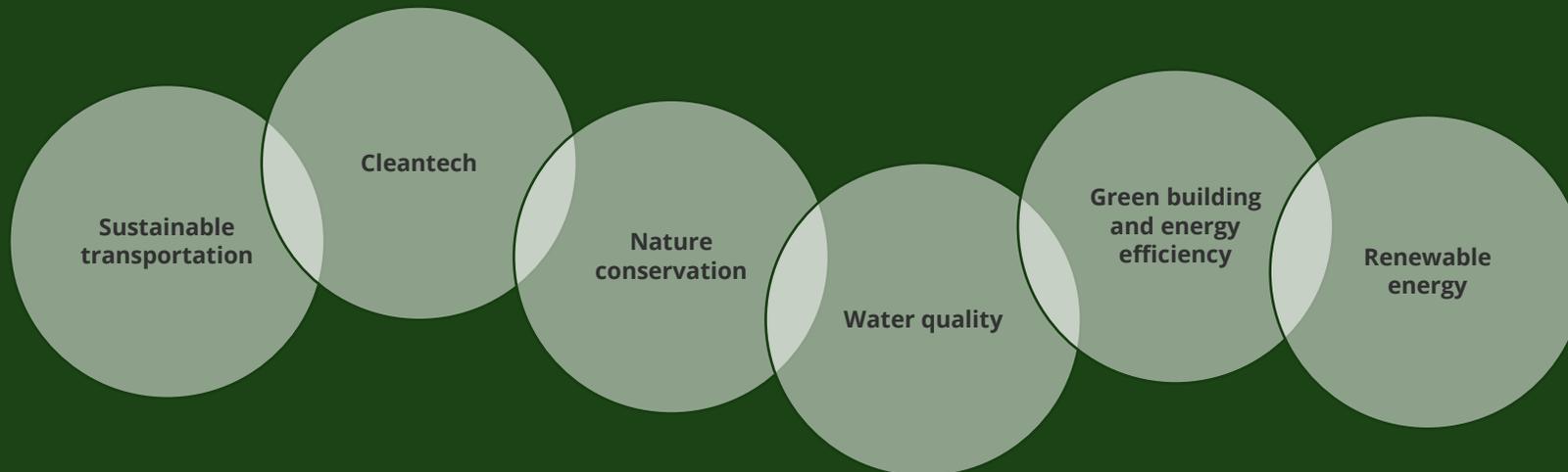
National Outlook

JOB OUTLOOK FOR Next 10 Years

In 2019, **about 1 in every 30 workers in Canada** (or 3.3% EnviroShare) was in an environmental role. That's **620,100** out of 18.7 million workers in Canada!

Green job numbers are expected to grow by **8%** from 2019 to 2029, resulting in **50,100 new jobs** that need to be filled in the next decade.

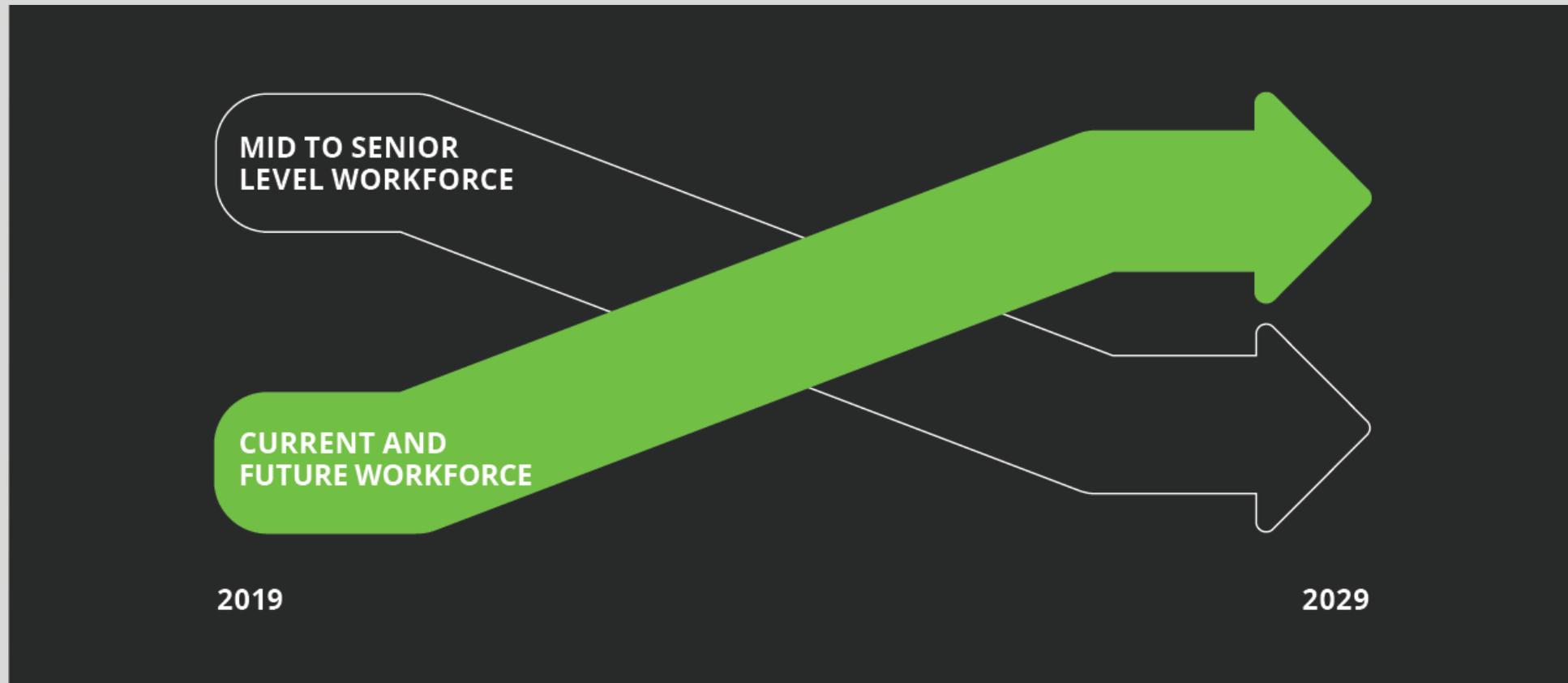
Higher job growth rates are expected in:



PROJECTED RETIREMENTS FOR

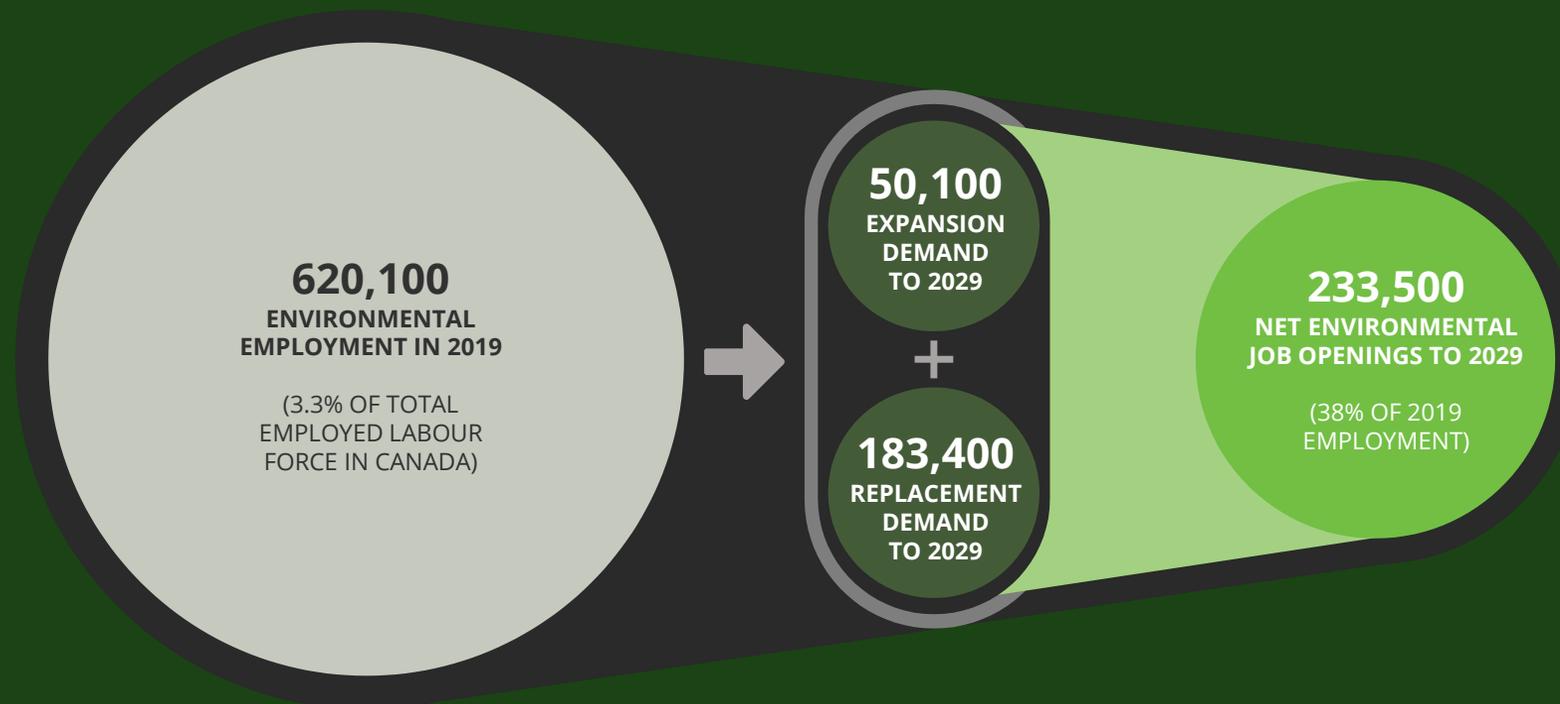
Next 10 Years

The larger opportunity for environmental workers will come from the gradual retirement of an estimated **183,400 workers** (30% of 2019 employment), particularly those in mid to senior level roles.



NET HIRING OUTLOOK FOR Next 10 Years

Together, expansion and replacement demand for environmental workers combine for nearly 233,500 net job openings by 2029. This adds up to nearly 38% of 2019 employment.



DID YOU KNOW?

Close to half of the hiring needs (**111,900 jobs**) will be for core environmental workers—or those in roles that require environmental-specific knowledge or skills.





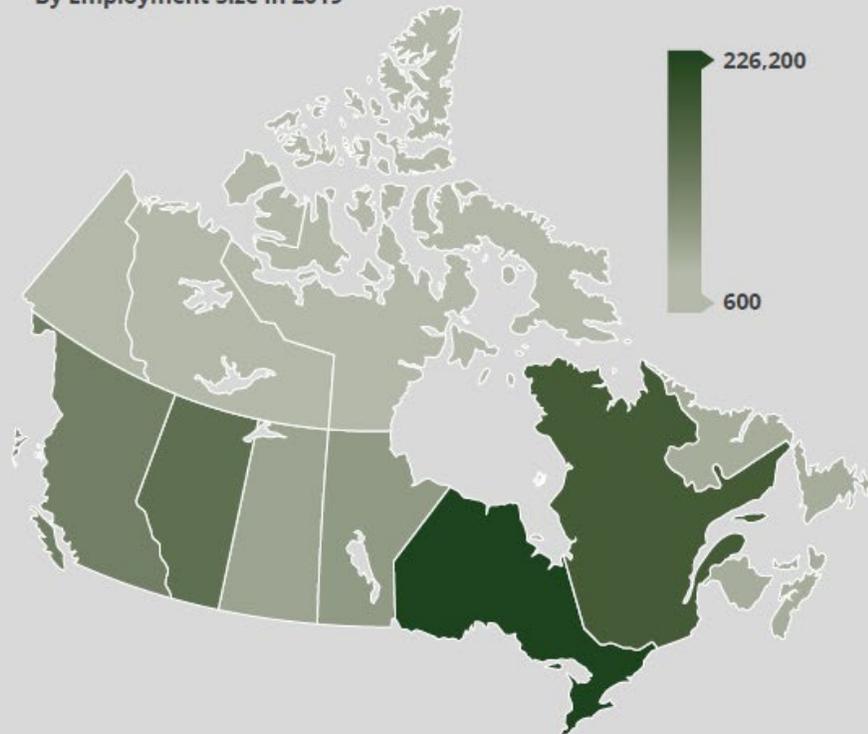
Regional Highlights

REGIONAL HIGHLIGHTS

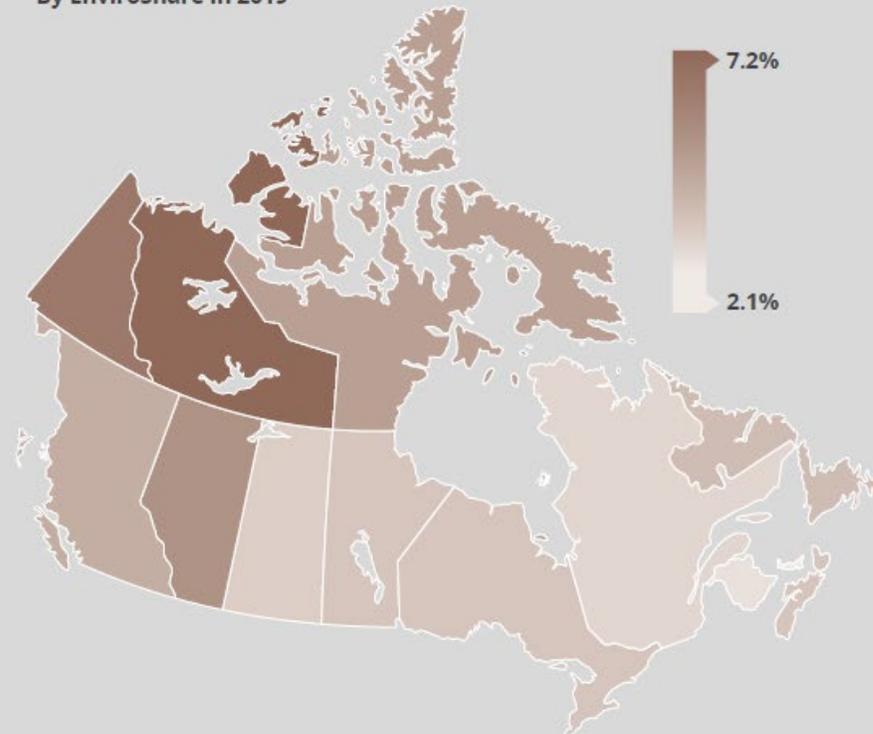
Green Workers in Every Region

Most environmental workers are based in Ontario, Quebec, Alberta and British Columbia. Although less than 1% of the 2019 workforce was in the territories, the region has the highest EnviroShare, or the proportion of environmental to total jobs, at 6.4%.

By Employment Size in 2019



By EnviroShare in 2019



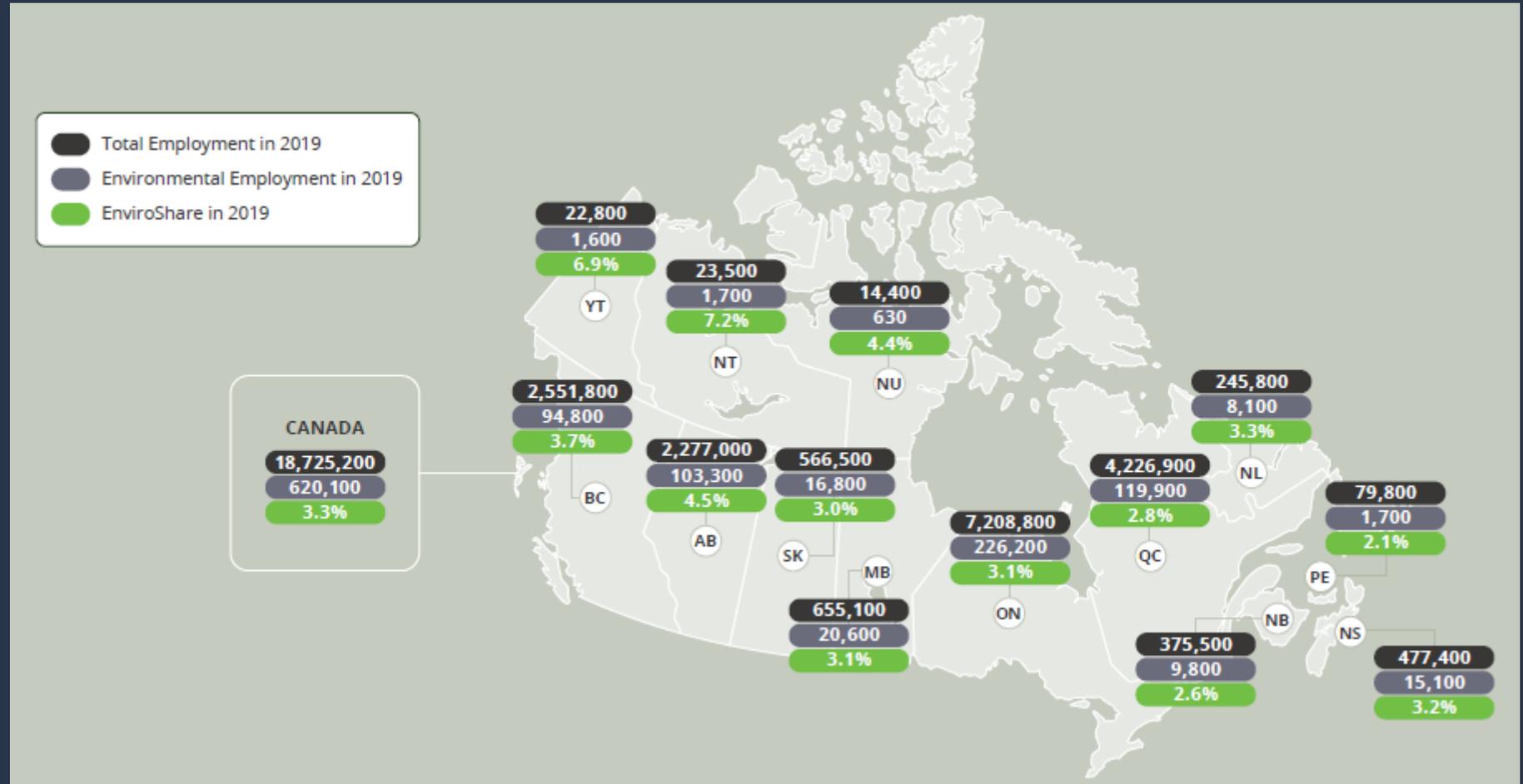
620,100 ENVIRONMENTAL WORKERS ACROSS CANADA OR 3.3% OF TOTAL EMPLOYMENT IN CANADA!

REGIONAL HIGHLIGHTS

Green Workers in Every Region

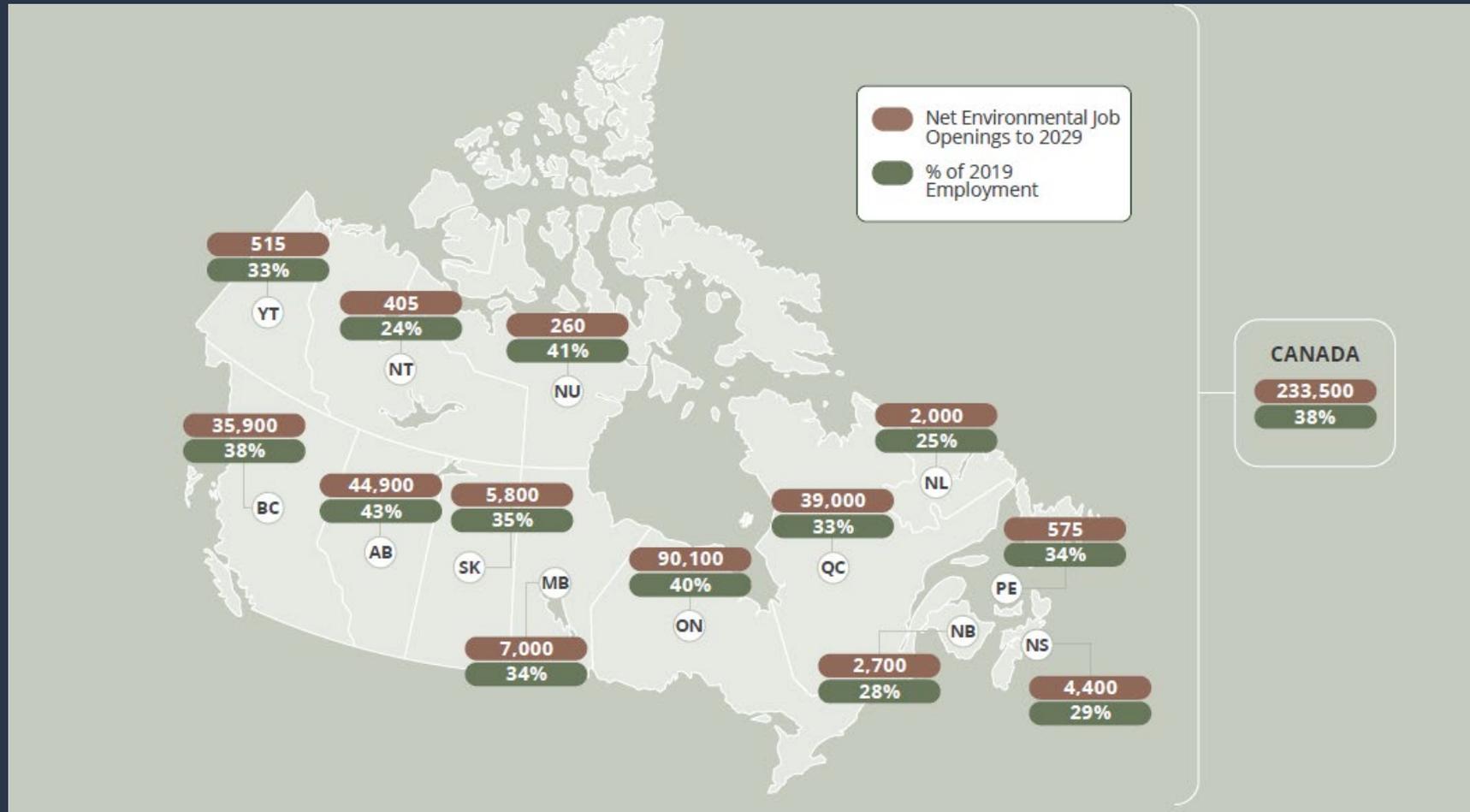
Environmental workers are present in every Canadian province and territory with the majority in Ontario, Quebec, Alberta and British Columbia.

Although less than 1% of the 2019 workforce was in the territories, the region has the highest *EnviroShare* at 6.4%.



REGIONAL HIGHLIGHTS

Green Job Opportunities in Every Region

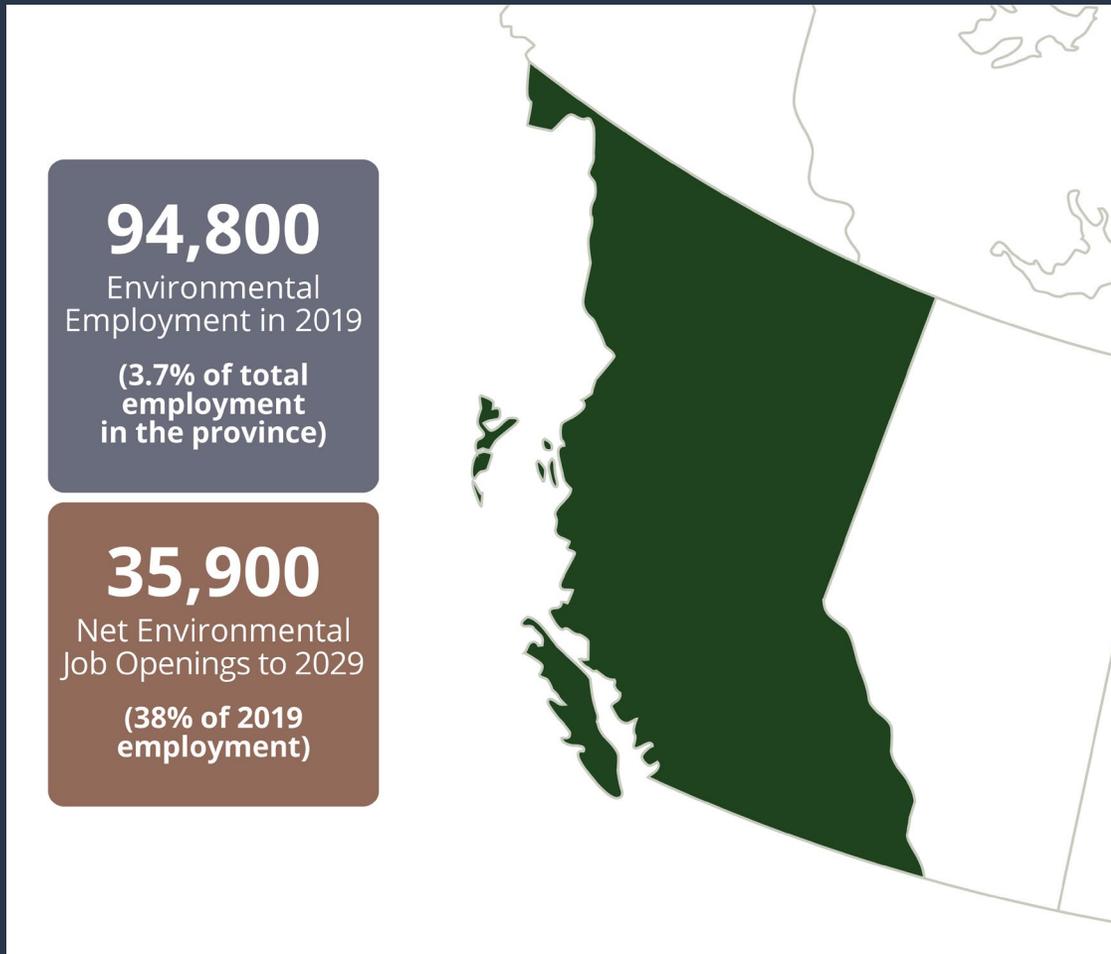


Every province and territory in Canada will be looking for environmental workers over the next 10 years.

Opportunities will result from jobs in growth sectors, as well as openings created by retiring workers.



The Future of Green Jobs



- BC is the 4th largest provincial employer of environmental workers in 2019 (15% of Canada's green workforce).
- Provincial employers will need to fill 35,900 net environmental job openings by 2029, due to:
 - 7,600 new jobs
 - 28,300 retiring workers
- About 52% (18,600 jobs) of the net hiring requirements to 2029 are for core environmental workers.
- The Site C dam and hydroelectric generating station will be a significant source of electricity, and the province's CleanBC program promotes the widespread use of clean and renewable energy.

BRITISH COLUMBIA HIGHLIGHTS

The Future of Green Jobs

Nearly 75% of net environmental job openings in the province (26,600 jobs) will be in roles related to (1) management, (2) natural and applied sciences, and (3) business, finance and administration. Nearly 40% of job openings within management roles will be due to replacement demand.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	94,800	35,900	37.8%
Management occupations	23,500	10,900	46.4%
Business, finance and administration occupations	15,200	6,600	43.4%
Natural and applied sciences and related occupations	27,900	9,100	32.6%
Health occupations	1,500	700	46.7%
Occupations in education, law and social, community and government services	5,600	2,000	35.7%
Occupations in art, culture, recreation and sport	800	300	37.5%
Sales and service occupations	3,700	1,300	35.1%
Trades, transport and equipment operators and related occupations	8,900	2,700	30.3%
Natural resources, agriculture and related production occupations	3,600	800	22.2%
Occupations in manufacturing and utilities	4,100	1,500	36.6%

The Future of Green Jobs

All the top occupations based on EnviroShare, current and future jobs are mapped to core environmental workers (*).

Top Occupations

...by EnviroShare

All occupations (3.7%)

Managers in natural resources production and fishing (100.0%)

Senior managers - health, education, social and community services and membership organizations* (79.5%)

Meteorologists and climatologists* (67.5%)

...by Environmental Employment Levels in 2019

All occupations (94,800 workers)

Administrative officers* (5,600)

Civil engineers* (4,700)

Senior managers - health, education, social and community services and membership organizations* (2,900)

...by Net Environmental Job Openings to 2029

All occupations (35,900 jobs)

Administrative officers* (2,600)

Senior managers - health, education, social and community services and membership organizations* (2,000)

Civil engineers* (1,300)

The Future of Green Jobs



- Alberta is the 3rd largest provincial employer of environmental workers in 2019 (17% of Canada's green workforce). The province also benefits from a 4.5% EnviroShare—the highest among the 10 Canadian provinces.
- Provincial employers will need to fill 44,900 net environmental job openings by 2029, due to:
 - 14,400 new jobs
 - 30,400 retiring workers
- Over half (23,000 jobs) of the net hiring requirements to 2029 are for core environmental workers.
- Alberta is expected to see the highest environmental job growth rate at almost 14%. Job creation will likely be driven by investment in cleantech, emissions reduction and renewable energy by businesses and individual consumers.

ALBERTA HIGHLIGHTS

The Future of Green Jobs

Nearly 30% of net environmental job openings in the province will be in roles related to natural and applied sciences, followed by 23% in management occupations. Both job growth and worker retirements will create significant green job opportunities in the province in the next decade.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	103,300	44,900	43.5%
Management occupations	18,700	10,500	56.1%
Business, finance and administration occupations	13,900	6,700	48.2%
Natural and applied sciences and related occupations	33,900	12,900	38.1%
Health occupations	1,500	900	60.0%
Occupations in education, law and social, community and government services	6,600	2,900	43.9%
Occupations in art, culture, recreation and sport	700	300	42.9%
Sales and service occupations	3,400	1,400	41.2%
Trades, transport and equipment operators and related occupations	11,100	4,400	39.6%
Natural resources, agriculture and related production occupations	5,400	1,500	27.8%
Occupations in manufacturing and utilities	8,000	3,400	42.5%

The Future of Green Jobs

All the top occupations based on EnviroShare, current and future jobs are mapped to core environmental workers (*).

Top Occupations

...by EnviroShare

All occupations (4.5%)

Meteorologists and climatologists* (80.6%)

Geological engineers* (80.4%)

Forestry professionals* (74.2%)

...by Environmental Employment Levels in 2019

All occupations (103,300 workers)

Civil engineers* (6,100)

Inspectors in public and environmental health and occupational health and safety* (3,700)

Administrative officers* (2,800)

...by Net Environmental Job Openings to 2029

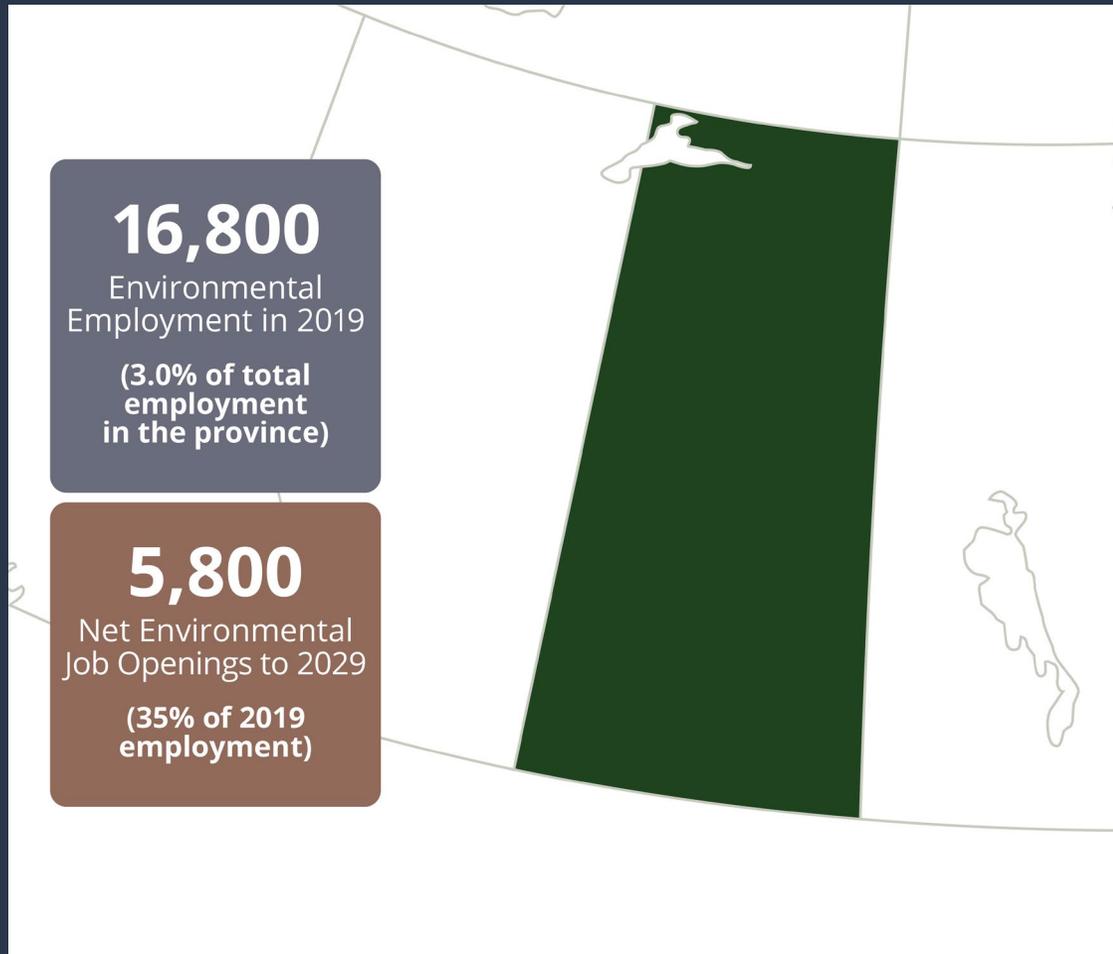
All occupations (44,900 jobs)

Civil engineers* (2,100)

Inspectors in public and environmental health and occupational health and safety* (1,600)

Administrative officers* (1,500)

The Future of Green Jobs



- Saskatchewan will need to fill 5,800 net environmental job openings by 2029 (or 35% of 2019 employment), due to:
 - 1,000 new jobs
 - 4,800 retiring workers
- Nearly half (2,800 jobs) of the province's net environmental hiring requirements to 2029 are for core workers.
- Saskatchewan workers are expected to benefit from infrastructure investment including projects to source clean energy, as well as landfill and water treatment/wastewater management.

SASKATCHEWAN HIGHLIGHTS

The Future of Green Jobs

Over half (3,000 jobs) of net environmental job openings in the province will be in roles related to management and natural and applied sciences.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	16,800	5,800	34.5%
Management occupations	3,900	1,700	43.6%
Business, finance and administration occupations	1,400	600	42.9%
Natural and applied sciences and related occupations	4,200	1,300	31.0%
Health occupations	200	100	50.0%
Occupations in education, law and social, community and government services	1,400	500	35.7%
Occupations in art, culture, recreation and sport	200	100	50.0%
Sales and service occupations	800	300	37.5%
Trades, transport and equipment operators and related occupations	2,000	600	30.0%
Natural resources, agriculture and related production occupations	1,300	200	15.4%
Occupations in manufacturing and utilities	1,500	500	33.3%

The Future of Green Jobs

The top occupations in the province based on EnviroShare, current and future jobs show a diversity of roles and competency requirements—including those mapped to core environmental workers (*).

Top Occupations

...by EnviroShare

All occupations (3.0%)

Natural and applied science policy researchers, consultants and program officers* (100.0%)

Technical occupations in geomatics and meteorology* (100.0%)

Metallurgical and materials engineers (87.2%)

...by Environmental Employment Levels in 2019

All occupations (16,800 workers)

Managers in agriculture (1,100)

Civil engineers* (700)

Contractors and supervisors, oil and gas drilling and services (600)

...by Net Environmental Job Openings to 2029

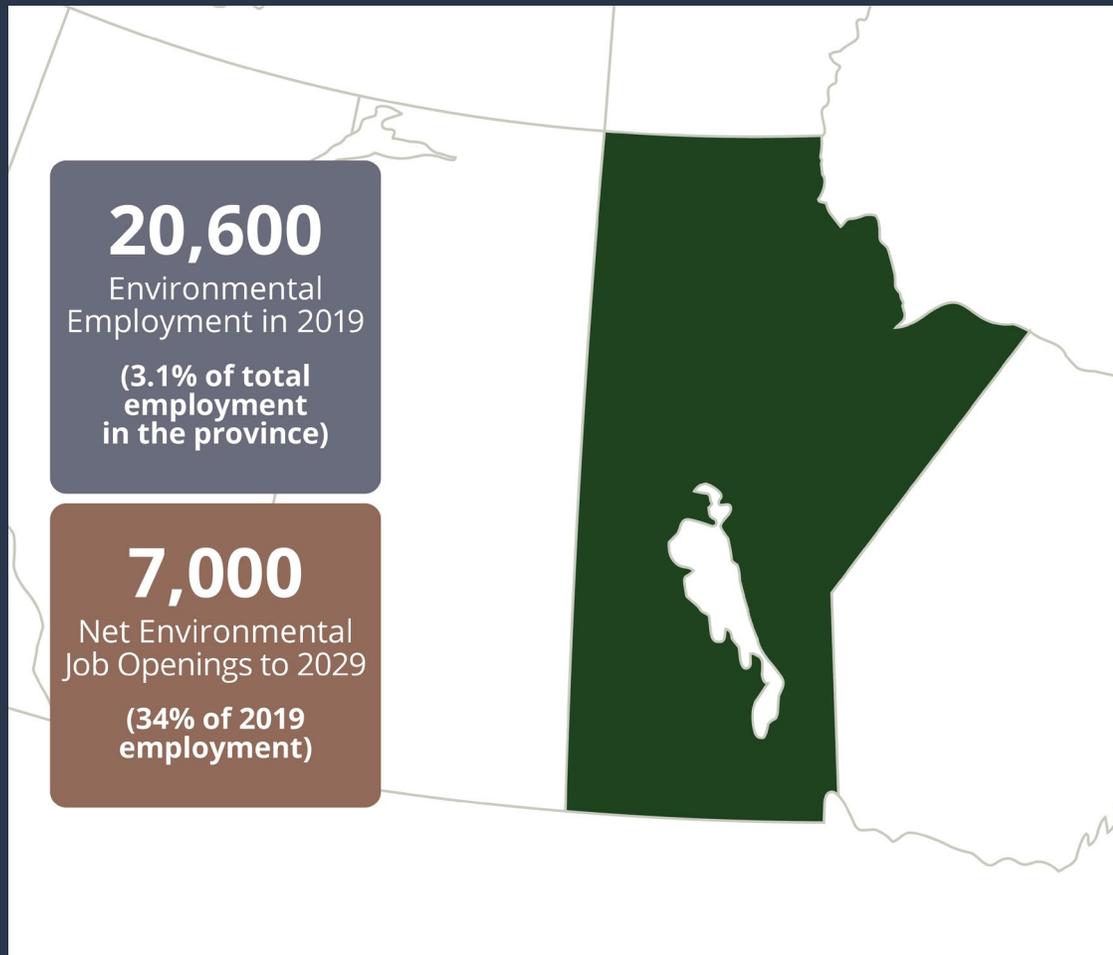
All occupations (5,800 jobs)

Managers in agriculture (400)

Senior managers - health, education, social and community services and membership organizations* (300)

Natural and applied science policy researchers, consultants and program officers* (200)

The Future of Green Jobs



- Manitoba will need to fill 7,000 net environmental job openings by 2029 (or 34% of 2019 employment), due to:
 - 1,300 new jobs
 - 5,700 retiring workers
- 40% (2,800 jobs) of the province's net environmental hiring requirements to 2029 are for core workers.
- Manitoba's Keeyask hydroelectric generating station and the funding of twenty watershed projects within the province will provide environmental job opportunities in the years to come.

MANITOBA HIGHLIGHTS

The Future of Green Jobs

Nearly 60% (4,100 jobs) of net environmental job openings in the province will be in roles related to (1) management, (2) natural and applied sciences, and (3) business, finance and administration.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	20,600	7,000	34.0%
Management occupations	3,700	1,600	43.2%
Business, finance and administration occupations	2,500	1,100	44.0%
Natural and applied sciences and related occupations	4,800	1,400	29.2%
Health occupations	1,300	500	38.5%
Occupations in education, law and social, community and government services	1,600	600	37.5%
Occupations in art, culture, recreation and sport	100	>50	38.5%
Sales and service occupations	800	300	37.5%
Trades, transport and equipment operators and related occupations	3,900	900	23.1%
Natural resources, agriculture and related production occupations	600	>50	5.5%
Occupations in manufacturing and utilities	1,200	500	41.7%

The Future of Green Jobs

The top occupations in the province based on EnviroShare, current and future jobs show a diversity of roles and competency requirements—including those mapped to core environmental workers (*).

Top Occupations

...by EnviroShare

All occupations (3.1%)

Contractors and supervisors, other construction trades, installers, repairers and servicers (100.0%)

Lumber graders and other wood processing inspectors and graders (75.5%)

Natural and applied science policy researchers, consultants and program officers* (66.6%)

...by Environmental Employment Levels in 2019

All occupations (20,600 workers)

Contractors and supervisors, other construction trades, installers, repairers and servicers (1,700)

Civil engineers* (1,000)

Administrative officers* (1,000)

...by Net Environmental Job Openings to 2029

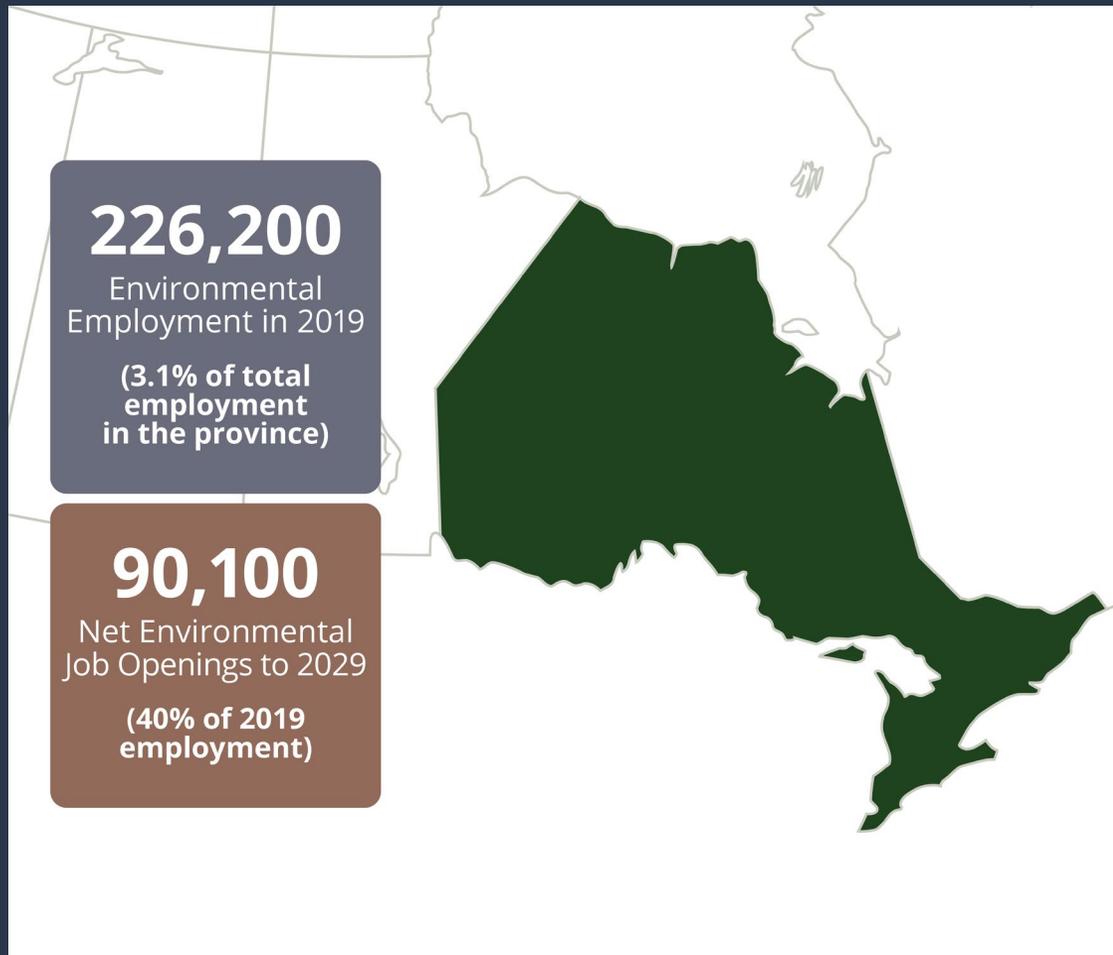
All occupations (7,000 jobs)

Contractors and supervisors, other construction trades, installers, repairers and servicers (400)

Administrative officers* (400)

Managers in agriculture (300)

The Future of Green Jobs



- Ontario is the largest provincial employer of environmental workers in 2019 (36% of Canada's green workforce).
- The province is expected to take the lion's share of net environmental job openings by 2029, representing nearly 40% of all openings (90,100 jobs) across Canada.
 - 22,000 new jobs
 - 68,100 retiring workers
- Nearly 50% (43,400 jobs) of the forecasted net hiring requirements are for core environmental workers.
- The province is working towards upskilling the current workforce and attracting more people to the building sector and low-carbon construction.

ONTARIO HIGHLIGHTS

The Future of Green Jobs

About 70% of net environmental job openings in the province (62,200 jobs) will be in roles related to (1) management, (2) natural and applied sciences, and (3) business, finance and administration. Nearly 40% of job openings within management roles will be due to replacement demand.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	226,200	90,100	39.9%
Management occupations	47,300	22,700	48.0%
Business, finance and administration occupations	39,300	17,600	44.8%
Natural and applied sciences and related occupations	60,600	21,900	36.1%
Health occupations	9,600	3,700	38.5%
Occupations in education, law and social, community and government services	13,700	5,000	36.5%
Occupations in art, culture, recreation and sport	3,100	1,200	38.7%
Sales and service occupations	9,800	3,700	37.8%
Trades, transport and equipment operators and related occupations	25,100	7,700	30.7%
Natural resources, agriculture and related production occupations	2,200	600	27.3%
Occupations in manufacturing and utilities	15,500	5,900	38.1%

The Future of Green Jobs

Almost all the top occupations based on EnviroShare, current and future jobs are mapped to core environmental workers (*).

Top Occupations

...by EnviroShare

All occupations (3.1%)

Technical occupations in geomatics and meteorology*
(100.0%)

Forestry professionals* (74.4%)

Water and waste treatment plant operators* (62.7%)

...by Environmental Employment Levels in 2019

All occupations (226,200 workers)

Administrative officers* (14,700)

Civil engineers* (12,500)

Contractors and supervisors, other construction trades,
installers, repairers and servicers (9,400)

...by Net Environmental Job Openings to 2029

All occupations (90,100 jobs)

Administrative officers* (6,700)

Senior managers - health, education, social and community
services and membership organizations* (4,000)

Civil engineers* (4,000)

The Future of Green Jobs



- Quebec is the 2nd largest provincial employer of environmental workers in 2019 (19% of Canada's green workforce).
- Provincial employers will need to fill 39,000 net environmental job openings by 2029, due to:
 - 3,600 new jobs
 - 35,400 retiring workers
- Over 40% (16,100 jobs) of the net hiring requirements to 2029 are for core environmental workers.
- Although Quebec could see a modest job growth in the next decade, additional jobs could still materialize as the province reinforces its commitment on sustainably managing its natural resources, relying on renewable energy, reducing the use of plastics, and repurposing recycled materials.

QUEBEC HIGHLIGHTS

The Future of Green Jobs

Close to 45% of net environmental job openings in the province will be in roles related to management, business, finance and administration. In fact, the aggregated net environmental hiring requirements for these occupations is equivalent to 40% of 2019 employment levels. Although in smaller quantities, net environmental job openings within health occupations (2,300 jobs) equates to 54% of 2019 employment levels.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	119,900	39,000	32.5%
Management occupations	24,200	9,200	38.0%
Business, finance and administration occupations	18,900	8,100	42.9%
Natural and applied sciences and related occupations	27,400	7,400	27.0%
Health occupations	4,300	2,300	53.5%
Occupations in education, law and social, community and government services	7,400	2,800	37.8%
Occupations in art, culture, recreation and sport	2,600	800	30.8%
Sales and service occupations	9,400	2,400	25.5%
Trades, transport and equipment operators and related occupations	12,200	2,800	23.0%
Natural resources, agriculture and related production occupations	4,600	600	13.0%
Occupations in manufacturing and utilities	9,000	2,500	27.8%

The Future of Green Jobs

Forestry related occupations account for the top three occupations with the greatest EnviroShare. Almost all the top occupations based on current and future jobs are mapped to core environmental workers (*).

Top Occupations

...by EnviroShare

All occupations (2.8%)

Supervisors, forest products processing (86.4%)

Forestry professionals* (80.3%)

Supervisors, logging and forestry (59.3%)

...by Environmental Employment Levels in 2019

All occupations (119,900 workers)

Senior managers - construction, transportation, production and utilities* (6,400)

Civil engineers* (5,300)

Administrative officers* (3,900)

...by Net Environmental Job Openings to 2029

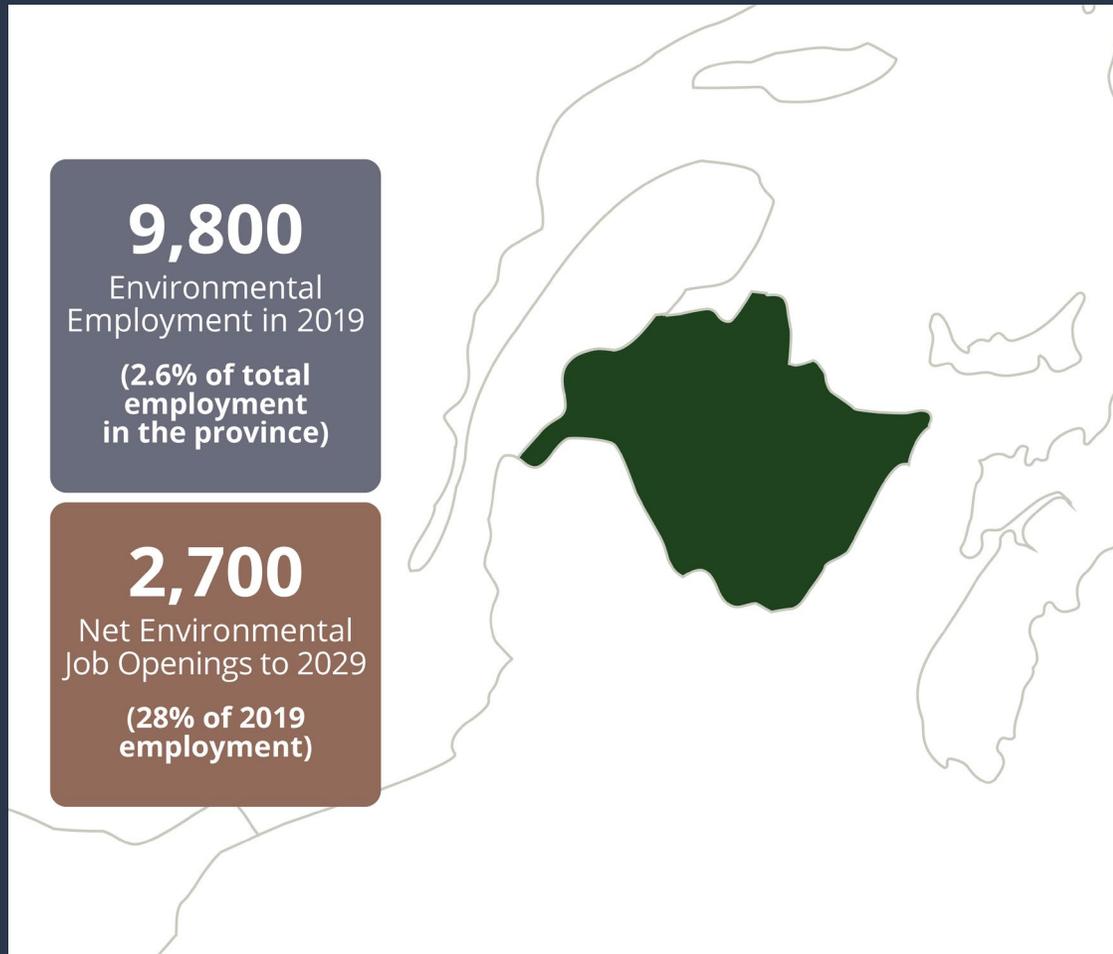
All occupations (39,000 jobs)

Senior managers - construction, transportation, production and utilities* (2,500)

Administrative officers* (2,300)

Paramedical occupations (1,100)

The Future of Green Jobs



- In 2019, about 9,800 of New Brunswick's 375,500 working population were in an environmental role.
- Employers in the province will need to fill 2,700 net environmental job openings to 2029, mainly to replace retiring workers.
- About 46% of net hiring requirements are for core workers.
- In the Atlantic provinces, the Ocean Aware project will develop and commercialize solutions to monitor fish and the ocean environment. Green jobs will also come from energy efficiency programs such as New Brunswick's Atlantica Centre for Energy.

NEW BRUNSWICK HIGHLIGHTS

The Future of Green Jobs

Over half (1,370 jobs) of net environmental job openings to 2029 in the province will be in roles related to (1) management and (2) natural and applied sciences. Most of the hiring will result from the need to replace retiring workers. In fact, about 40% of the current workforce in managerial roles could retire in the next decade, resulting in 660 job openings that need to be filled.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	9,800	2,700	27.6%
Management occupations	1,650	670	40.6%
Business, finance and administration occupations	820	260	31.7%
Natural and applied sciences and related occupations	2,890	700	24.2%
Health occupations	350	90	25.7%
Occupations in education, law and social, community and government services	580	160	27.6%
Occupations in art, culture, recreation and sport	30	4	13.3%
Sales and service occupations	470	110	23.4%
Trades, transport and equipment operators and related occupations	1,160	280	24.1%
Natural resources, agriculture and related production occupations	900	180	20.0%
Occupations in manufacturing and utilities	930	260	28.0%

The Future of Green Jobs

All Utilities managers (100% EnviroShare) employed in the province are in an environmental role. Many of the top occupations based on current and future jobs are mapped to core environmental workers (*).

Top Occupations

...by EnviroShare

All occupations (2.6%)

Utilities managers* (100.0%)

Supervisors, logging and forestry (93.5%)

Industrial designers (82.9%)

...by Environmental Employment Levels in 2019

All occupations (9,800 workers)

Civil engineers* (615)

Power engineers and power systems operators (385)

Senior managers - health, education, social and community services and membership organizations* (305)

...by Net Environmental Job Openings to 2029

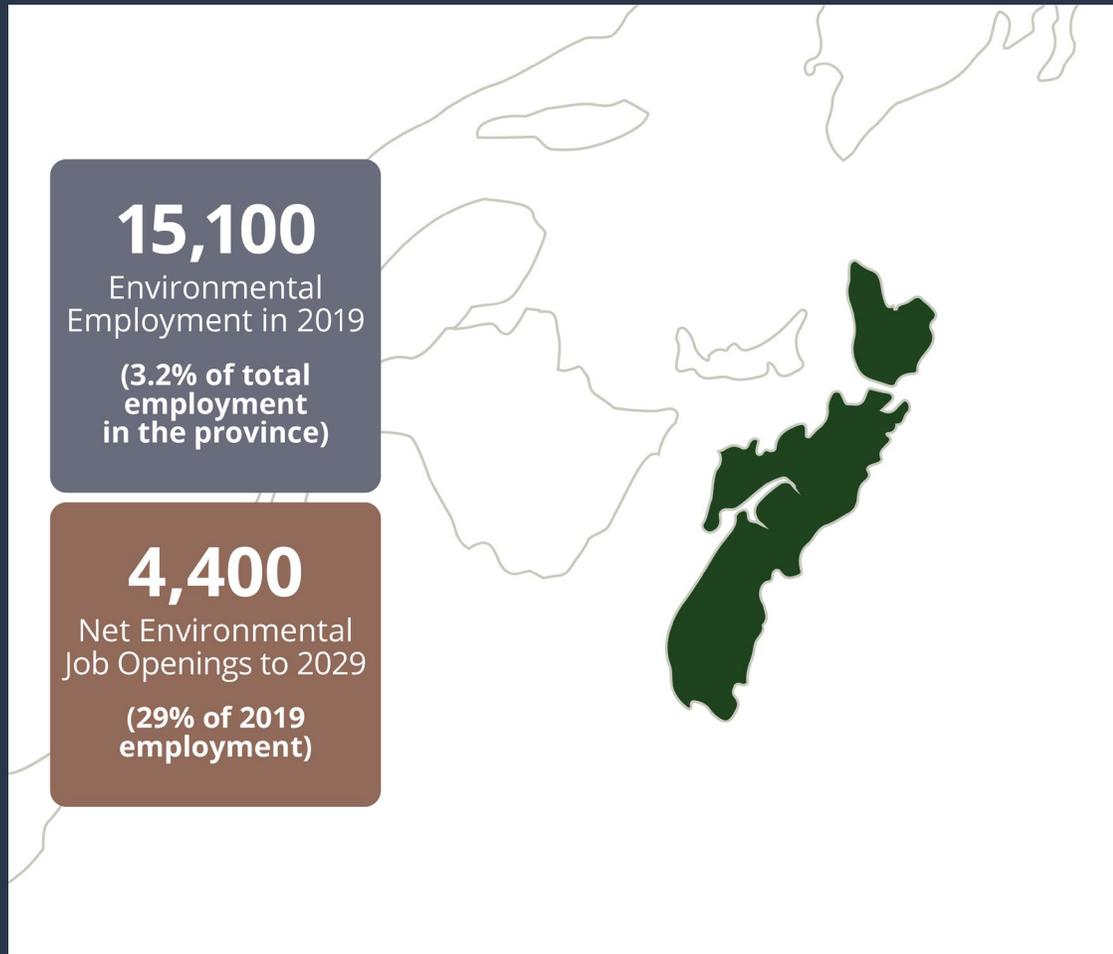
All occupations (2,700 jobs)

Senior managers - health, education, social and community services and membership organizations* (175)

Civil engineers* (110)

Power engineers and power systems operators (100)

The Future of Green Jobs



- About 3.2% of Nova Scotia's working population in 2019 were in an environmental role.
- Like New Brunswick, the province's net environmental job openings to 2029 (4,400 jobs) will be due to the need to replace retiring workers.
- About 47% of Nova Scotia's net environmental hiring requirements are for core workers.
- In the Atlantic provinces, the Ocean Aware project will develop and commercialize solutions to monitor fish and the ocean environment. Green jobs will also come from energy efficiency initiatives such as Nova Scotia's EfficiencyOne.

The Future of Green Jobs

Nearly 70% of net environmental job openings in the province will be in roles related to (1) management, (2) natural and applied sciences, and (3) business, finance and administration.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	15,100	4,400	29.3%
Management occupations	2,930	1,110	37.9%
Business, finance and administration occupations	2,110	770	36.5%
Natural and applied sciences and related occupations	4,410	1,110	25.2%
Health occupations	220	70	31.8%
Occupations in education, law and social, community and government services	1,440	370	25.7%
Occupations in art, culture, recreation and sport	350	100	28.6%
Sales and service occupations	390	100	25.6%
Trades, transport and equipment operators and related occupations	1,760	380	21.6%
Natural resources, agriculture and related production occupations	700	190	27.1%
Occupations in manufacturing and utilities	760	220	28.9%

The Future of Green Jobs

In the province, Technical occupations in geomatics and meteorology, Boilermakers, and Mining engineers occupy the top three occupations based on EnviroShare (100% for all three). The top occupations based on current and future jobs are all mapped to core environmental workers (*).

Top Occupations

...by EnviroShare

All occupations (3.2%)

Technical occupations in geomatics and meteorology* (100.0%)

Boilermakers (100.0%)

Mining engineers (100.0%)

...by Environmental Employment Levels in 2019

All occupations (15,100 workers)

Administrative officers* (915)

Civil engineers* (700)

Senior managers - health, education, social and community services and membership organizations* (635)

...by Net Environmental Job Openings to 2029

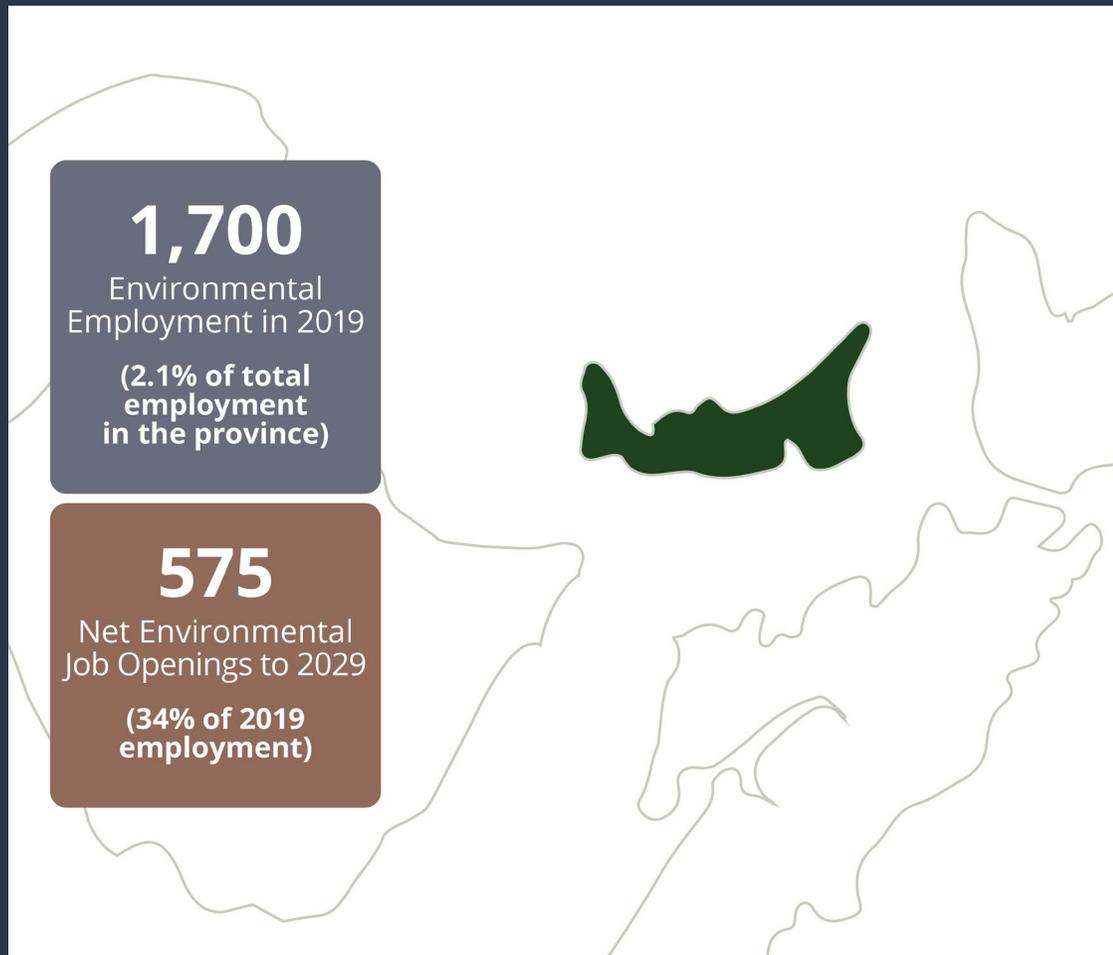
All occupations (4,400 jobs)

Administrative officers* (350)

Senior managers - health, education, social and community services and membership organizations* (345)

Civil engineers* (135)

The Future of Green Jobs



- In 2019, 1,700 of Prince Edward Island's 79,800 working population in 2019 were in an environmental role.
- Together, expansion and replacement demand will result in 575 net environmental job openings to 2029.
 - Environmental employment in the province is forecasted to grow by 9% in the next 10 years, signaling job creation.
 - In addition, a quarter of the current workforce is expected to retire. to add to Employers in the province will need to fill 2,700 net environmental job openings to 2029, mainly to replace retiring workers.
- About 45% of net environmental hiring requirements are for core workers.
- The province's environmental commitments include managing water and forest resources, protecting fisheries and wildlife, and addressing climate change.

PRINCE EDWARD ISLAND HIGHLIGHTS

The Future of Green Jobs

Nearly two-thirds of net environmental job openings in the province will be in roles related to (1) management and (2) natural and applied sciences. In fact, the 220 net job openings for managerial roles equates to 44% of 2019 employment levels.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	1,700	575	33.9%
Management occupations	500	220	44.0%
Business, finance and administration occupations	120	40	33.3%
Natural and applied sciences and related occupations	490	160	32.7%
Health occupations	10	>5	30.0%
Occupations in education, law and social, community and government services	170	40	23.5%
Occupations in art, culture, recreation and sport	30	10	33.3%
Sales and service occupations	50	10	20.0%
Trades, transport and equipment operators and related occupations	230	40	17.4%
Natural resources, agriculture and related production occupations	70	20	28.6%
Occupations in manufacturing and utilities	60	20	33.3%

The Future of Green Jobs

Although its environmental workforce is smaller in size compared to other Atlantic Canada provinces, Prince Edward Island also offers a variety of green roles. Four occupations mapped to the core environmental workforce (*) benefits from 100% EnviroShare.

Top Occupations

...by EnviroShare

All occupations (2.1%)

Engineering inspectors and regulatory officers (100.0%)

Chemical engineers* (100.0%)

Forestry technologists and technicians* (100.0%)

Geoscientists and oceanographers* (100.0%)

...by Environmental Employment Levels in 2019

All occupations (1,700 workers)

Managers in agriculture (180)

Senior managers - health, education, social and community services and membership organizations* (120)

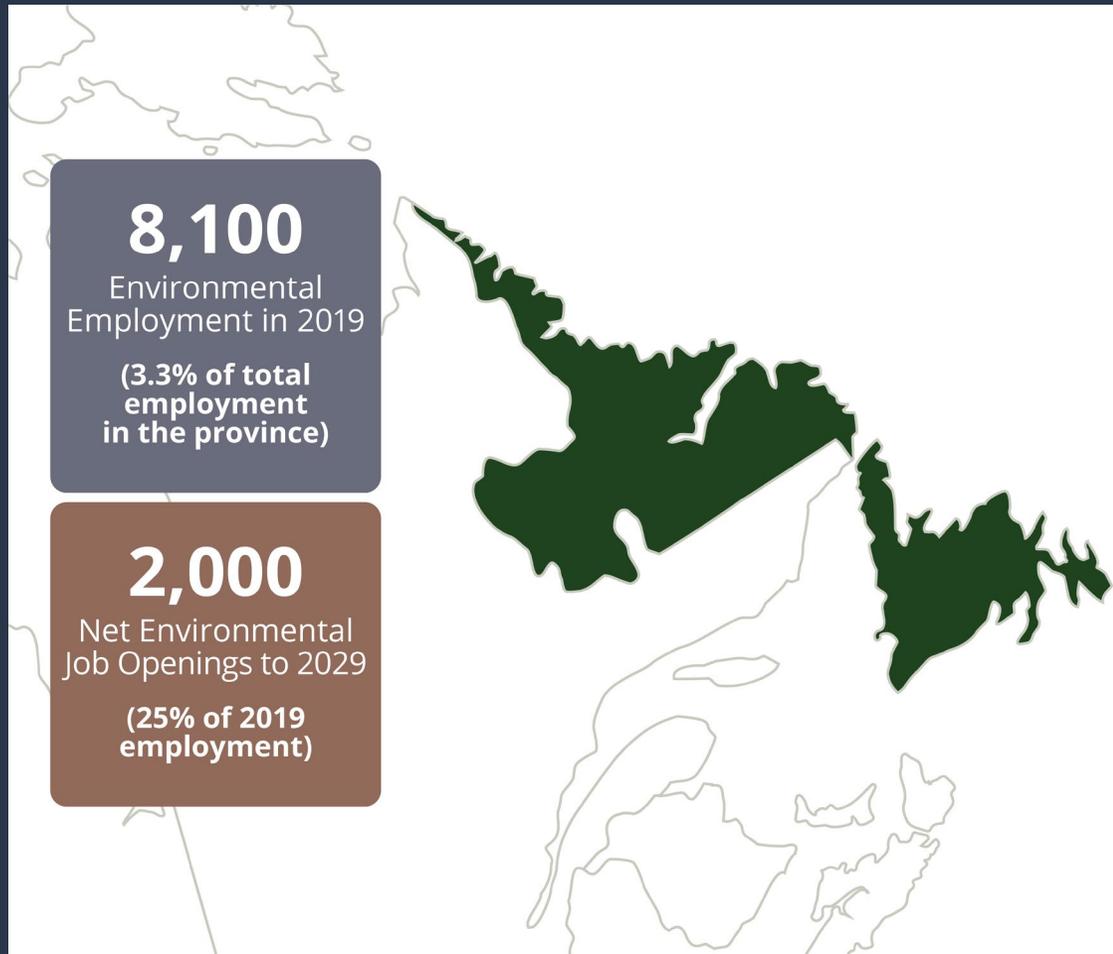
...by Net Environmental Job Openings to 2029

All occupations (575 jobs)

Senior managers - health, education, social and community services and membership organizations* (85)

Managers in agriculture (75)

The Future of Green Jobs



- Similar to the national average, 1 in 30 workers in Newfoundland and Labrador were in an environmental role in 2019.
- Employers in the province will need to fill 2,000 net environmental job openings to 2029, mainly to replace retiring workers.
- The majority (56%) of the province's net environmental hiring needs are for core workers.
- Efforts are underway to advance the clean technology and environmental services sectors in the province.
- The provincial government has also committed to achieve net zero by 2050.

NEWFOUNDLAND AND LABRADOR HIGHLIGHTS

The Future of Green Jobs

About 56% of net environmental job openings in the province will be in roles related to (1) management and (2) natural and applied sciences. Although environmental employment is expected to decline in the next 10 years, roles in natural resources, agriculture and related production occupations could see a 10% job growth.

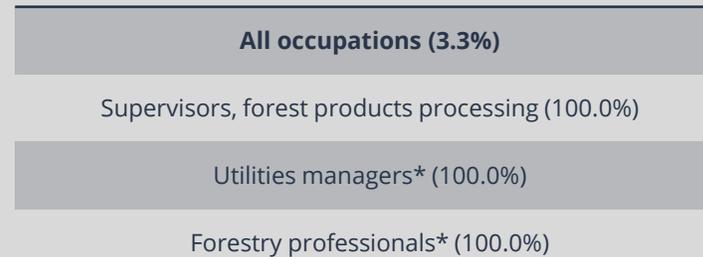
Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	8,100	2,000	24.6%
Management occupations	1,630	540	33.1%
Business, finance and administration occupations	870	280	32.2%
Natural and applied sciences and related occupations	2,830	580	20.5%
Health occupations	170	30	17.6%
Occupations in education, law and social, community and government services	600	100	16.7%
Occupations in art, culture, recreation and sport	90	30	33.3%
Sales and service occupations	150	30	20.0%
Trades, transport and equipment operators and related occupations	860	120	14.0%
Natural resources, agriculture and related production occupations	390	160	41.0%
Occupations in manufacturing and utilities	500	130	26.0%

The Future of Green Jobs

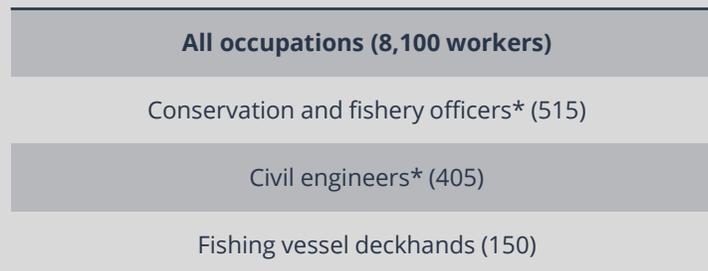
The province also offers a variety of green roles that reflect the diversity of industries operating in the province. Many of the occupations topping the EnviroShare, current and future job numbers are mapped to the core environmental workforce (*).

Top Occupations

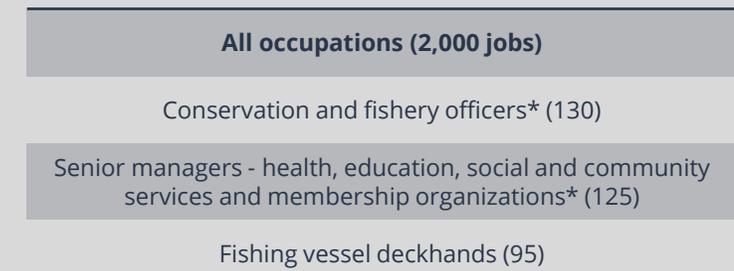
...by EnviroShare



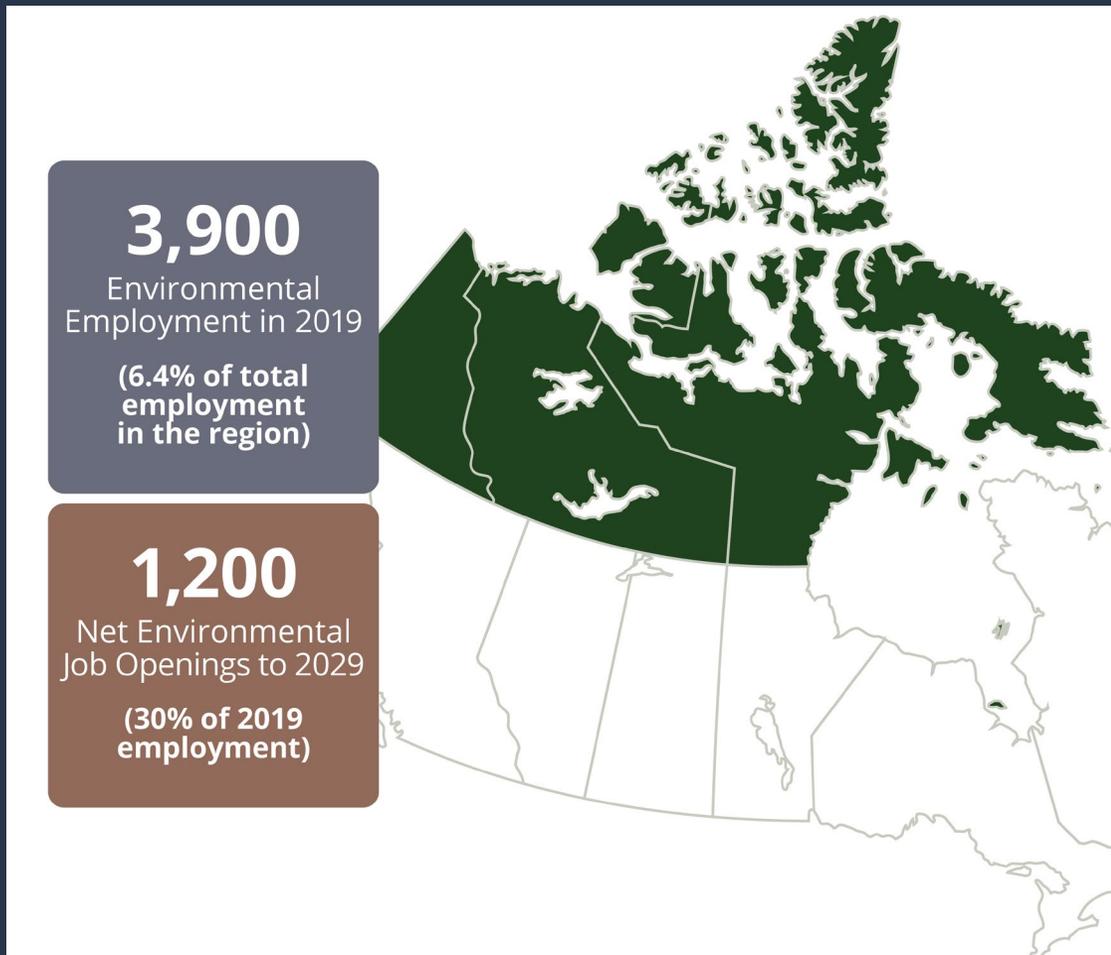
...by Environmental Employment Levels in 2019



...by Net Environmental Job Openings to 2029



The Future of Green Jobs



- Although less than 1% of the 2019 environmental workforce was in the territories, the region collectively has the highest EnviroShare at 6.4%.
 - The Northwest Territories has the highest concentration of environmental workers at 7.2% EnviroShare.
 - Yukon is a close second with 6.9% EnviroShare.
- Employers in the region will need to fill 1,200 net environmental job openings to 2029, potentially due to:
 - 240 new jobs
 - 940 retiring workers
- About 56% of the region's net environmental hiring requirements to 2029 are for core workers.
- The remediation of contaminated extraction sites is expected to provide significant green job opportunities over the next several decades. These initiatives provide tremendous opportunities for local and Indigenous businesses and workers.

CANADA'S TERRITORIES HIGHLIGHTS

The Future of Green Jobs

Over 70% of net environmental job openings in the province will be in roles related to (1) natural and applied sciences, (2) management, and (3) business, finance and administration.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	3,900	1,200	30.3%
Management occupations	800	300	34.5%
Business, finance and administration occupations	580	200	30.7%
Natural and applied sciences and related occupations	1,140	350	13.3%
Health occupations	30	>5	27.6%
Occupations in education, law and social, community and government services	290	80	36.4%
Occupations in art, culture, recreation and sport	110	40	25.0%
Sales and service occupations	240	60	20.0%
Trades, transport and equipment operators and related occupations	500	100	23.0%
Natural resources, agriculture and related production occupations	50	0	0.0%
Occupations in manufacturing and utilities	170	60	35.3%

The Future of Green Jobs

The region also offers a diverse set of green roles, with almost all occupations topping the EnviroShare, current and future job numbers mapped to the core environmental workforce (*).

Top Occupations

...by EnviroShare

All occupations (6.4%)

Geological engineers* (100.0%)

Architecture and science managers* (100.0%)

Veterinarians* (100.0%)

...by Environmental Employment Levels in 2019

All occupations (3,900 workers)

Biologists and related scientists* (285)

Conservation and fishery officers* (150)

Civil engineers* (135)

Water transport deck and engine room crew (100.0%)

...by Net Environmental Job Openings to 2029

All occupations (1,200 jobs)

Biologists and related scientists* (95)

Senior government managers and officials* (60)

Senior managers - health, education, social and community services and membership organizations* (60)

A person wearing a Microsoft HoloLens AR headset is shown in a technical environment. The person is wearing a patterned shirt. The background is a blurred industrial or laboratory setting with various equipment and screens. The entire image has a green tint.

Occupational Highlights

OCCUPATIONAL HIGHLIGHTS

Green Workers across all Functions

Environmental roles are present in practically every occupation in Canada (458 of 500 occupations based on 4-digit National Occupation Classification). Over 60% of green workers are in roles related to (1) natural and applied sciences, (2) management, and (3) business, finance and administration.

Job Family	Total Employment in 2019	Environmental Employment in 2019	EnviroShare in 2019
All occupations	18,725,200	620,100	3.3%
Management occupations	2,078,300	118,900	6.2%
Business, finance and administration occupations	2,993,300	95,800	3.2%
Natural and applied sciences and related occupations	1,342,900	170,500	12.7%
Health occupations	1,297,100	19,200	1.5%
Occupations in education, law and social, community and government services	2,234,200	39,400	1.8%
Occupations in art, culture, recreation and sport	564,700	8,100	1.4%
Sales and service occupations	4,221,300	29,100	0.7%
Trades, transport and equipment operators and related occupations	2,771,000	67,700	2.4%
Natural resources, agriculture and related production occupations	408,000	19,800	4.8%
Occupations in manufacturing and utilities	814,300	41,700	5.1%

OCCUPATIONAL HIGHLIGHTS

Job Opportunities across all Functions

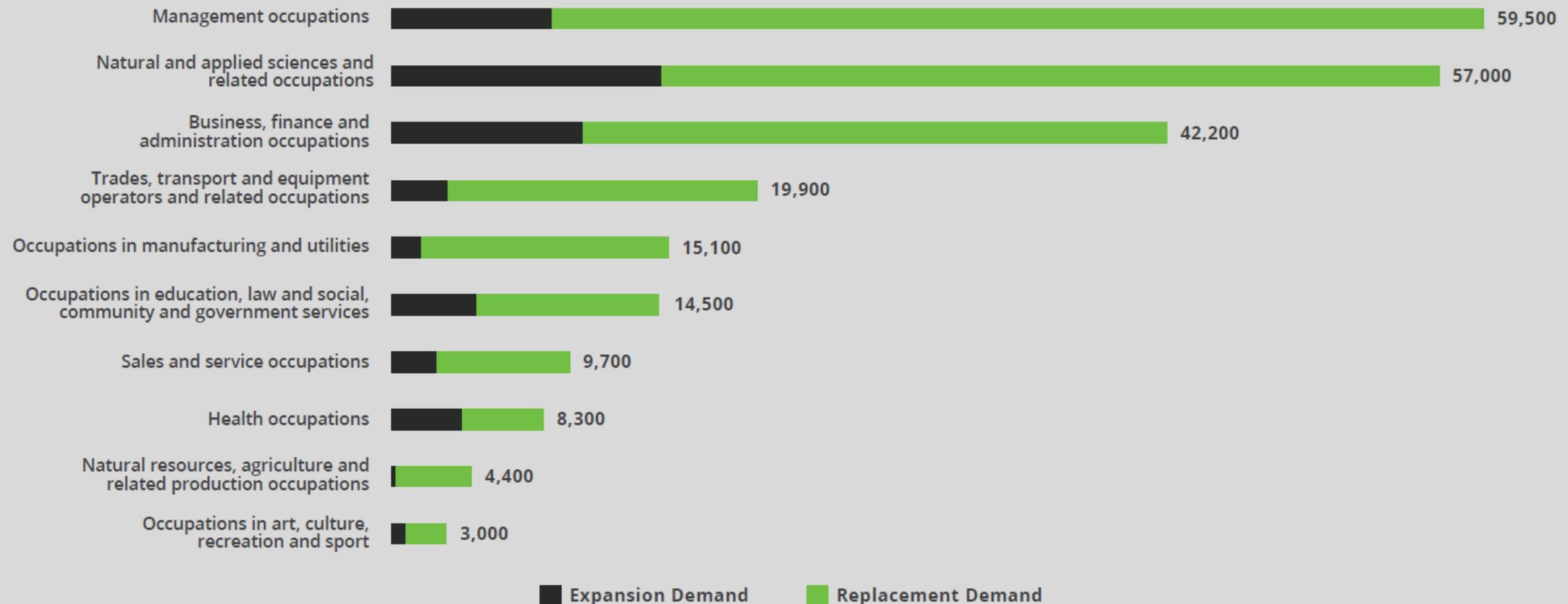
Environmental job opportunities will exist in every job family in Canada over the next decade. Forecasted net environmental job openings to 2029 for (1) management, (2) business, finance and administration, and (3) health occupations equate to over 40% of 2019 employment levels.

Job Family	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
All occupations	620,100	233,500	37.7%
Management occupations	118,900	59,500	46.1%
Business, finance and administration occupations	95,800	42,200	44.1%
Natural and applied sciences and related occupations	170,500	57,000	33.4%
Health occupations	19,200	8,300	43.1%
Occupations in education, law and social, community and government services	39,400	14,500	36.8%
Occupations in art, culture, recreation and sport	8,100	3,000	36.6%
Sales and service occupations	29,100	9,700	33.3%
Trades, transport and equipment operators and related occupations	67,700	19,900	29.4%
Natural resources, agriculture and related production occupations	19,800	4,400	22.0%
Occupations in manufacturing and utilities	41,700	15,100	36.2%

OCCUPATIONAL HIGHLIGHTS

Job Opportunities across all Functions

Through job creation and high retirement, nearly 70% of all openings (158,700 jobs) will be in roles related to (1) management, (2) natural and applied sciences, and (3) business, finance and administration.



OCCUPATIONAL HIGHLIGHTS

Green Workers and Jobs in Diverse Roles

Environmental workers are present in 458 of 500 occupations in Canada. Of the 458 occupations, 60 have been mapped to core environmental workers.

Top Occupations for the Core Workforce

...by Environmental Employment Levels in 2019

All occupations (620,100 workers)

Civil engineers (32,200)

Administrative officers (29,800)

Senior managers - health, education, social and community services and membership organizations (13,800)

Senior managers - construction, transportation, production and utilities (13,000)

Construction managers (12,700)

...by EnviroShare

All occupations (3.3%)

Forestry professionals (72.8%)

Meteorologists and climatologists (60.1%)

Water and waste treatment plant operators (60.0%)

Civil engineers (52.3%)

Forestry technologists and technicians (51.1%)

...by Net Environmental Job Openings to 2029

All occupations (233,500 jobs)

Administrative officers (14,200)

Senior managers - health, education, social and community services and membership organizations (9,200)

Civil engineers (9,200)

Senior managers - construction, transportation, production and utilities (6,000)

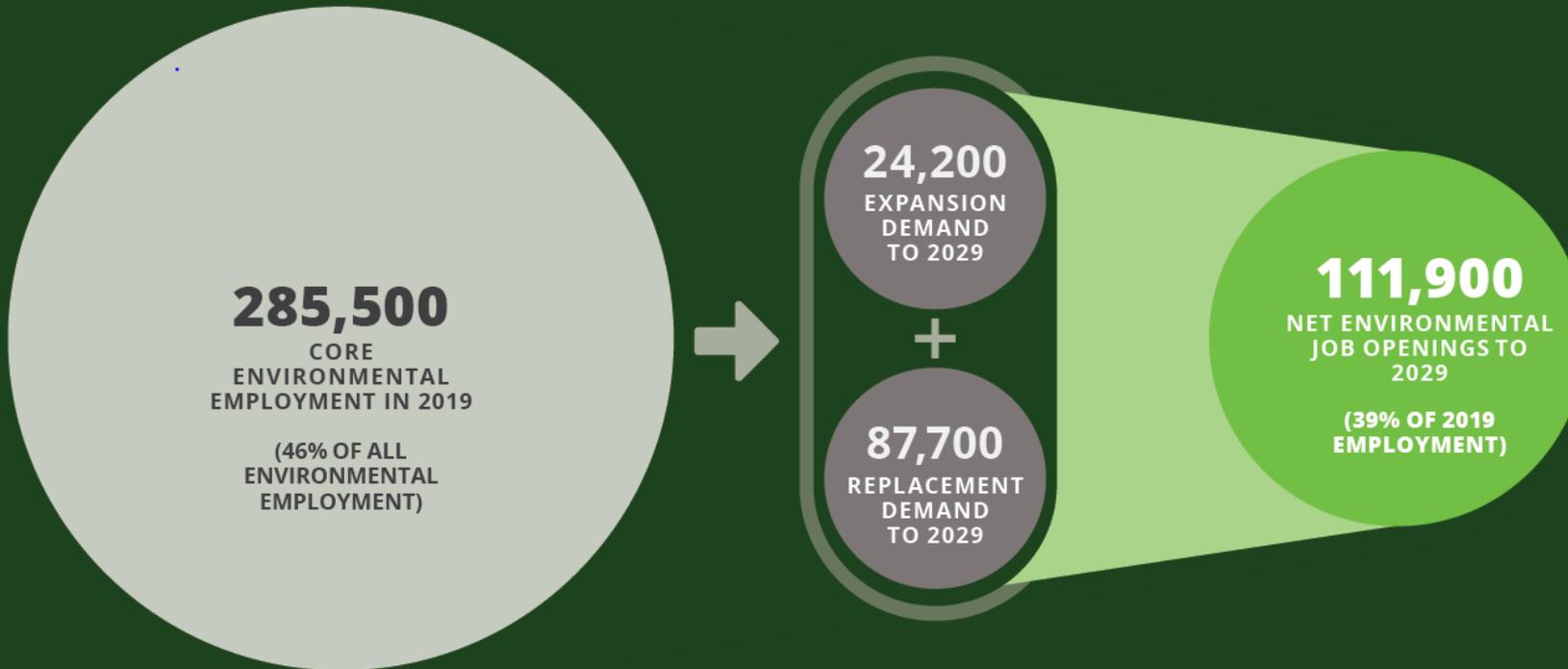
Inspectors in public and environmental health and occupational health and safety (4,900)

Access the [detailed data tables!](#)

OCCUPATIONAL HIGHLIGHTS

Core Environmental Workers

Core environmental workers are a key component to responsible and sustainable economic growth. Close to half of Canada's environmental workforce in 2019 were core workers (**285,500**). Approximately **111,900** new core workers will need to be hired in the next 10 years.



DID YOU KNOW?

The core workforce is anticipated to grow at a slightly faster rate than the total green workforce, at 8.5% or 24,200 new jobs.

The retirement rate is also higher for the core environmental workforce at 31%, which could result in 87,700 additional job openings to 2029.



OCCUPATIONAL HIGHLIGHTS

Core Environmental Workers



Managerial roles will account for over a third of core environmental net job openings.

20 of the 60 occupations mapped to core environmental workers were managerial roles.

Management occupations represented 30% of 2019 core environmental employment—or 85,300 workers.

From 2019 to 2029, 35% of net job openings—or 39,300 core environmental jobs—will be in managerial roles, where 85% of hiring needs will be driven by replacement demand.



Many occupations present both an opportunity and risk for the labour market in the next 10 years.

33 of 60 occupations mapped to the core workforce have job growth rates higher than the national average (8.5%). Examples are Fire chiefs and senior firefighting officers and Government managers – economic analysis, policy development and program administration.

Of the 33 occupations, 6 could also experience higher rates of retirements during the forecast period, including Architecture and science managers, Landscape architects, Meteorologists and climatologists, Professional occupations in business management consulting, Urban and land use planners, and Other professional engineers, n.e.c.



Engineering occupations will account for over 20% of core environmental net job openings.

Collectively, engineering occupations are expected to account for more than 23,400 net job openings by 2029.

Civil engineers (9,200 jobs), Mechanical engineers (3,100) and Electrical and electronics engineers (2,400) fill three of the ten largest occupations with core environmental net job openings to 2029.

The top three provinces offering engineering opportunities for core workers from 2019 to 2029 are Ontario, Alberta and British Columbia.

Anticipated Challenges

OCCUPATIONAL HIGHLIGHTS

Post-secondary Education and Green Jobs

Post-secondary education is a requirement for many environmental jobs across Canada. Environmental workers are more likely to have a post-secondary credential than the broader Canadian labour force.

Job Family	Environmental Workers with a Post-secondary Credential	All Workers with a Post-secondary Credential
All occupations	76%	63%
Management occupations	77%	68%
Business, finance and administration occupations	72%	67%
Natural and applied sciences and related occupations	91%	87%
Health occupations	92%	91%
Occupations in education, law and social, community and government services	89%	84%
Occupations in art, culture, recreation and sport	81%	68%
Sales and service occupations	55%	43%
Trades, transport and equipment operators and related occupations	64%	52%
Natural resources, agriculture and related production occupations	48%	33%
Occupations in manufacturing and utilities	58%	39%

OCCUPATIONAL HIGHLIGHTS

PSE and Green Jobs (cont.)

Post-secondary graduates are essential to achieving Canada's environmental goals. Workers and students interested in environmental work will want to complete post-secondary education.

Occupations by Education Level	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 209 Employment
All occupations	620,100	233,500	37.8%
All occupations requiring a post-secondary education	545,900	206,700	37.8%
Management occupations	128,900	59,500	46.2%
Occupations requiring a university education	179,400	61,600	34.3%
Occupations requiring a post-secondary education below a bachelor's degree (i.e., associate level)	237,600	85,600	36.0%
All other occupations	74,200	26,800	36.1%

OCCUPATIONAL HIGHLIGHTS

Moderate Gaps Expected for Many Roles

Candidates qualified to work in environmental occupations are projected to be in short supply through to 2029 particularly in roles requiring post-secondary education.

Moderate Risk Occupations with Gaps Ranging between 100 and 500 Environmental Workers (Partial List)

Management Occupations

Managers in public protection services*

Financial managers

Human resources managers

Occupations Requiring a University Education

University professors and lecturers*

Physical science professionals*

Economists and economic policy researchers and analysts; & Business development officers and marketing researchers and consultants

Program officers unique to governments; & Other professional occupations in social science, n.e.c.

Occupations Requiring an Associate Level Degree

Biological technologists and technicians*

Police officers (except commissioned)*

Electrical and electronics engineering technologists and technicians

Technical occupations in physical sciences

Transportation officers and controllers

Property administrators

Note: Occupations marked with an asterisk (*) are mapped to the core environmental workforce, i.e., those requiring environmental-specific competencies.

OCCUPATIONAL HIGHLIGHTS

Significant Gaps Expected for Many Roles

Candidates qualified to work in environmental occupations are projected to be in short supply through to 2029 particularly in roles requiring post-secondary education.

High Risk Occupations with Gaps of 500 or more Environmental Workers (Partial List)

Management Occupations

Legislators and senior management*

Advertising, marketing and public relations managers*;
& Other business services managers*

Facility operation and maintenance managers*

Corporate sales managers*

Managers in agriculture, horticulture and aquaculture

Managers in transportation

Occupations Requiring a University Education

Landscape architects*;
Urban and land use planners*;
& Land surveyors

Mechanical engineers*

Life science professionals (incl. Biologists and related scientists*;
Forestry professionals*;
& Agricultural representatives, consultants and specialists)

Occupations Requiring an Associate Level Degree

Administrative officers*

Forest technologists and technicians*;
Conservation and fishery officers*;
& Agricultural and fish products inspectors

Firefighters*;
& Non-commissioned ranks of the Canadian Forces

Utilities equipment operators and controllers (incl. Water and waste treatment plant operators*)

Computer network technicians

Paramedical occupations

Note: Occupations marked with an asterisk (*) are mapped to the core environmental workforce, i.e., those requiring environmental-specific competencies.

SPOTLIGHT

Top Environmental Programs in 2016

Canada's educators and trainers play a big part in preparing workers to take on the growing number of environmental roles, and in tandem, support the overall sustainability of Canada's environmental workforce.



The top environmental instructional programs based on the number of employed graduates...



Natural resources conservation and research



Natural resources management and policy



Wildlife and wildlands science management



Graduates of these programs were most likely to be employed as...



Urban and land use planners



Natural and applied science policy researchers, consultants and program officers



Biologists and related scientists



Recommendations

KEY RECOMMENDATIONS FOR A Sustainable Workforce

The state of Canada's workforce at the start of this decade was undoubtedly altered by the COVID-19 pandemic. Though the pandemic has tempered the rate of green job growth to a moderate 8%, net environmental job openings to 2029 could still approach a quarter million.

- Energy efficiency, green building, cleantech, nature conservation, the blue economy, and sustainable transportation are some of the areas anticipated to experience above average growth rates.
- About 30% of the 2019 workforce is expected to retire in the coming decade. Higher retirement rates are also expected in roles related to management, business, manufacturing and utilities.
- Close to half of the hiring needs will be for core environmental workers.

Investing in human capital matters and is integral to the current and future success of Canada's environmental sector. Workforce strategies and solutions are most successful when viewed as a shared responsibility among employers, workers, governments and educators.

"The environmental labour market is still growing, though the COVID crisis has taken its toll. It's now up to employers, policy makers, academia and our workforce to stay focused on furthering the environmental economy as our recovery takes hold."

Kevin Nilsen, President & CEO,
ECO Canada

KEY RECOMMENDATIONS FOR A Sustainable Workforce

The path from recession to recovery rests on decisions and actions made by industries, governments, educational institutions and other stakeholders. The following are specific recommendations for each stakeholder group:

EMPLOYERS

- Promote employee engagement and retention
- Adopt succession planning strategies (e.g., knowledge transfer)
- Foster employee training and development (including soft skills)
- Consider diverse candidates like women, youth, Indigenous and immigrant workers
- Hire displaced workers from declining sectors or regions

WORKERS AND STUDENTS

- Participate in networking events and work placement programs
- Stay current on issues, policy and trends
- Invest in professional development
- Use labour market intelligence to help make career decisions or conduct job search

EDUCATORS AND TRAINERS

- Stay current on competency requirements for environmental jobs
- Consider incorporating environmental courses or electives into a program's curriculum
- Prepare students for the increasingly digitized workforce

GOVERNMENTS AND REGULATORS

- Continue to foster Canada's green economy and its workforce through labour market partnership programs and other initiatives
- Support environmental labour market research and career profiling
- Maintain commitments to environmental goals

New Hire Training

A February 2020 survey showed that over 90% of employers provide training to new environmental hires. Many offer a wide array of knowledge, technical and soft skills training such as:

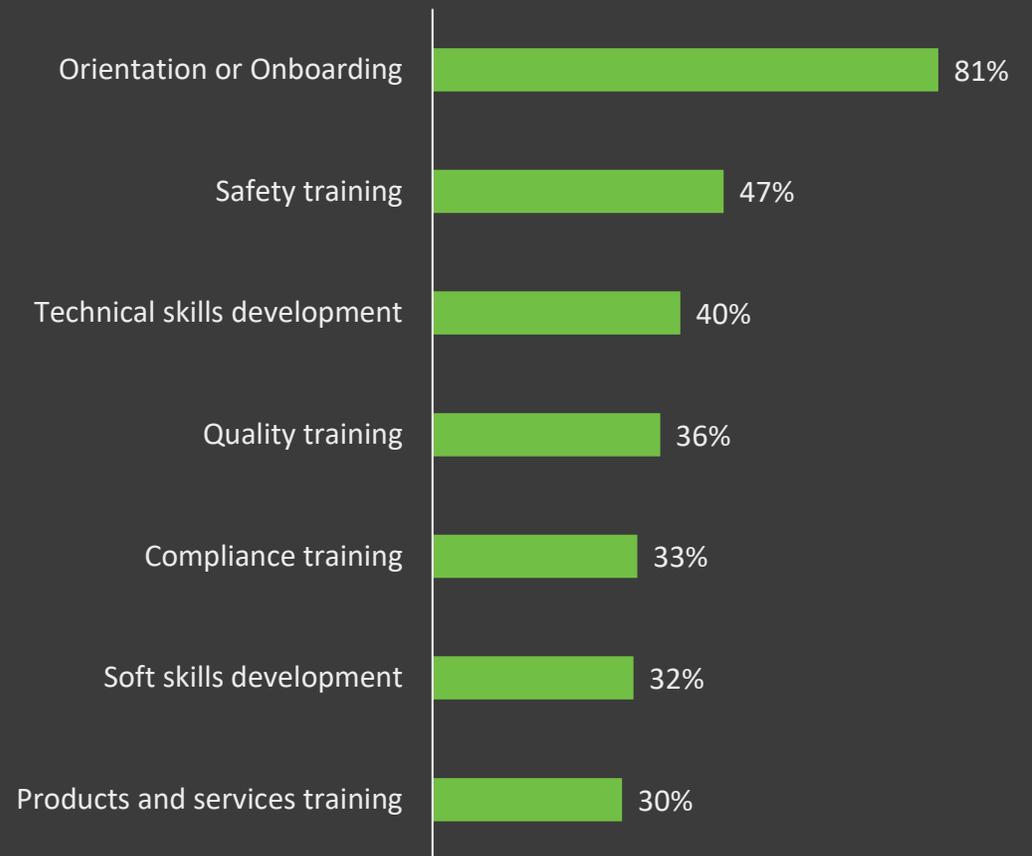
- Orientation or onboarding
- Safety training
- Technical skills development

Training enhances employee retention and career progression. With nearly 30% of the current environmental workforce expected to retire in the next decade, companies are wise to consider investing in skills upgrading and professional development for junior and intermediate workers.

Did you Know?

ECO Canada offers a suite of [online training](#) as well as [technical workshops and courses](#) that can be customized and delivered on-site to your team. Choose from topics including GHG quantification, reporting and verification, stakeholder engagement, and management system standards.

What types of training does your organization provide to newly recruited environmental workers?



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Professional Development

Employers also offer a range of professional development opportunities for environmental workers across all levels. The most common opportunities presented are:

- Technical skills upgrading
- Occupational health and safety training
- Project management training



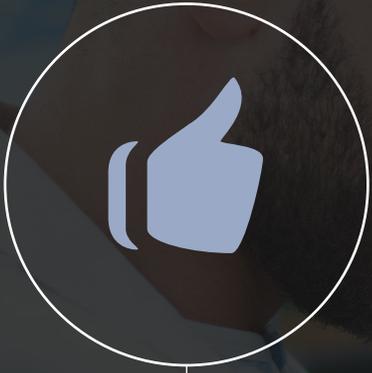
What types of (if any) other professional development opportunities does your organization provide for environmental workers?



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Job and Career Success

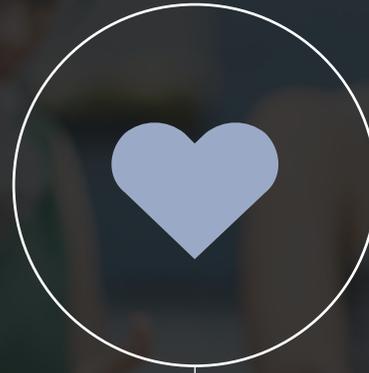
When asked about the attributes that will help an individual land or keep a green job or succeed in an environmental career, **employers** responded:



- ✓ Hard work
- ✓ Dedication
- ✓ Work ethic
- ✓ Perseverance
- ✓ Initiative



- ✓ Ability and skills
- ✓ Experience
- ✓ Education and training
- ✓ Professional designation
- ✓ Communication skills



- ✓ Drive
- ✓ Passion
- ✓ Desire
- ✓ Positive attitude
- ✓ Willingness to learn



- ✓ Network
- ✓ Stay current on issues and trends
- ✓ Be aware of changes



Thank You!

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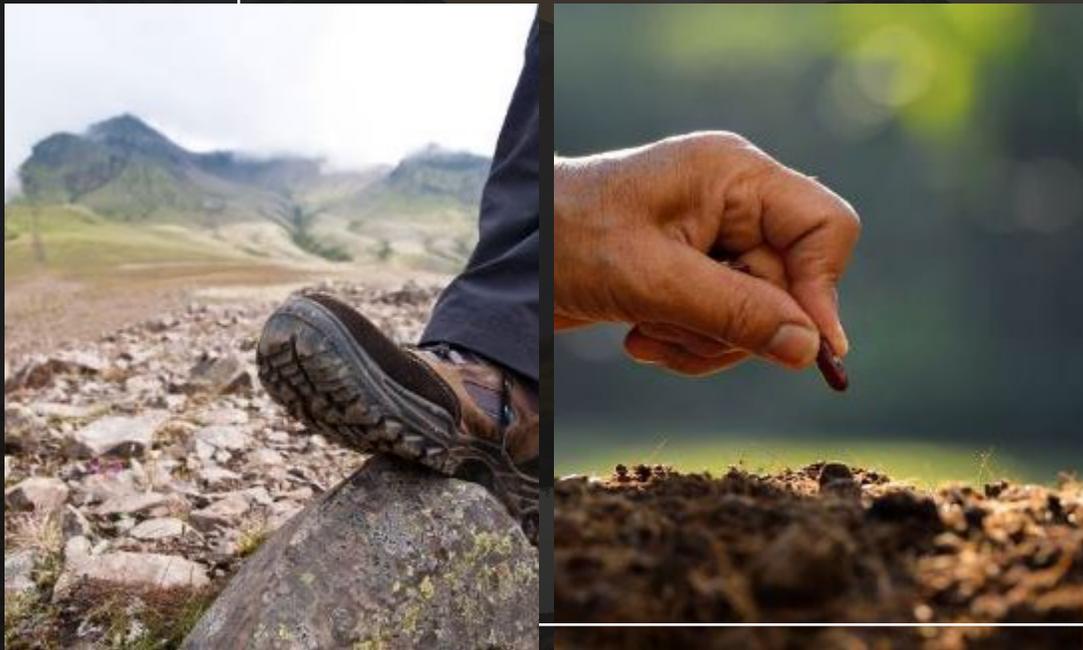
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- Bow Valley College
- Environmental Services Association of Alberta
- Environmental Services Association Maritimes
- EnviroSearch Ltd.
- General Motors
- Government of New Brunswick
- Government of Saskatchewan
- Indigenous Works
- Labour Market Information Council
- Ken Banister and Associates
- North Shore Environmental Consultants
- EnviroSearch Ltd.
- Royal Roads University
- Ryerson University
- SAIT Polytechnic
- Stantec
- Stratos
- Tait Human Capital

Individuals or organizations interested in contributing to future research projects can send a request to research@eco.ca.

About Us



ECO Canada is the steward for the Canadian environmental workforce across all industries.



We champion the end-to-end career of an environmental professional



Our efforts promote and drive responsible, sustainable, economic growth to ensure that environmental care and best practice is a priority.

We are thought leaders in the environmental labour market. Our research provides unmatched statistics with up-to-date, relevant data and insights for policy, business and educational purposes.



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