

GREEN WORKFORCE DIVERSITY WITHIN THE MANUFACTURING SECTOR

SECTOR OVERVIEW

ECO Canada conducts an annual survey to identify trends shaping the environmental sector and its workforce in Canada. Manufacturing establishments¹ vary greatly but primarily engage in the chemical, mechanical or physical transformation of materials or substances into new products. Activities in this sector vary greatly from food to chemical manufacturing.² The demand for skilled workers across the environmental sector will increase as industries adopt sustainable practices to generate long-term social and environmental benefits for Canadians.

INDUSTRY STATISTICS

Manufacturing consists of 90,359 establishments across Canada with 93.1% being categorized as small and micro level establishments (1-99 employees). More specifically, 34.9% would be classified as micro (1-4 employees) and 58.2% as small (5-99 employees).³ Establishments within the sector have reported an average annual revenue of \$747,800, and approximately 72% have been identified as being profitable.⁴



90,300+
establishments



93.1% are
small-scale
(0-99 employees)



**Average total
revenue of:**
**Bottom quartile
\$59,400**
**Top quartile
\$2,213,500**



72% are
profitable

FOOTNOTES & REFERENCES

[1] The “establishment” is third of four hierarchical statistical entity subtypes (enterprise, company, establishment and location). It is a statistical unit and it generally corresponds to a plant, mill or factory. More detailed information available at: www.ic.gc.ca/eic/site/cis-sic.nsf/eng/h_00005.html

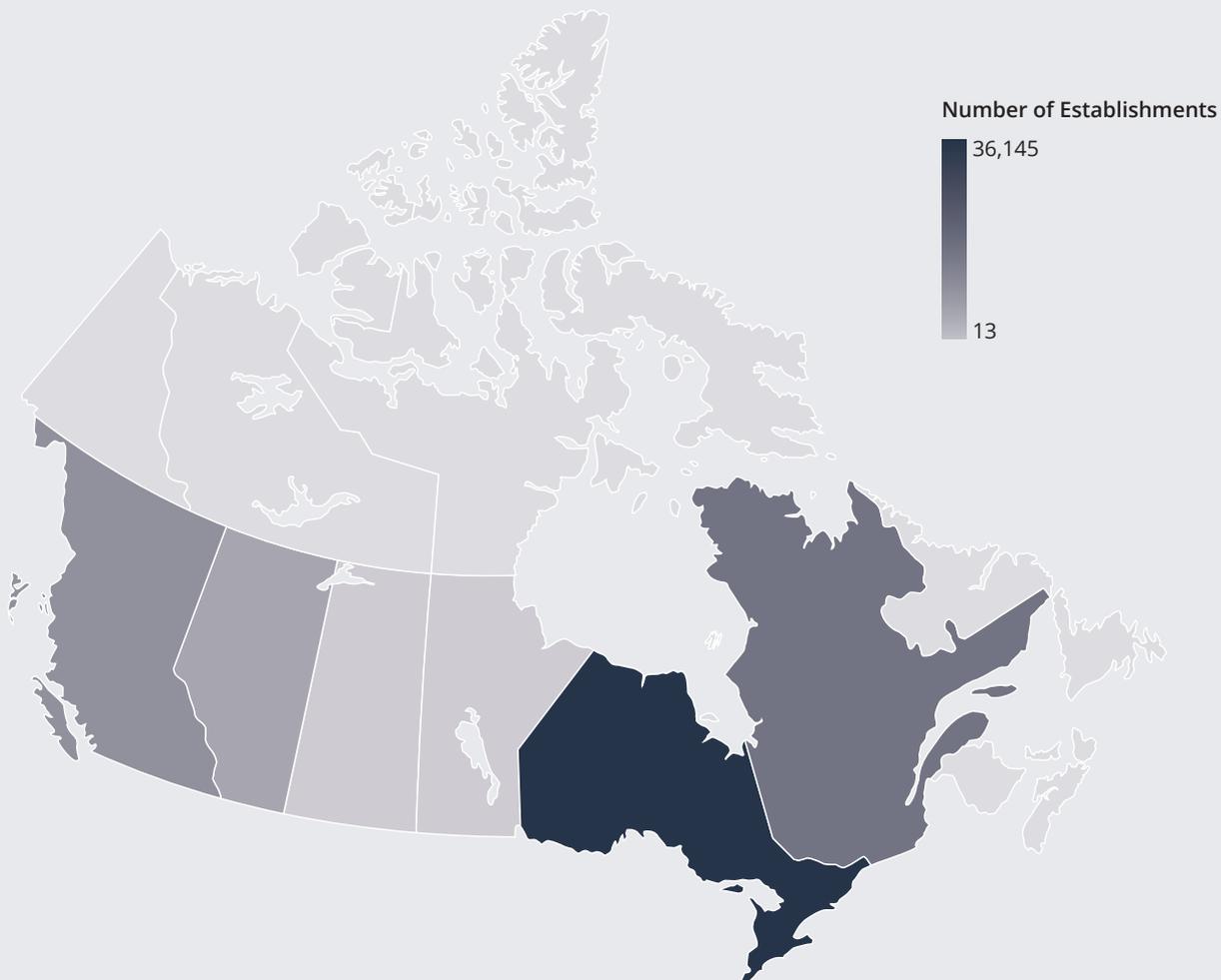
[2] Government of Canada, S. C. (2018). *North American Industry Classification System (NAICS) - Manufacturing*. Retrieved from www23.statcan.gc.ca/imdb/p3VD.pl?CLV=1&CPV=31-33&CST=01012012&CVD=118465&Function=getVD&MLV=5&TVD=118464

[3] *Manufacturing (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/31-33

[4] *Manufacturing (2020) - Summary - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/summary-sommaire/31-33

Manufacturing establishments are primarily situated in the most populated Canadian provinces. The largest number of employers operate within Ontario (36,145), followed by Quebec, British Columbia and Alberta. Atlantic Canada and the territories have relatively small counts in comparison to the largest provinces.⁵

Manufacturing Establishments by Province



ECO Canada's latest *Labour Market Outlook* found that in 2020, the sector employed 1,625,700 people, of which 78,800 held environmental positions. Through 2025, manufacturing is expecting an expansion of 4,100 new positions as a result of national growth.

FOOTNOTES & REFERENCES

[5] *Manufacturing (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/31-33

Of the 21,182 environmental workers employed by the 49 manufacturing firms⁶ who responded to our survey:⁷



53% were core workers, or those requiring environmental-specific competencies.

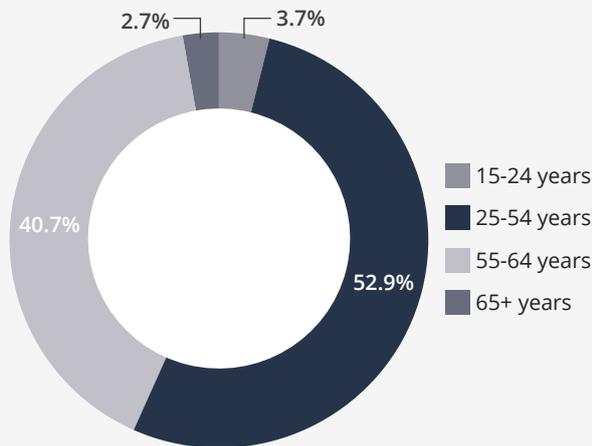


87% were in full-time roles within the sector.

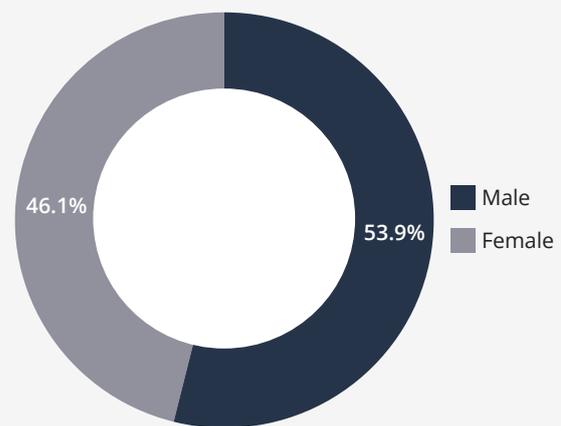


79% were in permanent positions and **11%** in contract-term positions, with the remaining workforce in co-op placement and internships.

Age Distribution



Gender Distribution⁸



0.5% were Indigenous Persons



0.1% were Persons with Disabilities



7.9% were Visible Minorities

A comparative analysis of diversity across the environmental workforce and specific industries is available at ECO Canada's Workforce Diversity Series.⁹

FOOTNOTES & REFERENCES

[6] A firm is defined as: a corporation, limited liability company (LLC), or partnership—that provides professional services. Most firms have just one location.

[7] 2021 HR Survey of Environmental Employers, Scope Methodology and Respondent Profile available at: info.eco.ca/action/attachment/42902/f-76841385-3995-4fd6-b0ac-14620a0b87e6/1/-/-/-/Divsity%20%282022%29%20Methodology_%20scope_.pdf

[8] Due to small sample size, counts of the Gender diverse workforce (i.e., neither male nor female) have been suppressed from our published results.

[9] Workforce Diversity Series available at: eco.ca/research-and-resources/environmental-workforce-diversity-2021/