



Alberta's Environmental Recruitment Trends

2018-2020

Over the past three years, online recruitment for environmental positions mirrored the economic expansion, then rapid contraction, observed in Canada. Total environmental job postings (enviro ads) increased by close to 23,400 from 2018 to 2019. By the end of 2020, enviro ads in Canada had fallen by almost 16,580, with a national EnviroShare (proportion of enviro ads to total job ads) of 4.4% — a decrease of 0.2 percentage points from 2019.

The drop in environmental job vacancies was not equally distributed across the country, and Alberta absorbed a portion of the labour market reduction. Alberta's economy is closely tied to Canada's natural resources and broadly reflects fluctuations in commodity and energy markets. As a result, the number of job postings for environmental workers is directly impacted by oil and gas market changes and is compounded by the economic shutdown associated with social distancing measures. By 2020, the province experienced a 24% decrease in enviro ads when compared to 2019 and a 32% decrease from 2018.



Region	Enviro Ads		
	2018	2019	2020
Alberta	18,682	16,718	12,724
Canada	131,117	154,486	137,907

Alberta Economic Snapshot

The COVID-19 pandemic reduced market growth and shrank the gross domestic product (GDP) of major economies around the world. Prior to the emergence of this virus, Canada was the second fastest growing economy in the G7, with the lowest debt-to-GDP ratio among the forum's nations.

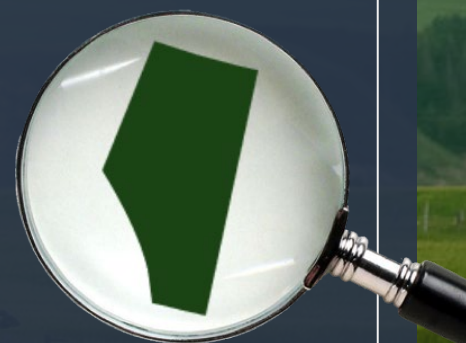
Early 2021 data from Statistics Canada show that economic activity has rebounded and even exceeded pre-COVID levels, projecting a positive outlook for the Canadian economy. Alberta, however, remains an outlier.

Alberta's GDP was stable at \$3.3 million from 2018 to 2019 before decreasing to \$3.1 million in 2020.¹ Unemployment has almost doubled since 2018 and the employment rate and participation rate continue to decrease over time.²

Labour Force Characteristics	2018	2019	2020
Unemployment rate (%)	6.6%	6.9%	11.3%
Participation rate (%)	71.9%	71.4%	68.6%
Employment rate (%)	67.2%	66.5%	60.8%




¹ Gross Domestic Product. Statistics Canada. Table 36-10-0402-01.

² Labour Force Characteristics. Statistics Canada Table. 14-10-0090-01.



Contrary to national trends, Alberta did not experience an increase in the number of total job postings or enviro ads in 2019. Rather, advertised job vacancies have been steadily declining, resulting in a reduction of environmental recruitment across the province. This was felt across many occupations, industries and environmental specializations, with some notable exceptions.

Top industries across the province have varied year over year, with **Health care and social assistance**, **Educational services** and **Utilities** experiencing increased recruitment in 2020. In contrast, **Accommodation and food services**, **Wholesale trade** and **Transportation and warehousing** experienced the greatest declines in enviro ads between 2019 and 2020.

Enviro Ads by Industry		2019-2020
	Health care and social assistance	↑ 38.2%
	Educational services	↑ 8.9%
	Utilities	↑ 5.9%

The **Professional, scientific and technical services** industry posted over 4,250 enviro ads in 2020 with a higher number of enviro ads than 2019 across select occupations. Over 40 occupations increased recruitment in Alberta, out of the 458 that have been identified to include environmental workers.

Professional, scientific and technical services

Fastest growing occupations

1. Information systems testing technicians
2. Senior managers in health, education, social and community services and membership organizations
3. Landscape and horticulture technicians and specialists
4. Database analysts and data administrators
5. Geological engineers
6. Mathematicians, statisticians and actuaries
7. Conservation and fishery officers
8. Electrical and electronics engineers
9. Financial auditors and accountants
10. Advertising, marketing and public relations managers

To address the downturn in the Canadian labour market, the federal government announced its commitment to stimulate economic growth and resilience in Alberta and across Canada by investing in a sustainable, inclusive and equitable green recovery plan.

Preliminary job posting data for 2021 indicate that recruitment for environmental workers is on the rise in Alberta. Advertise job vacancies have rebounded to the same levels observed at the beginning of 2019 and these trends are expected to continue for the foreseeable future. In fact, the province's environmental workforce is projected to grow faster than any other region of Canada through 2030.

ECO Canada will continue to monitor job posting data and provide snapshots of online recruitment activity in every region of Canada. Visit our [**interactive platform**](#) to find recent data, trends and insights about job vacancies across the Canadian environmental sector.

The Province of Alberta is working in partnership with the Government of Canada to provide employment support programs and services.