



ECO CANADA

# Environmental Employment in Canada: Aboriginal Engagement

**Grant Trump**

President and CEO, ECO Canada

Inclusion Works '09

Vancouver, April 6-8, 2009



BEAHR



ECO CANADA

# Overview

1. Introduction to ECO Canada
2. What is Environmental Employment in Canada?
3. Aboriginal Involvement in the Sector
4. Overview of the BEAHR Project



BEAHR



ECO CANADA

# 1. Introduction to ECO Canada



BEAHR



ECO CANADA

## ECO Canada...

- Has been a Sector Council since 1992
- Provides services in support of the environment profession including:
  - Labour market information
  - Occupational standards
  - Career & business development tools
  - Professional recognition
- Is a Member of The Alliance of Sector Councils (TASC)



[www.councils.org](http://www.councils.org)



BEAHR



ECO CANADA

## **ECO Canada's Mission Statement**

*“To ensure an adequate supply of people with demonstrated skills and knowledge required to meet the environmental human resources needs of the public and private sectors.”*



BEAHR



ECO CANADA

## Supply – Demand Gap



- Evolving workforce, youth, mid-career, older workers, Aboriginal people, newcomers
- Immigration, non-participants
- Declining enrolment in science and engineering
- Lack of supply of mid-to-senior personnel

- Lack of recognized, common standards
- Linkages with industry, practitioners & academia
- Lack of relevant industry data
- Cross-sectoral nature of employment

- High but cyclical growth in demand
- Lack of HR planning strategies
- High rate of technology and regulatory changes
- Recognition of competent workers
- Workplace skills



BEAHR



ECO CANADA

## Web-based Services

- Career information
- Online job board
- Internship programs
- Professional development
- Professional recognition
- Research of workforce trends
- Occupational standards



[www.eco.ca](http://www.eco.ca)



BEAHR



ECO CANADA

## 2. What is Environmental Employment?



BEAHR



ECO CANADA

## What is an Environmental Practitioner?

“Any person who performs work activities that contribute to the protection of the environment, conservation of natural resources (including the prevention, abatement and control of pollution), and environmental sustainability (communications, research and education).”

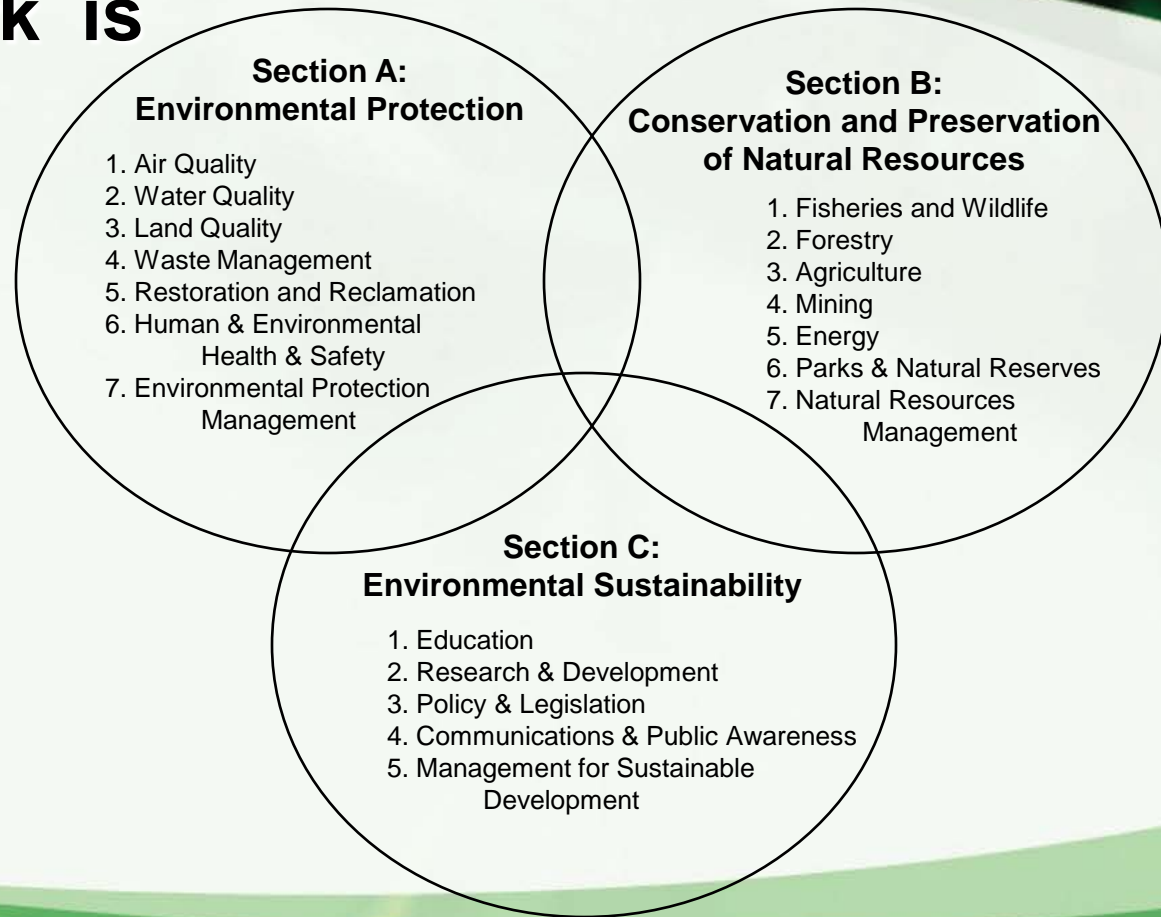


BEAHR



ECO CANADA

# Environmental Work is Multi-disciplinary



BEAHR



ECO CANADA

## Number of Employers in Canada, 2007

- 105,221 establishments employing environmental employees
- 10.1% of Canadian organizations



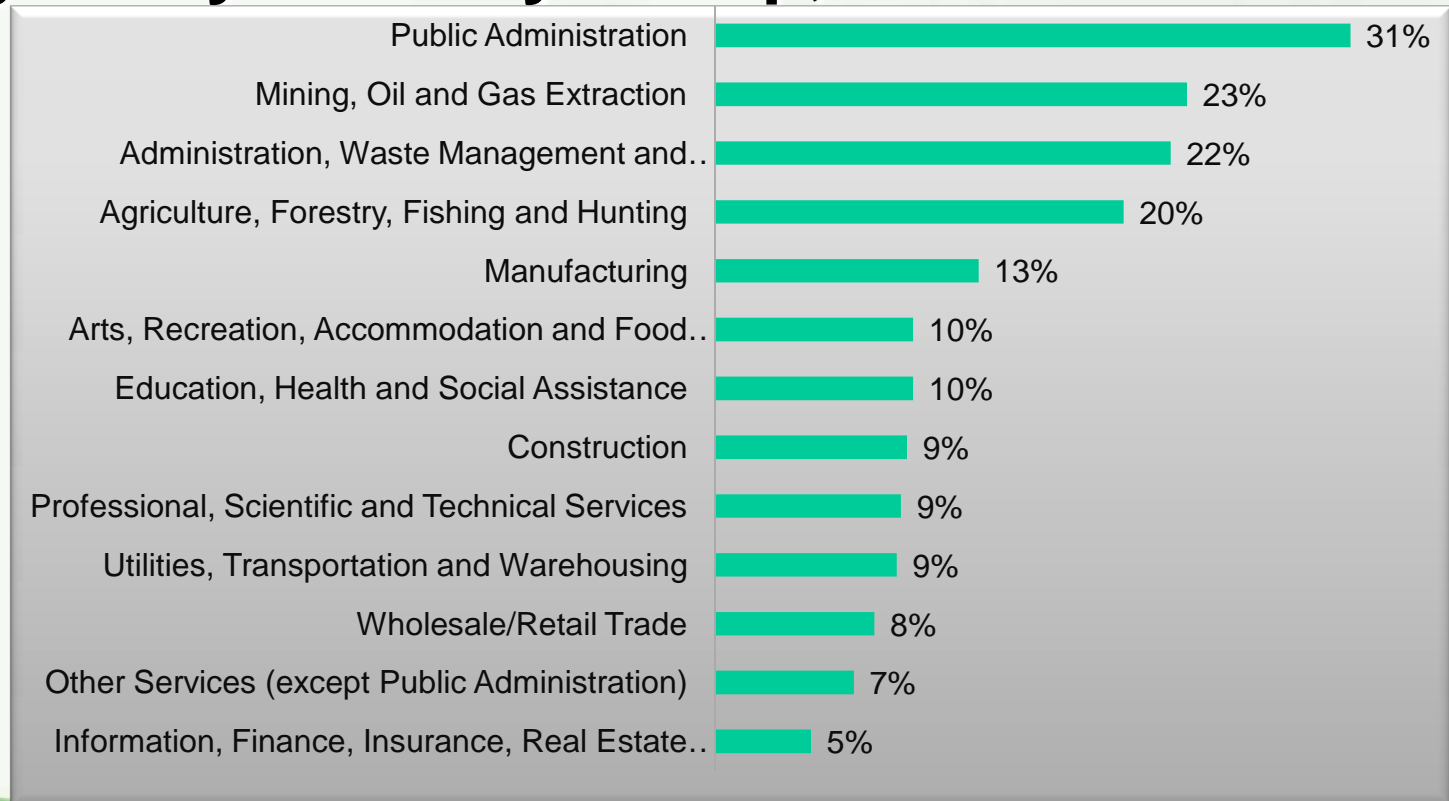
BEAHR

Source: ECO Canada, 2007 Study of Canadian Environmental Employment



ECO CANADA

## Employers by Industry Group, 2007



BEAHR

Source: ECO Canada, 2007 Study of Canadian Environmental Employment



ECO CANADA

## Number of Practitioners in Canada

- 530,414 environmental employees
- 3.2% of the Canadian workforce is engaged in environment-related work
- By 2010, environmental employment is expected to reach 554,900—a growth rate of 4.4% between 2007 and 2010



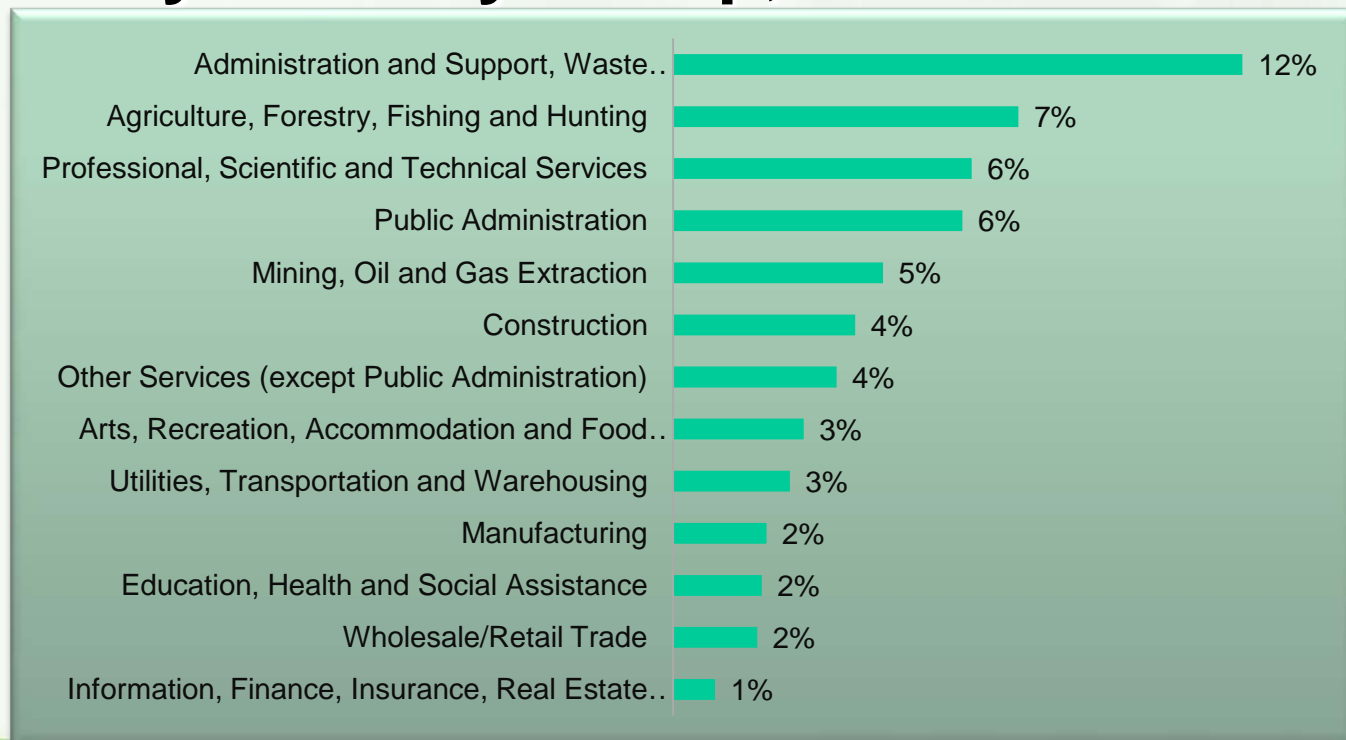
BEAHR

Source: ECO Canada, 2005-2006 Study of Environmental Practitioners in Canada



ECO CANADA

# Environmental Employment in the Workforce by Industry Group, 2007



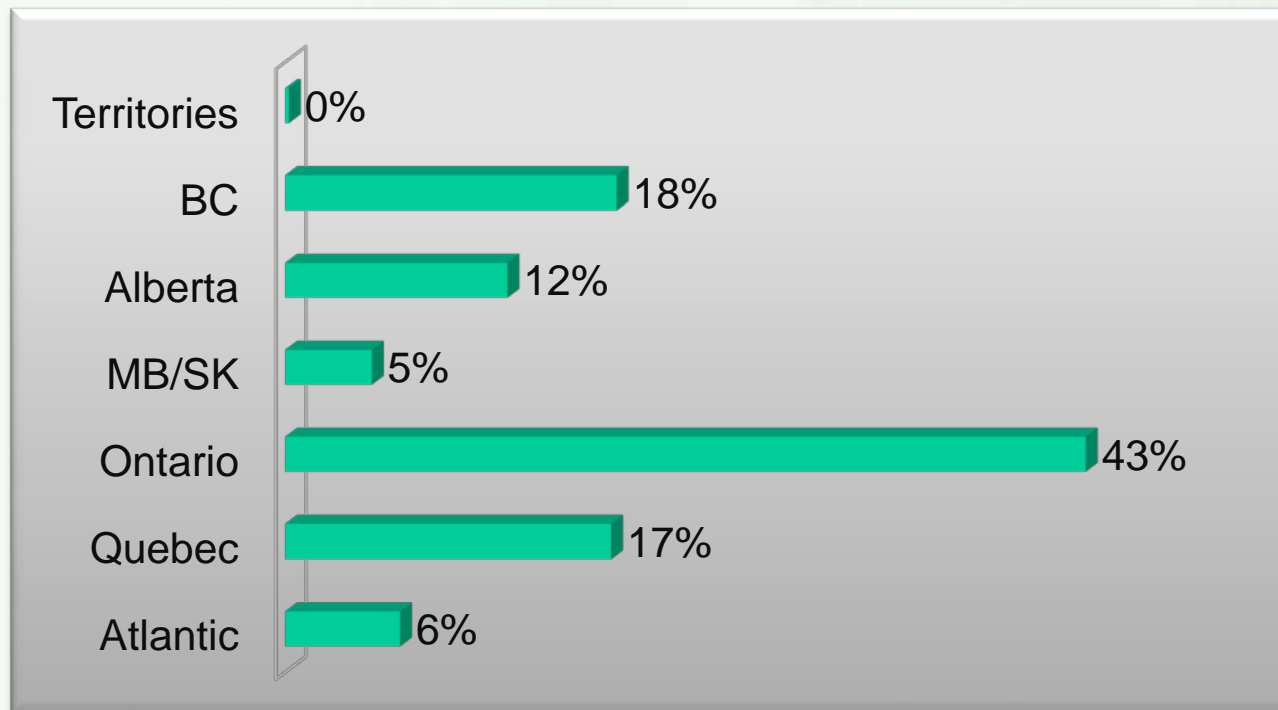
BEAHR

Source: ECO Canada, 2007 Study of Canadian Environmental Employment



ECO CANADA

## Environmental Employment by Region, 2007



BEAHR

Source: ECO Canada, 2007 Study of Canadian Environmental Employment



ECO CANADA

# 3. Aboriginal Involvement in the Sector



BEAHR



ECO CANADA

## Environmental Employment: Aboriginal Participation

- 2% of environmental workforce (based on the 2004 Environment Labour Market (ELM) Study)
- In ECO Canada's 2007 Employer Survey, employers indicated that out of 12,359 environmental employees 383 were Aboriginal - approx. 3.1% of environmental employees



BEAHR



ECO CANADA

## Aboriginal Practitioners

- ECO Canada's 2005-2006 Study of Environmental Practitioners determined that:
  - 65% of Aboriginal environmental practitioners were under the age of 35, representing a young workforce
  - Aboriginal survey respondents were largely women (60%), compared to 51% of other environmental practitioners
  - A majority (52%) of Aboriginal environmental practitioners indicated a desire to improve the environment as the most important factor affecting their decision to work in the environmental sector



BEAHR



ECO CANADA

# Aboriginal Retention

Overall, 74% of Aboriginal environmental practitioners are satisfied or very satisfied with their job

## Top Reasons for Satisfaction

- relationship with co-workers
- opportunity to learn on-the-job
- working conditions and facilities
- level of responsibility

## Top Reasons for Dissatisfaction

- alternate compensation (ex. bonus, stock options)
- opportunities for career advancement
- benefits
- pension plans



BEAHR



ECO CANADA

# Environmental Employers

- 14% of establishments have Aboriginal environmental staff
- 8.9% of companies made a special effort to recruit Aboriginal people

Strategies being used for Aboriginal Recruitment		
	Total	
Target advertisement	24	30%
Arrangement with band	12	15%
Employment Equity Program	12	15%
Preference to Aboriginal candidate	8	10%
Liaison with Aboriginal Groups	6	8%
Hire locally	5	6%
By contract	3	4%
Aboriginal headhunter	2	3%
Government Programs	2	3%
Policy	2	3%
INAC subsidy	1	1%
Grand Total	n=80	100%



BEAHR



ECO CANADA

# 4. Overview of the BEAHR Project



BEAHR



ECO CANADA

## Building Environmental Aboriginal Human Resources (BEAHR)

- Partnership between ECO Canada and the Aboriginal Human Resource Council (AHRC)
- Committed to increasing Aboriginal Employment in the environmental sector
  - Career Awareness Programs
  - Training and Employment Resources
  - Recognition of Environmental Excellence



BEAHR



ECO CANADA

## **Employer Services**

Connecting Employers with Qualified,  
Aboriginal Environmental Practitioners



BEAHR



ECO CANADA

## Recruitment & Retention Services

- Online job board
- Wage subsidy internships
- Employer's Guide
- Student Guide to Employment



BEAHR



ECO CANADA

## Support Aboriginal Youth Initiatives

- Annual Aboriginal EnviroCareers Calendar Contest
- Calendar sponsors are proudly recognized in the calendar, on the BEAHR website, and more



**TransCanada**

*In business to deliver*



**NEWALTA**



GIBSON ENERGY LTD.



SENES Consultants Limited



BEAHR



ECO CANADA

## Aboriginal Training Initiatives

- Opportunities to get involved in community-based training:
  - Sponsor student tuition
  - Provide on-the-job training
  - Lend field equipment
  - Offer facilities for training
  - Give an in-class presentation
  - Participate in field trips



BEAHR



ECO CANADA

# Practitioner and Student Services

## Moving Careers Forward



BEAHR



ECO CANADA

# Professional Development

- Become an Aboriginal EnviroCareers Role Model
- Become a Certified Environmental Practitioner
- Participate in Networking Events



[www.beahr.com/aec](http://www.beahr.com/aec)



BEAHR



ECO CANADA

## Questions?

Contact us at [info@beahr.com](mailto:info@beahr.com) or (403) 233-0748

Visit us at [www.eco.ca](http://www.eco.ca) or [www.beahr.com](http://www.beahr.com)



BEAHR