

# GREEN WORKFORCE DIVERSITY WITHIN THE PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES SECTOR

## SECTOR OVERVIEW

ECO Canada conducts an annual survey to identify trends shaping the environmental sector and its workforce in Canada. Professional, scientific and technical services establishments<sup>1</sup> make available the knowledge and skills of their employees, selling expertise.<sup>2</sup> 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

Professional, scientific and technical services accounts for 465,500 establishments across Canada, with 99.1% of establishments being categorized as small and micro level (1-99 employees). More specifically, micro establishments (1-4 employees) account for 74.8% of all employers and small ones (5-99 employees) hold the remaining 24.3%.<sup>3</sup> Establishments within the sector have reported an average annual revenue of \$287,200, and approximately 87.6% have been identified as being profitable.<sup>4</sup>



**465,000+**  
establishments



**99.1%** are  
small-scale  
(0-99 employees)



**Average total  
revenue of:**  
**Bottom quartile  
\$44,100**  
**Top quartile  
\$844,6000**



**87.6%** 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](http://www.ic.gc.ca/eic/site/cis-sic.nsf/eng/h_00005.html)

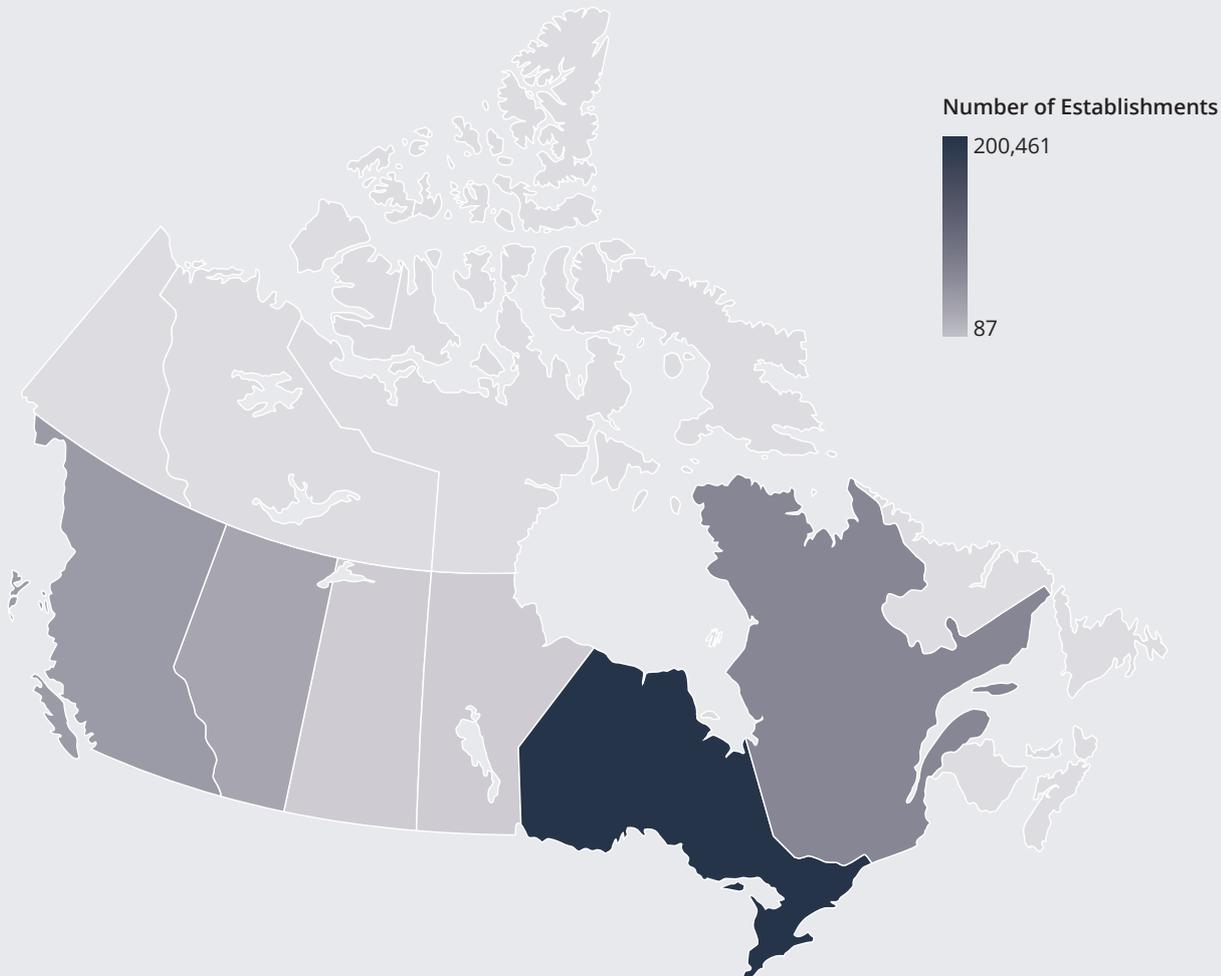
[2] Government of Canada, S. C. (2018). *North American Industry Classification System (NAICS) - Professional, scientific and technical services*. Retrieved from [www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464&CVD=118465&CPV=54&CST=01012012&CLV=1&MLV=5](http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464&CVD=118465&CPV=54&CST=01012012&CLV=1&MLV=5)

[3] *Professional, scientific and technical services (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from [www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/54](http://www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/54)

[4] *Professional, scientific and technical services (2020) - Summary - Canadian Industry Statistics*. Government of Canada. Retrieved from [www.ic.gc.ca/app/scr/app/cis/summary-sommaire/54](http://www.ic.gc.ca/app/scr/app/cis/summary-sommaire/54)

Professional, scientific and technical services establishments are primarily situated in Ontario (200,461), followed by Quebec, British Columbia, and Alberta. Atlantic Canada and the Territories display a very small number of establishments which operate within this sector in comparison.<sup>5</sup>

### Professional, Scientific and Technical Services Establishments by Province



ECO Canada's latest Labour Market Outlook found that in 2020, the sector employed 1,523,200 people, of which 176,700 held environmental positions. Through 2025, the professional, scientific and technical services industry is expecting an expansion of 27,900 new positions as a result of national growth.

#### FOOTNOTES & REFERENCES

[5] Professional, scientific and technical services (2020) - Businesses - Canadian Industry Statistics. Government of Canada. Retrieved from [www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/54](http://www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/54)

Of the 11,449 environmental workers employed by the 175 professional, scientific and technical services firms<sup>6</sup> who responded to our survey:<sup>7</sup>



**77%** were core workers, or those requiring environmental-specific competencies.

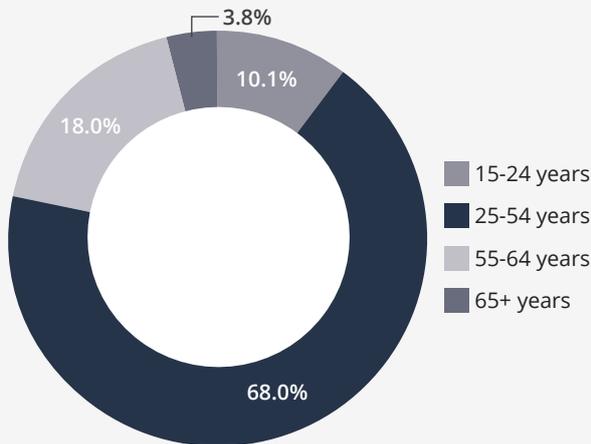


**80%** were in full-time roles within the sector.

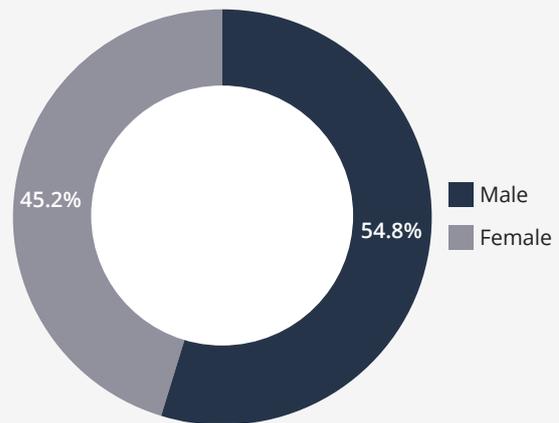


**75%** were in permanent positions and **11%** in contract-term positions, with the remaining workforce in co-op placement and internships.

### Age Distribution



### Gender Distribution<sup>8</sup>



**3.5%** were Indigenous Persons



**3.5%** were Persons with Disabilities



**20.2%** were Visible Minorities

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

## 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] 021 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/-/-/-/Divsity%20%282022%29%20Methodology\\_%20scope\\_.pdf](https://info.eco.ca/acton/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/](https://eco.ca/research-and-resources/environmental-workforce-diversity-2021/)