



LABOUR MARKET INFORMATION

# Environmental Labour Market Challenges and Opportunities in the Decade Ahead

December 2020

## Highlights

**The opportunities for environmental work are growing in Canada. Consumers, businesses and governments are increasingly requiring environmental protection and conservation activities be incorporated into all aspects of our society and economy, driving the need for more environmental workers across all roles and regions. Environmental talent is also needed across various sectors, presenting employers with the challenge of filling green job vacancies.**

We estimate **233,500 new environmental workers** will need to be hired within the next decade due to job growth and high retirement levels. Of these job openings, close to half (111,900) will be for **core environmental workers**, defined as those requiring environmental-specific competencies.

When it comes to core environmental jobs, the challenge of attracting qualified workers can be even greater. The demand for environmental-specific competencies, along with other specialized training and credentials, increases the marketability of those candidates. When candidates with the right mix of knowledge, skills and experience are not available, employers may struggle to meet their environmental goals and mandates.

Education is also a significant factor in obtaining environmental jobs, as over three-quarters of all environmental workers in 2019 had post-secondary educations. Our research revealed that among core environmental jobs requiring post-secondary education, the occupations that follow are projected to experience a shortage of workers in the decade ahead:



**Mechanical engineers**



**Life science professionals**



**Facility operation and maintenance managers**



**Landscape architects & Urban and land use planners**



**Forest technologists and technicians & Conservation and fishery officers**



**Utilities equipment operators and controllers**

**Opportunities to fill these gaps exist within current and emerging talent, including those within under-represented groups and those displaced from declining sectors. Ultimately, labour and skill shortages are challenges best met through collaboration among governments, educational institutions, employers, and even workers.**

## Analyzing the environmental talent gap

ECO Canada assesses the environmental labour market in Canada, projecting the need for environmental workers and the availability of qualified candidates over a defined period. This study focuses on environmental workers in occupations requiring post-secondary education, with additional analysis for core environmental workers, and covers the period between 2019 and 2029.

This report includes:

- 1 A review of the environmental hiring needs in the next decade
- 2 The prevalence of post-secondary education among environmental workers
- 3 Projected candidate shortages in occupations requiring post-secondary education
- 4 Conclusions and recommendations

This report examines the potential gaps between the labour demand and supply segments of Canada's environmental workforce. It does so by comparing our projected environmental labour supply with the net environmental hiring requirements to 2029 presented in our recent report *From Recession to Recovery: Environmental Jobs and Hiring Trends in the Decade Ahead*. Together, these two reports provide a picture of the environmental labour market, including talent opportunities and challenges over the next 10 years.

"A shortage of green talent impacts Canada's ability to meet its environmental goals."

Kevin Nilsen,  
President & CEO, ECO Canada



## There Will be Jobs, but can we Fill Them?

Broadly speaking, **1 in every 30** workers among Canada's 18.7 million employed population in 2019 was in an environmental role (**620,100 workers**).

Green workers were employed in a variety of industries, regions and occupations. About 46% of the environmental workforce in 2019 consisted of core workers, those requiring environmental-specific competencies to carry out their work.

The COVID-19 pandemic has impacted the labour market across the economic spectrum, resulting in job losses in some sectors and increased demand for workers in others. As much of the work in the environmental sector is considered essential, the overall demand for environmental workers dropped only temporarily and is expected to rebound to pre-pandemic levels more quickly than other sectors.

In the long-term, we project a moderate 8% growth in environmental employment for Canada through 2029—approximately **50,100 new environmental jobs**. In addition, nearly 30% of the current environmental workforce is expected to retire in the next decade, resulting in the need to fill an additional **183,400 jobs due to replacement demand**. In total, we project net environmental job openings (the sum of expansion and replacement demand) to be nearly **233,500** to 2029.

**Table 1**

*Environmental Net Hiring Outlook to 2029: All versus Core Environmental Workers*

	2019 Environmental Employment (A)	Expansion Demand to 2029 (B)	Replacement Demand to 2029 (C)	Net Hiring Requirements to 2029 (D=B+C)	% of 2019 Employment (E=D÷A)
All Environmental Workers	620,100	50,100	183,400	233,500	37.8%
Core Environmental Workers	285,500	24,200	87,700	111,900	39.2%



To fill these projected environmental job openings, the number of qualified candidates seeking work will need to meet or exceed the environmental net hiring requirements from now to 2029. Finding the workers required to meet a growing demand is not guaranteed, as labour market gaps in the environmental sector can occur for a variety of reasons. In some cases, the supply of workers with the right credentials is not sufficient to meet the needs of employers across all sectors, resulting in a widespread labour shortage. In other cases, the number of workers is adequate to meet the needs of the broader economy, but there is a scarcity of workers with the required competencies (skill shortage).

Either way, these shortages could impede Canada's ability to achieve its environmental objectives and require collaboration among governments, educational institutions, workers and employers to resolve. In fact, for several critical environmental occupations, labour and skill shortages are expected to persist over the longer term.

## How we developed our estimates

To project the market conditions for the environmental labour force over the next ten years, we compared the estimated environmental net hiring requirements to 2029 (see *From Recession to Recovery: Environmental Jobs and Hiring Trends in the Decade Ahead*) to the number of environmental job seekers we estimated based on the Canadian Occupational Projection System and ECO Canada's EnviroShare by occupation. When the environmental net hiring requirements for an occupation exceeds the number of environmental job seekers from 2019 to 2029, we project a shortage. When there are more environmental job seekers than environmental net hiring for a given occupation over the next decade, we project a surplus. The larger the gap between environmental job seekers and environmental net hiring, the more severe the shortage or surplus is projected to be.

This study focuses on environmental workers in occupations requiring post-secondary education. Additional analysis is presented for the core environmental workers, which are concentrated within 60 National Occupation Classification (NOC) codes at the four-digit level.

Refer to *Canada's Environmental Labour Market Estimates from 2019 to 2029: Scope and Methodology* to learn more about our workforce definitions, methodology and assumptions.



## Post-Secondary Graduates are Essential to Reaching Environmental Goals

Post-secondary education is a requirement for most environmental jobs across Canada, whether drawing candidates from life science to policy, from engineering to communications, or from trades to public administration.

A job candidate's area of study will determine the range of potential environmental occupations available. Some jobs require specific post-secondary disciplines to ensure that the worker has the basic foundational knowledge needed for the role. Wildlife biologists, for example, are generally required to have a degree in biology. Forestry professionals typically need to have a credential in forestry, and professional engineers need to have an engineering degree. Individuals with these credentials are not restricted to employment in an environmental function—numerous other employment opportunities are available to them in a range of sectors. In these cases, the supply of potential workers that employers can draw upon is constrained by the number of individuals with the specific job-related credentials required for employment.

Other occupations have broader post-secondary requirements for employment. Government managers, Administrative officers, and Inspectors in public and environmental health and occupational health and safety are examples of occupations that usually require a post-secondary credential for employment, where the discipline studied can be one of many different fields. For these jobs, the completion of a post-secondary credential suggests transferable skills (such as communication and time management), which are essential to the job and can complement on-the-job experience. Employers can draw upon a broader workforce for these occupations.

For individuals with credentials in broader post-secondary disciplines, environment-specific knowledge and skills can be acquired on the job or through additional training (see [Competencies for Environmental Employment](#) on page 8). Post-bachelor degree specialization programs are becoming more common in Canada, as are short-term environmental-specific professional development training courses and programs.

Environmental workers are more likely to have a post-secondary credential than the broader Canadian labour force. Over three-quarters of environmental workers in 2019 held a post-secondary credential, compared to 63% of all workers across Canada.

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Associate level credentials (an undergraduate degree above the high-school diploma and below a bachelor's degree) were most common among Trades, transport and equipment operators and related occupations,



Natural and applied sciences and related occupations workers were most likely to have a bachelor's degree, and



Credentials above a bachelor's degree were more common among those employed in education, law and social, community and government services.

**Table 2**

*Share of Environmental versus All Workers with Post-Secondary Credentials in 2019, by Job Family*

Job Family	Environmental Workers with a Post-Secondary Credential	All Workers with a Post-Secondary Credential
<b>All occupations</b>	<b>76%</b>	<b>63%</b>
Management occupations	77%	68%
Business, finance and administration occupations	72%	67%
Natural and applied sciences and related occupations	91%	87%
Health occupations	92%	91%
Occupations in education, law and social, community and government services	89%	84%
Occupations in art, culture, recreation and sport occupations	81%	68%
Sales and service occupations	55%	43%
Trades, transport and equipment operators and related occupations	64%	52%
Natural resources, agriculture and related production occupations	48%	33%
Occupations in manufacturing and utilities	58%	39%

## Environmental Professional (EP®) designation

Our national EP® Certification provides validation of career experience and areas of expertise and offers the ability to:

- Demonstrate Leadership Skills
- Access Mentorship Opportunities just for Members
- Gain Access to Exclusive Benefits and Resources
- Join ECO Canada's Research Community

Visit [eco.ca](http://eco.ca) to learn more about our programs and services.

## Competencies for Environmental Professionals

Over the last three decades, ECO Canada monitored what areas of proficiency were proving valuable to an environmental career. This list of *Competencies for Environmental Professionals in Canada* was developed and maintained to suggest those standards worth meeting, ranging from awareness to mastery, and according to the level appropriate to an individual's chosen specialization.

### *Sample Core Knowledge Areas*

- Environmental science, technology and terminology
- Human activities and their relationship to and impact on the environment
- Specific environmental concerns such as biodiversity; species at risk; population growth demand for and consequences of water resource utilization; energy and material production and use; air, land and water pollution; consequences of pollution; climate change
- Environmental legislation and agreements relevant to their organization
- Awareness of ecosystem health principles and risks, like the interplay between the environment and health of the public, individuals and community

### *Sample Technical Competency Categories*

- Environmental impact assessment
- Climate change
- Water quality management
- Environmental sampling and analytical work
- Policy development and planning
- Planning, monitoring and reporting for sustainability
- Natural resources planning and management
- Environmental training and education
- Environmental communications and public awareness
- Energy management, energy efficiency and renewable energy

Visit [eco.ca](http://eco.ca) to learn more about our competency standards for environmental professionals.



## Shortages are Expected for Many Occupations

Given the demonstrated importance of education to an environmental career and the net hiring requirements to 2029, workers and students interested in environmental work will want to complete post-secondary study programs.

**Table 3**

*Environmental Net Hiring Requirements from 2019 to 2029, by Level of Education*

Occupations by Education Level	Environmental Employment in 2019	Net Hiring Requirements to 2029	% of 2019 Employment
<b>All occupations</b>	<b>620,100</b>	<b>233,500</b>	<b>37.8%</b>
All occupations requiring a post-secondary education	545,900	206,700	37.8%
Management occupations	128,900	59,500	46.2%
Occupations requiring a university education	179,400	61,600	34.3%
Occupations requiring a post-secondary education below a bachelor's degree	237,600	85,600	36.0%
All other occupations	74,200	26,800	36.1%



## The environmental workforce defined

The environmental workforce across Canada spans practically every occupation and industry. These workers drive and support the goals of natural resource management, environmental protection, and sustainability.

We define the environmental workforce as those **directly employed within the environmental goods and services sector**, regardless of occupation, and those **requiring specialized environmental competencies (or core workers)**, regardless of industry employer (see Figure 1). The types of workers engaged within the environmental goods and services sector are diverse, from trades workers and property administrators instrumental in energy efficiency and green buildings to economists and statisticians involved in impact assessments. With the public administration and educational service sectors also employing environmental workers, there is a role for everyone wanting to make a difference!

Figure 1

*The Environmental Workforce: Two Classification Streams*



As it now stands, candidates qualified to work in environmental occupations are projected to be in short supply through to 2029, particularly in these three categories:



Management occupations



Occupations usually requiring a university education



Occupations requiring a post-secondary education below a bachelor's degree (Associate level)

Occupations with projected gaps are further classified based on the degree of risk:



**Moderate risk:** occupations with gaps ranging between 100 and 500 environmental workers



**High risk:** occupations with gaps of 500 or more environmental workers

Table 4 on the next page identifies occupations based on how difficult it might be to find qualified candidates to fill vacancies within the decade. Occupations in bold are mapped to the core environmental workforce, i.e., those requiring environmental-specific knowledge, skills or experience.

**Table 4**

*Select Occupations with Projected Shortages for Environmental Workers, by Education Level and by Severity of Risk*

Management Occupations	Occupations Requiring a University Education	Occupations Requiring an Associate Degree
<p><b>! Moderate Risk</b></p> <ul style="list-style-type: none"> <li>• <b>Managers in public protection services</b></li> <li>• Financial managers</li> <li>• Administrators – post-secondary education and vocational training</li> <li>• Human resources managers</li> </ul>	<p><b>! Moderate Risk</b></p> <ul style="list-style-type: none"> <li>• <b>University professors and lecturers</b></li> <li>• <b>Physical science professionals</b> (incl. Physicists and astronomers; Chemists; <b>Geoscientists and oceanographers; Meteorologists and climatologists</b>; &amp; Other professional occupations in physical sciences)</li> <li>• Economists and economic policy researchers and analysts; &amp; Business development officers and marketing researchers and consultants</li> <li>• Program officers unique to governments; &amp; Other professional occupations in social science, n.e.c.</li> </ul>	<p><b>! Moderate Risk</b></p> <ul style="list-style-type: none"> <li>• <b>Biological technologists and technicians</b></li> <li>• <b>Police officers (except commissioned)</b></li> <li>• Electrical and electronics engineering technologists and technicians</li> <li>• Technical occupations in physical sciences</li> <li>• Transportation officers and controllers</li> <li>• Property administrators</li> <li>• Automotive service technicians, truck and bus mechanics and mechanical repairers</li> </ul>
<p><b>!!! High Risk</b></p> <ul style="list-style-type: none"> <li>• Legislators and <b>senior management</b></li> <li>• <b>Advertising, marketing and public relations managers; &amp; Other business services managers</b></li> <li>• <b>Facility operation and maintenance managers</b></li> <li>• <b>Corporate sales managers</b></li> <li>• Retail and wholesale trade managers</li> <li>• Managers in agriculture, horticulture and aquaculture</li> <li>• Managers in transportation</li> </ul>	<p><b>!!! High Risk</b></p> <ul style="list-style-type: none"> <li>• <b>Landscape architects; Urban and land use planners</b>; &amp; Land surveyors</li> <li>• <b>Mechanical engineers</b></li> <li>• <b>Life science professionals</b> (incl. <b>Biologists and related scientists; Forestry professionals</b>; &amp; Agricultural representatives, consultants and specialists)</li> </ul>	<p><b>!!! High Risk</b></p> <ul style="list-style-type: none"> <li>• <b>Administrative officers</b></li> <li>• <b>Forest technologists and technicians; Conservation and fishery officers</b>; &amp; Agricultural and fish products inspectors</li> <li>• <b>Firefighters</b>; &amp; Non-commissioned ranks of the Canadian Forces</li> <li>• Utilities equipment operators and controllers (incl. <b>Water and waste treatment plant operators</b>)</li> <li>• Computer network technicians</li> <li>• Paramedical occupations</li> <li>• Administrative assistants</li> </ul>

Note: Occupations in bold are mapped to the core environmental workforce, i.e., those requiring environmental-specific knowledge, skills or experience.

Our analysis reveals that the following occupations could experience **critical shortages**, characterized by (1) wider anticipated gaps, (2) post-secondary education requirements, and (3) environmental-specific knowledge, skills or experience pre-requisites:



Mechanical engineers



Landscape architects & Urban and land use planners



Life science professionals



Forest technologists and technicians & Conservation and fishery officers



Facility operation and maintenance managers



Utilities equipment operators and controllers (incl. Water and waste treatment plant operators)

Additional insights are presented for each occupational category.

## Shortages in Management Occupations

Within the next decade, over a quarter of the projected 233,500 environmental job openings will be in management occupations. More than 85% of those job openings will be the result of incumbents leaving their positions, largely due to retirements.

Finding the right candidate to fill an environmental management role can be challenging. Environmental managers are required to have a broad knowledge of all functions/activities within their oversight, as well as the leadership and management skills needed to direct the work under their purview effectively. Their work focuses on systems thinking, the integration of knowledge, professional ethics, and strategic decision making in the management of environmental and social issues.

**Since years of professional experience may be required, matching the right candidate to the job may be a challenge, even in those management occupations for which we project surpluses.** In some cases, those applying for management-level positions might be less experienced workers seeking to advance their careers, so a surplus of environmental job seekers does not necessarily reflect a surplus of qualified candidates.

## Shortages in Occupations Requiring a University Education

The environmental workforce includes a wide variety of occupations that usually require a bachelor's degree or higher, such as engineers, designers, scientific professionals, program officers, researchers, and consultants. Of the 233,500 environmental job openings projected over the next ten years, 26% will be in occupations usually requiring a university education.

The labour force holding relevant university credentials represents a *potential* supply of workers whose qualifications are in demand by employers of environmental workers. **Over time, changes in the number of workers with in-demand university credentials will impact how tight the labour market is for environmental workers.**

The ability of environmental employers to draw from the pool of qualified candidates will depend on factors such as (1) whether these employers can offer competitive salaries and benefits, and (2) whether these employers can offer environmental-specific supplemental training to new entrants.

## Shortages in Occupations Requiring an Associate Degree (an undergraduate degree above the high-school diploma and below a bachelor's degree)

More than a third of the projected 233,500 environmental job openings over the next decade will require workers to have completed a post-secondary credential such as a college diploma or certificate, an apprenticeship or other specialized training. These credentials are typically job-specific, and the educational programs provide graduates with the technical and transferable skills required for success in their chosen fields. **Occupations for which we project a shortage of qualified job seekers for environmental roles include Forest technologists and technicians, Conservation and fishery officers, and Utilities equipment operators and controllers.**

## Environmental-specific vs. environmental-related disciplines

As presented in the [Competencies for Environmental Professionals](#) section, employers also search for workers with environmental-specific knowledge, skills and experience. While having credentials in an environmental-specific discipline enhances the likelihood of landing a green job, having credentials in an environment-related discipline presents a different set of opportunities and challenges.

These credentialed workers are also in demand in non-environmental roles, and only a portion of this labour force will find employment as environmental workers. For example, while university credentials in the Biological and physical sciences are in demand by employers of environmental workers, only about 10% of this pool of workers is needed to fill the number of estimated environmental jobs. The remainder of this labour force finds employment in other economic sectors.



## Collaborative Approach Required Among Stakeholders to Address Shortages

The opportunities for environmental workers are generally on the rise. Whether from the creation of new jobs or to replace retiring workers, the opportunities for employment are not only plentiful but, in some cases, at risk of not being filled.

While 86% of net environmental job openings to 2029 are in occupations that require post-secondary education, only 76% of environmental workers in 2019 had post-secondary credentials. Retirements will also drive the majority of hiring needs, signalling the importance of professional development and career progression. A collaborative and strategic approach among employers, workers, governments, and educators and trainers is key to ensuring an adequate supply of qualified candidates.



## Employers—attracting qualified talent

**About 30% of the country's current workforce could retire within the next ten years, taking with them a wealth of knowledge, skills and experience that may not be easy to replace.**



With proper succession planning, mentoring and training programs in place, many employers will have qualified candidates ready to assume more senior-level roles. However, that might not be enough.

Competition for environmental workers is expected to increase for reasons beyond replacing departing employees. Our newly published report *From Recession to Recovery: Environmental Jobs and Hiring Trends in the Decade Ahead* projects an expected increase of 8% (50,100) from new jobs. Recent government announcements promising to fund investments and jobs in green building retrofits, clean energy, and the production of electric vehicles are expected to lead to a greater number of opportunities for the workers employers need.

When considering where to find environmental workers, employers have often-untapped sources to consider. Many industries like oil and gas, retail, and food services have skilled and qualified people whose livelihoods are under stress for a variety of reasons. As highly-educated yet under-utilized talent pools, women and immigrants in Canada may be aptly suited for and open to environmental careers. As well, those wrapping up careers in the military are often looking to bring their skills and experience into the general labour market.

**ECO Canada's HR Services can help with recruitment, talent management and salary benchmarking.**

[Visit our website](#) to learn the many ways we support environmental employers.

## Workers and students—reskilling and upskilling



**When exploring employment opportunities, a job seeker might consider several factors that would impact their interest in a particular job.**

Besides the prospect of challenging and interesting work, one of the most important factors is the candidate's level of confidence in having the knowledge, experience and skills needed for the role, or how easy it would be to acquire additional knowledge and skills. Other important factors are the range of competing opportunities available to the job seeker based on their education, experience and interests, and the potential for career transitions, growth, and compensation.

According to our research, job seekers generally view green jobs quite favourably. However, in our *2020 HR Insights Series*, respondents expressed concerns about the viability of an environmental career in light of reduced environmental mandates in some jurisdictions. However, the federal government's recent throne speech (September 2020) stressed the importance of funding environmental initiatives to support the manufacturing, natural resource and energy sectors. We will monitor changes brought on by current events and their influence on the environmental workforce.

Job seekers should consider that the greatest number of opportunities over the next ten years are from people retiring from senior-level positions. Therefore, it could be useful to acquire or expand skills and experience related to management roles in preparation for filling these advanced occupations. As well, given the environmental workforce gaps identified in this report, students and job seekers might consider selecting an area of study or upskilling that would put them in a position to take advantage of these opportunities.

**ECO Canada's self-directed online courses and webinars help job seekers and environmental workers upgrade their skills at their own pace.**

[Visit our website](#) to learn more about our online learning opportunities.

## Governments—charting a path for a green economic recovery

**The growth of the environmental workforce required to sustain our green economy can only occur within a supportive regulatory environment.**



The Government of Canada has committed to building a clean energy future that supports jobs and economic development, backed by funding in the areas of training, internships and job placement.

Youth development and employment initiatives must be part of the talent solution. Current governmental programs like the [Science and Technology Youth Internship Program](#), [Student Work Placement Program](#), [Science Horizons](#), and [Digital Skills for Youth](#) remain essential.

By backing a strong and collaborative framework among partners engaged in the green economy, governments can help expand environmental skills training and education, and support programs such as the Sectoral Initiatives Program and Essential Skills that bring a more diverse population into the green jobs labour pool.

Governmental investment in green projects, a continued focus on environmental research and development across all economic sectors, and the ongoing monitoring and reporting on the state of the environmental labour market will do much to support Canada's goals for a more sustainable future.

## Educators and trainers—preparing our environmental workforce



**Canada's educators and trainers play a big part in preparing workers to take on the growing number of environmental roles and, in tandem, support the overall sustainability of Canada's environmental workforce.**

Nearly half of the hiring needs over the decade will be for core environmental workers and, given that post-secondary education is a requirement for most environmental jobs, our academic partners are paramount to our success.

Upon closer inspection of Classification of Instructional Programs (CIP) Canada 2016 data from Statistics Canada, we found that the top three environmental instructional programs by the number of employed graduates were:

1. Natural resources conservation and research
2. Natural resources management and policy
3. Wildlife and wildlands science and management

Graduates of these three programs were most likely to be employed as:

1. Urban and land use planners
2. Natural and applied science policy researchers, consultants and program officers
3. Biologists and related scientists

As described in the *Shortages in Occupations Requiring a University Education* section, two of the three occupations where graduates were most likely to find work are projected to have the largest gaps within the decade, namely Urban and land use planners, and Biologists and related scientists. There is a tremendous opportunity for students interested in pursuing environmental careers to select these and other streams of study such as environmental studies, environmental science, and environmental health engineering. Learning institutions are encouraged to promote and expand programs most in demand and incorporate environmental courses into a broader range of curricula. Providing increased exposure to environmental competencies through electives in more traditional disciplines can increase the number of graduates qualified to and interested in pursuing green careers.



## Spotlight: Accredited Environmental Post-Secondary Programs

Environmental programs must prepare students in their areas of specialization and contribute to their development as responsible environmental professionals. Our national environmental accreditation program provides quality assurance for environmental education programs and ensures programs reflect a culture of continuous quality enhancement.

The following post-secondary institutions have environmental programs that meet a national standard of excellence and align with the employability standards of a growing workforce in Canada.

**Acadia University**

**Centennial College**

**Keyano College**

**Niagara College Canada**

**SAIT**

**University of Calgary**

**University of Toronto  
Scarborough**

**Vanier College**

**Carleton University**

**Fleming College**

**Lakeland College**

**Nova Scotia  
Community College**

**Saskatchewan Polytechnic**

**University of Manitoba**

**University of Toronto  
Mississauga**

**CÉGEP de St-Félicien**

**The King's University**

**Lakehead University**

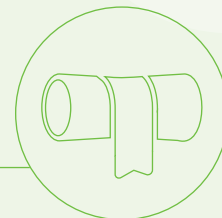
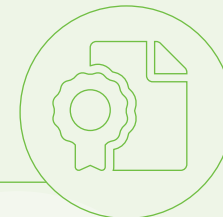
**Royal Roads University**

**Trent University**

**University of Ottawa**

**University of Winnipeg**

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The federal government unveiled its plan to invest in training programs for Canadian workers, including building new skills in growing sectors such as energy-efficient buildings, renewable energy, and zero-emissions vehicles. Provincial governments are following suit, expressing their commitments to job upskilling and retraining to help prepare a diverse and underemployed workforce for the opportunities ahead.

**There are opportunities within the challenges identified in this report, but they will only be liberated when stakeholders work together towards common goals.** The federal government declared in its recent throne speech that “climate action will be a cornerstone of our plan to support and create a million jobs across the country”. It unveiled its plan to invest in training programs for Canadian workers, including building new skills in growing sectors such as energy-efficient buildings, renewable energy, and zero-emissions vehicles. Provincial governments are following suit, expressing their commitments to job upskilling and retraining to help prepare a diverse and underemployed workforce for the opportunities ahead. These commitments rely on our learning institutes preparing a workforce to seize these opportunities, and on employers working in lockstep to identify need and support internal training.

When all stakeholders work together to ensure the environmental labour supply is prepared and available to meet the projected demand, Canada is best able to meet its environmental and economic goals.



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- Bow Valley College
- Environmental Services Association of Alberta
- Environmental Services Association Maritimes
- EnviroSearch Ltd.
- General Motors
- Government of New Brunswick
- Government of Saskatchewan
- Indigenous Works
- Labour Market Information Council
- Ken Banister and Associates
- North Shore Environmental Consultants
- Royal Roads University
- Ryerson University
- SAIT Polytechnic
- Stantec
- Stratos
- Tait Human Capital

Individuals or organizations interested in contributing to future research projects can send a request to [research@eco.ca](mailto:research@eco.ca).

## About Us

ECO Canada is the steward for the Canadian environmental workforce across all industries. From job creation and wage funding, to training and labour market research, we champion the end-to-end career of an environmental professional. Our efforts promote and drive responsible and sustainable economic growth to ensure that environmental care and best practice are a priority.

We are thought leaders in the environmental labour market. Our workforce knowledge spans nationally across all provinces and territories, as well as within major Canadian industries including energy, forestry, mining, agriculture, manufacturing and construction.

We gather and analyze trends within the environmental workforce and provide up-to-date, relevant data and insights for policy, business and educational purposes. Our reports support our stakeholders in four key areas: (1) employers—plan and attract qualified candidates, (2) individuals—prepare for and build their environmental careers, (3) governments—develop programs and update policies, (4) educators and trainers—adapt their offerings to prepare the workforce that is and will be in demand.







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