

GREEN WORKFORCE DIVERSITY WITHIN THE ENVIRONMENTAL CONSULTING SERVICES SECTOR

SECTOR OVERVIEW

ECO Canada conducts an annual survey to identify trends shaping the environmental sector and its workforce in Canada. Environmental consulting services are engaged in the assistance of other organizations regarding the control of environmental contamination with the use of multi-disciplined expertise.¹ 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

As an industry, environmental consulting services account for 6,436 establishments² across Canada, with 99.7% being categorized as small and micro level establishments (1-99 employees). More specifically, micro establishments (1-4 employees) account for 68.9% of all employers and small ones (5-99 employees) hold the remaining 30.8%.³ Establishments in the sector have reported an average annual revenue of \$322,100, and approximately 85.7% have been identified as being profitable.⁴



6,400+
establishments



99.7% are
small-scale
(0-99 employees)



**Average total
revenue of:**
**Bottom quartile
\$47,900**
**Top quartile
\$944,900**



85.7% are
profitable

FOOTNOTES & REFERENCES

[1] Government of Canada, S. C. (2018). *North American Industry Classification System (NAICS) - Environmental consulting services*. Retrieved from www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464&CVD=118471&CPV=541620&CST=01012012&CLV=5&MLV=5

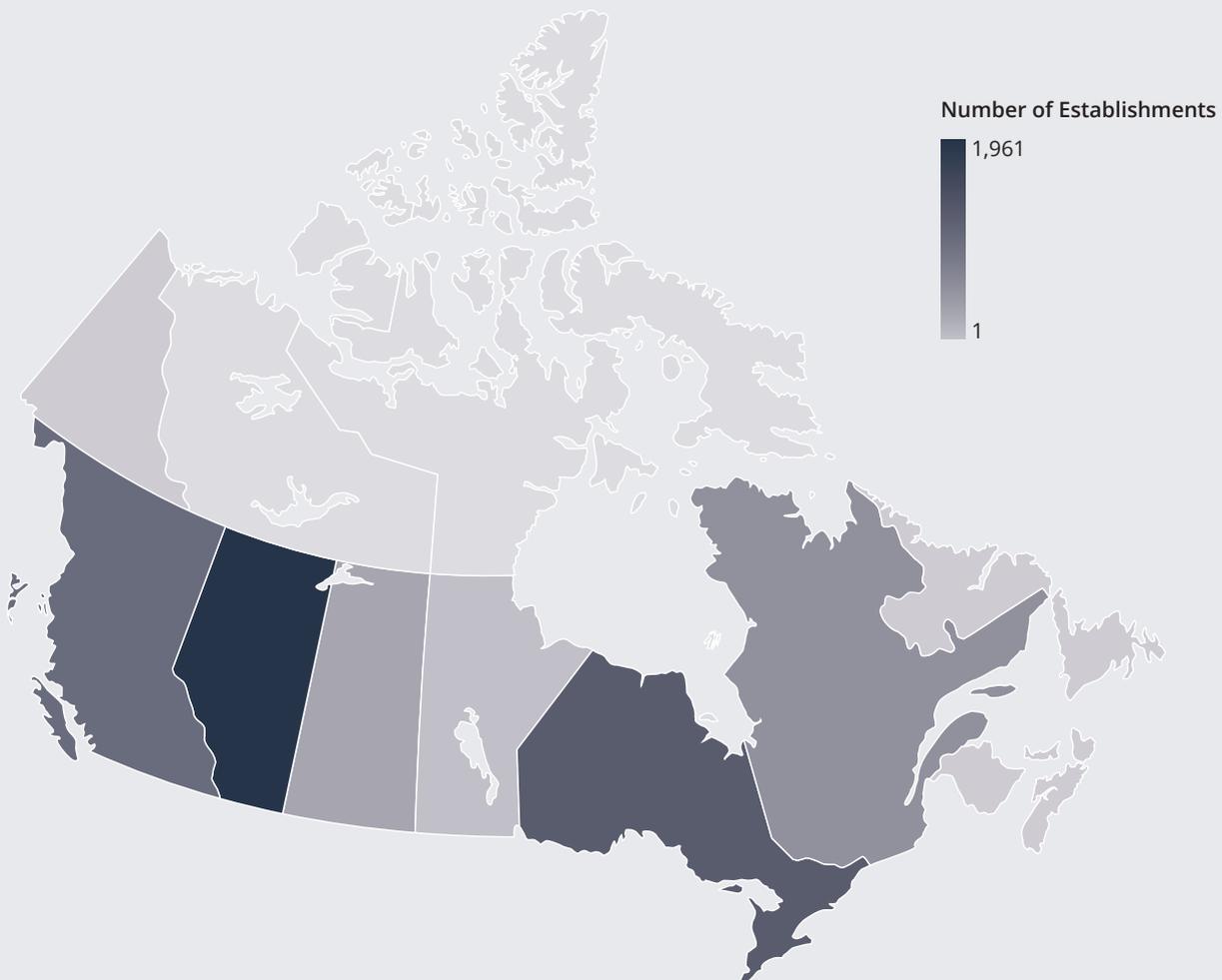
[2] The "establishment" is third of four hierarchical statistical entity subtypes (enterprise, company, establishment and location). It is a statistical unit and it generally corresponds to a plant, mill or factory. More detailed information available at: www.ic.gc.ca/eic/site/cis-sic.nsf/eng/h_00005.html

[3] *Environmental consulting services (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/54162

[4] *Environmental consulting services (2020) - Summary - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/summary-sommaire/54162

Environmental consulting services establishments are primarily situated in the most populated Canadian provinces. The western provinces of Alberta and Ontario have the largest number of sector establishments with 1,961 and 1,619 respectively. Atlantic Canada and the Territories display a very small number of establishments which operate within this sector in comparison.⁵

Environmental Consulting Services Establishments by Province



From 2016 to 2020, operating revenues for the sector have seen significant growth with an increase of one billion dollars in the timeframe (\$5.5B in 2016 to \$6.5B in 2020). In that same period, salaries and wages for the employees of the sector increased by 21%.⁶ As a division of the professional, scientific and technical services industry, consulting has shown signs of steady growth. Through the analysis of establishments who responded to our survey, we can better understand the environmental workers who are the foundation of the industry.

FOOTNOTES & REFERENCES

[5] *Environmental consulting services (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/54162

[6] *Consulting Services (2020) - Summary statistics - Statistics Canada*. Government of Canada. Retrieved from www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=2110016601&pickMembers%5B0%5D=1.1&pickMembers%5B1%5D=2.3&cubeTimeFrame.startYear=2016&cubeTimeFrame.endYear=2020&referencePeriods=20160101%2C20200101

Of the 5,838 environmental workers employed by the 92 environmental consulting services firms⁷ who responded to our survey:⁸



90% were core workers, or those requiring environmental-specific competencies.

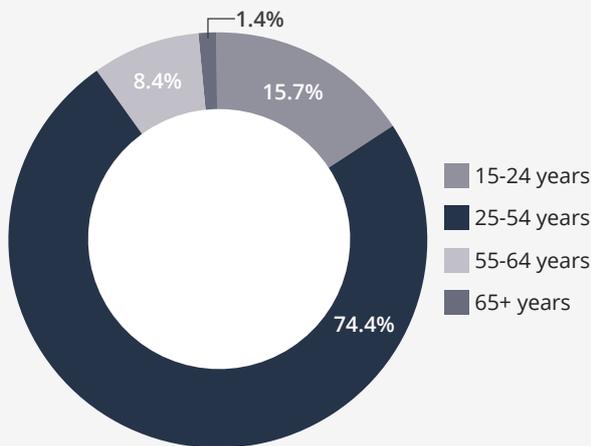


Three-quarters were in full-time roles and **a quarter** were part-time.

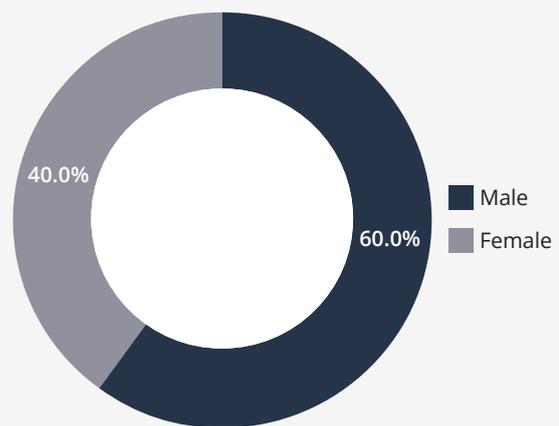


Over 90% were in permanent positions while the remaining were in co-op placement, internship or other contract-term positions.

Age Distribution



Gender Distribution⁹



1.1% were Indigenous Persons



0.9% were Persons with Disabilities



15.8% were Visible Minorities

A comparative analysis of diversity across the environmental workforce and specific industries is available at ECO Canada's Workforce Diversity Series.¹⁰

FOOTNOTES & REFERENCES

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

[8] 2021 HR Survey of Environmental Employers, Scope Methodology and Respondent Profile available at: info.eco.ca/acton/attachment/42902/f-76841385-3995-4fd6-b0ac-14620a0b87e6/1/-/-/-/ Diversity%20%282022%29%20 Methodology_%20scope_.pdf

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

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