
EP® Member Report

*2025 Highlights,
Program Updates
& the EP® Community*



EP | DESIGNATION

eco  canada

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About ECO CANADA

ECO Canada is the steward for the Canadian environmental workforce across all industries. We champion the end-to-end career of an environmental professional. We do not only train and certify professionals, but also help identify and address labour market gaps.

Our efforts promote and drive responsible, sustainable, economic growth to ensure that environmental care and best practice is a priority.



Thank you to the EP® community

A message from Kevin Nilsen, President & CEO, ECO Canada

As we mark the 25th anniversary of the EP® designation, we want to celebrate another extraordinary year. Thank you to every member of our EP® community for your dedication to upholding the standard of environmental excellence that defines EP®. Your leadership and commitment continue to set the standard for credible environmental leadership and ensure that impact will endure for years to come.

In 2025, we celebrated meaningful milestones across our work: expanding our digital reach to 179,550 email subscribers and 2.5 million website users, launching ECO Academy with 80 new courses and 110 on-demand webinars, strengthening national engagement through record breaking attendance at ECO IMPACT 2026, the Virtual Career Fair, ECO Works, and EP® Meet-Ups. These achievements reflect the strength of our network and the continual impact of our community.

Looking ahead, we're excited to continue building on this momentum through expanded training, stronger workforce connections, and growing national and international reach. Last year, our programs helped fund 501 full-time green jobs bringing our total impact to 19,364 nationwide, while accreditation continues to strengthen environmental education leadership with 41 accredited programs across 25 institutions. These efforts will continue to empower professionals and employers to lead in a rapidly evolving environmental sector.

Our community is not only responding to today's challenges but also shaping the future of our profession. Thank you for being part of this journey with ECO Canada.

KEVIN NILSEN

PRESIDENT & CEO, EP®



Celebrating 25 Years of the EP® Designation

Building and supporting the environmental professional community

We're proud to celebrate 25 years of the Environmental Professional (EP®). A milestone that reflects a legacy of leadership, innovation, and commitment to advancing environmental excellence across Canada.

Since ECO Canada first identified the need for a certified environmental designation in 2000, the EP® program has grown into a vibrant and diverse community of professionals shaping a more sustainable future. From our first certified EP® in 2001, the designation continues to evolve, responding to the changing need of both industry and the professionals who lead it.

As we mark this anniversary, we also celebrate new achievements such as the Sustainable Blue Economy Professional (SBEP) designation, and the launch of the EP®(GHG) designation in March of 2026. This success highlights the program's continued evolution; ensuring it remains at the forefront of environmental practice for decades to come.



To mark our silver milestone, Helen Crawley connected with John Smythe, EP® Emeritus, (ECO Canada's first Environmental Professional), to celebrate and reflect on his 25-year journey as an EP®. Their conversation explores what inspired his path into the environmental field, how the profession has evolved, and the insights he offers to the next generation of environmental leaders.

“

“I’m very proud to be part of the EP® family,” says Smythe, recognizing the dedication and behind-the-scenes effort that has helped elevate the designation over the years.

He adds that this is “an exciting time,” with expanding opportunities for Canadians across sectors as global markets open. “EP®s, and Canadians more broadly, are stepping onto the main stage.”

WATCH:
the full interview here



”

Celebrating 25 Years of the EP® Designation



2025 ECO Canada Accomplishments

EMPLOYMENT PROGRAMS

In 2025, ECO Canada further strengthened its leadership in advancing Canada’s environmental workforce. The organization supported the creation of approximately 501 full-time green jobs contributing to both sustainable development and economic resilience.

Through strategic wage and training subsidies, ECO Canada enabled the creation of 19,364 green jobs nationwide; an approximate two percent increase over the previous year. This impact was backed by more than \$12.2 million in wage and training reimbursements, with total funding reaching \$222.8 million across the country, reinforcing ECO Canada’s commitment to cultivating a highly skilled and future-ready environmental workforce.

LEARN MORE: [about ECO Canada’s Employment Programs](#)

501
FULL-TIME
GREEN JOBS

19,364
GREEN JOBS
NATIONWIDE

\$12.2M
WAGE & TRAINING
REIMBURSEMENTS

\$222.8M
TOTAL FUNDING
ISSUED

10+
SUPPORTED HR
SERVICES (EMPLOYERS
& CLIENTS)

100+
HR ADVISORY
SERVICES
NATIONWIDE

LEARN MORE:
about ECO Canada’s
HR Services

20+
HIRES AND INTERNAL
WORKFORCE
TRANSITIONS

HR SERVICES

This year marked meaningful progress in strengthening ECO Canada’s internal people practices and expanding its external impact through HR Services. Internally, we enhanced performance management by aligning reviews more closely with compensation and reinforcing clear expectations for managers and staff. We also advanced a review of our benefits program to improve flexibility and sustainability, while continuing to strengthen policies and governance to support a consistent, compliant, and high-performing workplace.

Externally, HR Services expanded its reach, providing environmental employers across Canada with practical HR support, workforce planning, and employee relations guidance—further positioning ECO Canada as a trusted HR partner in the sector. Overall, the year reflects a strong balance of operational excellence, strategic HR leadership, and growing external impact.



ACCREDITATION

In 2025, the Accreditation team strengthened the EP® Community by promoting the EPt and EP® certifications alongside academic accreditation. Through presentations, industry nights, and several workshops, we increased awareness of certification pathways and supported student engagement. This resulted in 238 EPt Student memberships, including 124 applications from accredited programs. We also connected students with the resources and contacts needed to complete their certification journey.

We promoted the value of accreditation through 13 presentations across Canada and engaged with industry professionals at four networking and industry events. We also expanded our reach to over 40 colleges and institutions. We accredited programs at Caribbean Maritime University and the Canadian University of Dubai, ECO Canada's first two internationally accredited programs.

In addition, we continued to grow our Training Course Certification (TCC) program, which is gaining strong interest from both Canadian and international training providers. Accredited partners are supported through a semesterly accreditation newsletter, student resources, and a research report.

45

TOTAL
PROGRAMS

2

INTERNATIONAL
PROGRAMS

25

ACADEMIC
INSTITUTIONSLEARN MORE:
about ECO Canada's
Post-Secondary
Accreditation

EVENTS

The Events Team continues to expand ECO Canada's reach, engagement, and industry impact through a growing portfolio of conferences, career development initiatives, and networking programs.

The annual Virtual Career Fair (VCF) connected thousands of job seekers, students, and emerging professionals with employers across the environmental sector through interactive virtual booths, employer networking, and live engagement opportunities.

We also successfully piloted ECOWorks Career Fair, our first in-person career fair designed specifically to support small and medium-sized enterprises (SMEs) in Alberta. This event created opportunities for employers to connect with emerging talent in a more accessible setting. Following its strong initial success, ECOWorks is being expanded into a national initiative, helping foster workforce connections and regional talent engagement in communities and cities across Canada.

Momentum with EP® Meet-Ups continues to climb. Recording increased participation across multiple cities, enhancing professional networks, industry collaboration and career development nationwide. **Stay tuned for our National Virtual EP Meetup: EP Connects coming soon!**



VIRTUAL CAREER FAIR



RESEARCH

This year, ECO’s research team made significant contributions to advancing Canada’s transition to a low-carbon and inclusive economy. From setting global standards to delivering practical tools, our work is helping employers, workers, and industries navigate change with confidence.

A major milestone was the development and publication of a global occupational standard for greenhouse gas (GHG) professionals—establishing a shared benchmark for skills and expertise in this rapidly growing field. We also launched a decarbonization toolkit designed specifically for small and medium-sized enterprises, providing accessible, actionable guidance to help businesses reduce emissions and stay competitive.

To better understand workforce needs, the team conducted a multi-sector rapid pulse survey, offering timely insights into employer perspectives across industries. We also expanded our work in emerging sectors by publishing ten new competency profiles for the sustainable blue economy, helping define the skills required for ocean-related careers of the future.

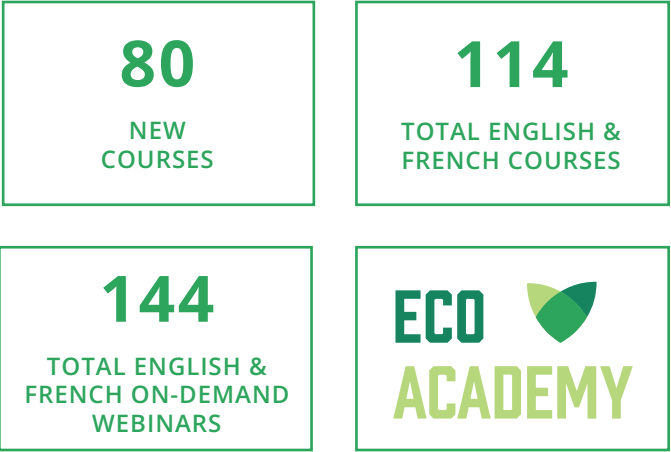
Our research also shone a spotlight on equity in key sectors. Through a series of reports, we explored the experiences of women in agriculture, agri-food, and ocean industries, alongside a companion study capturing employer perspectives on workforce conditions. Together, this work provides valuable insights to help build more inclusive and resilient workplaces.

TRAINING AND EDUCATION

ECO Canada’s Training programs are growing, advancing workforce development across the environmental sector.

We launched ECO Academy, showcasing ECO Canada’s commitment to accessible, high-quality training. Through the platform, we expanded our offerings by developing 80 new courses and making 110 webinars available on demand. These efforts drove strong engagement, resulting in 4,171 enrollments across courses, webinars, and virtual instructor-led workshops, with AI Primer emerging as the most popular course.

Overall, ECO Academy continues to position ECO Canada as a trusted national hub for environmental training and professional growth.



MARKETING

SOCIAL MEDIA ACTIVITY	1,749 POSTS	3.3% ENGAGEMENT RATE	1.5M IMPRESSIONS
SOCIAL MEDIA FOLLOWERS	115,000 FOLLOWERS	17% ANNUAL INCREASE	61,147 ON LINKEDIN
SOCIAL MEDIA ENGAGEMENT	54,000 CLICKS	74.19% ANNUAL INCREASE	
WEBSITE ENGAGEMENT	2.5M ANNUAL USERS	222% ANNUAL INCREASE	200K MONTHLY WEB VISITS
EMAIL ENGAGEMENT	179,550 CLICKS	45K NEW SUBSCRIBERS	180K TOTAL CONTACTS

PROFESSIONAL SERVICES

We're excited to share that ECO Canada is taking meaningful steps to extend its expertise beyond our borders.

Building on over 30 years of leadership in environmental workforce development here in Canada, we're actively exploring international partnerships — highlighted by our SAGE project (Skills to Access the Green Economy), which delivered green skills audits and TVET recommendations across six Caribbean nations, successful engagements in Trinidad and Guyana, and our new academic partnership with the Caribbean Maritime University in Jamaica to advance green and blue economy training and certification across the region. This includes the accreditation of programs such as the Bachelor of Science in Environmental Health Management at the Canadian University of Dubai.

We're also seeing strong expressions of interest from several countries including Nigeria, Ghana, Egypt, and Yemen, as global demand grows for proven tools in certification, training, and program accreditation. This expansion allows us to share Canada's expertise in sustainable workforce solutions while supporting environmental stewardship worldwide. Stay tuned for more updates as we continue building these important bridges.

Certification Accomplishments

RENEWALS FOR 2025/2026



This year marked another period of strong growth and progress for ECO Canada’s certification programs and professional community. From recognizing environmental leadership to expanding member engagement opportunities across the country, several key milestones helped strengthen and advance the EP® network in 2025.

CELEBRATING ENVIRONMENTAL LEADERSHIP

The ECO IMPACT Awards continued to recognize outstanding individuals, organizations, and initiatives making meaningful contributions to environmental sustainability and workforce development across Canada. These awards celebrate innovation, leadership, and impact within the environmental sector while highlighting the incredible work being done throughout the EP® community and beyond.

Members can explore and celebrate all past recipients through the ECO IMPACT Awards Past Winners page.

ADVANCING THE SUSTAINABLE BLUE ECONOMY PROFESSIONAL (SBEP) DESIGNATION

Significant progress was also made in the development of the Sustainable Blue Economy Professional (SBEP) designation. This year saw the successful launch of the SBEP Applicant and Member Portal, providing applicants and members with a more streamlined and accessible certification experience.

In addition, ECO Canada continued development of the SBEP Body of Knowledge and examination framework, helping establish a strong and credible foundation for professionals working within Canada’s growing blue economy. These advancements support the long-term growth of the designation while ensuring professionals have access to meaningful certification pathways aligned with emerging industry needs.

Annual membership fees are due April 1. To stay in good standing, members must complete their payment by April 30th or their membership will lapse.

2025’s renewal season saw a two percent increase for EP®s, Auditors, and EPt’s compared to last year, with an overall increase of one percent. However, EP® Auditors are retiring or are planning to retire, with many transitioning to Emeritus status. While we are pleased that these members remain part of the EP® community, this trend highlights the need to expand auditor opportunities. Growing this area will be an important focus, and we encourage the broader EP® community to support this effort.

Additionally, we would like to remind members of our referral incentive program. If your referral becomes a certified member, you will receive a 20% discount on your annual renewal fee. Referring two or more individuals who achieve certification increases this discount to 25%. In 2025, 12 members took advantage of this incentive, and we’re looking forward to increased participation in the coming year.

EP® Community Highlights

CELEBRATING ENVIRONMENTAL LEADERSHIP

Community growth remained a major focus in 2025, with four new EP® Chapters established across Canada, bringing the national total to 14 Chapters.

These Chapters play an important role in strengthening local engagement, creating networking opportunities, supporting professional development, and fostering collaboration among environmental professionals in their regions.



The newest EP® Chapters include:

- **Calgary** — Led by Arbaiza Jamal, EPt
Contact: jamal.baiza@gmail.com
- **Vancouver** — Led by Peter Boyd, EP®
Contact: ecovancouverchapter@gmail.com
- **Saskatoon** — Led by Jared Saunders, EP®
Contact: ecosaskatchewan@gmail.com
- **Halifax** — Led by Chijoke Emenike, EP®
Contact: emenikecu@gmail.com

As the Chapter network continues to expand, members across Canada have more opportunities than ever to connect locally while contributing to a growing national community of environmental professionals.



MEET AN EP® CHAPTER – *The Toronto Chapter*

As a leadership team: Rochelle Mathew, EP, Alec Tam, EPt, Victoria DePaulo, EPt and Elijah Anderson, EPt are doing an exemplary job with building this Chapter.

Currently at 29 members, they've hosted five events in 2025 that included special speakers, meet-ups, meals and social nights. They publish a newsletter for their members and keep in touch on a regular basis.



Photo credit: Toronto EP® Chapter, Meet-Up



EP® Champion of the year!

Brian Poole, B.Sc., C.Tech., EP®

*Senior Environmental Project Manager,
Landtek Limited*

Brian Poole, EP®, has been an EP® Champion since 2023 and is very active in ECO Canada's Mentorship Program. Quite often he is praised by proteges for his excellent mentoring. He feels very strongly about giving back to those who are just starting their environmental career journeys. Brian was surprised, and humbled, to find out he was receiving the EP® Champion of the Year award.

Congratulations, Brian, and our sincere gratitude to all of our EP® Champions for the role they play in building the EP® community.

MENTORSHIP PROGRAM

This is one of our most popular programs among the EP® community. Many young professionals take advantage of this member benefit to help foster their careers. In 2025, we enrolled 98 new protégés into the program and 17 new mentors. The relationships forged extend beyond the program. Proteges find their mentors invaluable.

Looking for a way to give back to the environmental sector?

Consider becoming a mentor. Explore the opportunity.

CONTACT: Helen Crawley, hcrawley@eco.ca

LEARN MORE: [about our mentorship program here](#)



EPt STUDENT PROGRAM

Our EPt Student program welcomed 238 new students in 2025, with 124 enrolling from ECO Canada's accredited post-secondary programs.

Our EPt Student program gives student access to many ECO Canada resources before they graduate. This includes several career planning tools, free courses, webinars and free registration to EP® Meet-Ups in their area.

EPt Student membership is open to students enrolled in a post-secondary institution in Canada who have an interest in the environmental sector.



CONTACT: Coleen Mahoney, cmahoney@eco.ca

LEARN MORE: [about our accredited post-secondary programs here](#)

Membership Profile



2,881

TOTAL ACTIVE MEMBERS

EP® 50%

EP®(CEA) 5%

EPt 42%

EP®(EMSLA) 3%

GENDER BREAKDOWN



Male 44%



Female 52%



Other 4%

TOP 10
EMPLOYERS



WSP (EP® Employer)

Stantec

Pinchin

SLR Consulting

City of Calgary

Dillon

AECOM

Teck Resources

Suncor

AET Group (EP® Employer)

**LEARN MORE: about the
EP® Employer Designation**

EDUCATIONAL BACKGROUND

Bachelor's Degree 50%

Master's Degree 33%

Doctorate 6%

College Diploma 11%



TOP 5 AREAS OF SPECIALIZATION



SITE ASSESSMENT
& RECLAMATION



WATER QUALITY



ENVIRONMENTAL
MANAGER



WASTE
MANAGEMENT



SUSTAINABILITY

80%

OF MEMBERS ARE EMPLOYED FULL-TIME*



*Member profile statistics are based on completed responses from the 2025 EPt/EP® Member Survey.

EP® Employer Program Highlights

The EP® Employer program continues to grow as organizations across Canada recognize the value of investing in qualified environmental professionals and building strong, future-ready teams.

Becoming an EP® Employer demonstrates a commitment to professional excellence, employee development, and environmental leadership. The program supports organizations in attracting and retaining top talent while helping employees advance their careers through nationally recognized certifications and professional development opportunities.

As competition for skilled environmental professionals continues to increase, organizations are looking for meaningful ways to support and engage their workforce. The EP® Employer program helps employers strengthen recruitment and retention efforts by demonstrating support for employee growth, professional recognition, and ongoing learning.

EP® Employers also receive exclusive benefits, including discounts on ECO Canada products and services, as well as reduced certification application and renewal fees for staff pursuing or maintaining their EP® designations.

This year, ECO Canada was proud to welcome Terrapex Environmental Ltd. as the newest organization to join the growing EP® Employer network.



CURRENT EP® EMPLOYERS INCLUDE:

- AET Group
- Alberta Municipal Health & Safety Association
- Aris Landscape Design
- Bishop Water
- CBCL Limited
- Conuma Resources
- Core6 Environmental Ltd.
- Helping Nature Heal
- Narratives Inc.
- Northern Mat & Bridge LP
- NorthRiver Midstream Inc.
- SIM Corp Ltd.
- WaterSMART Solutions Inc.
- WSP Canada Inc.
- Terrapex Environmental Ltd.

The continued growth of the EP® Employer network reflects the increasing importance organizations are placing on competency, credibility, and workforce development within the environmental sector.

Members are encouraged to explore how the EP® Employer program could benefit their own organization and help strengthen internal recruitment, retention, and employee development initiatives. To learn more about the program and how to communicate its value within your workplace, visit the EP® Employer Program page or connect with the ECO Canada team for additional information.

LEARN MORE: about our EP® Employer Program

ECO IMPACT 2026

Our flagship conference, ECO IMPACT 2026, welcomed a seven percent attendee increase from the previous year with a record-breaking 390 attendees. Two days of panels, workshops, and networking opportunities focused on the future of environmental work, innovation and sustainability in Canada.

INNOVATION STAGE

The Innovation Stage, a new feature added to ECO IMPACT, welcomed 437 attendees both in-person and on-line. The program featured 30 speakers who delivered 10-minute lightening talks and live demonstrations. This Alberta-focused showcase for environmental and clean technology innovation brought together entrepreneurs, researchers, educators, and organizations working to advance environmental solutions across the province.



390 ATTENDEES FROM ACROSS CANADA	12 LIVE LEARNING SESSIONS	2 INTERACTIVE WORKSHOPS
8 ESTEEMED AWARDS	27 INNOVATION STAGE SESSIONS	437 INNOVATION STAGE ATTENDEES
30 SPEAKERS	29 SPONSORS	27 VOLUNTEERS

EP® Award Winners

VISIT: and learn more about ECO IMPACT 2027

			
EP® AWARD: Andrew Monkman, EP®	EP® AUDITOR AWARD: Randy Sinukoff, EP®(EMSLA), EP®(CEA), EP®	EPt AWARD: Latifa Hamdache, EPt	EPt STUDENT PAPER AWARD: Hilary Nwaokolo

Regulatory Updates

ECO Canada remains committed to advancing recognition of competent environmental professionals across Canada and advocating for regulatory frameworks that reflect the multi-disciplinary nature of environmental work.

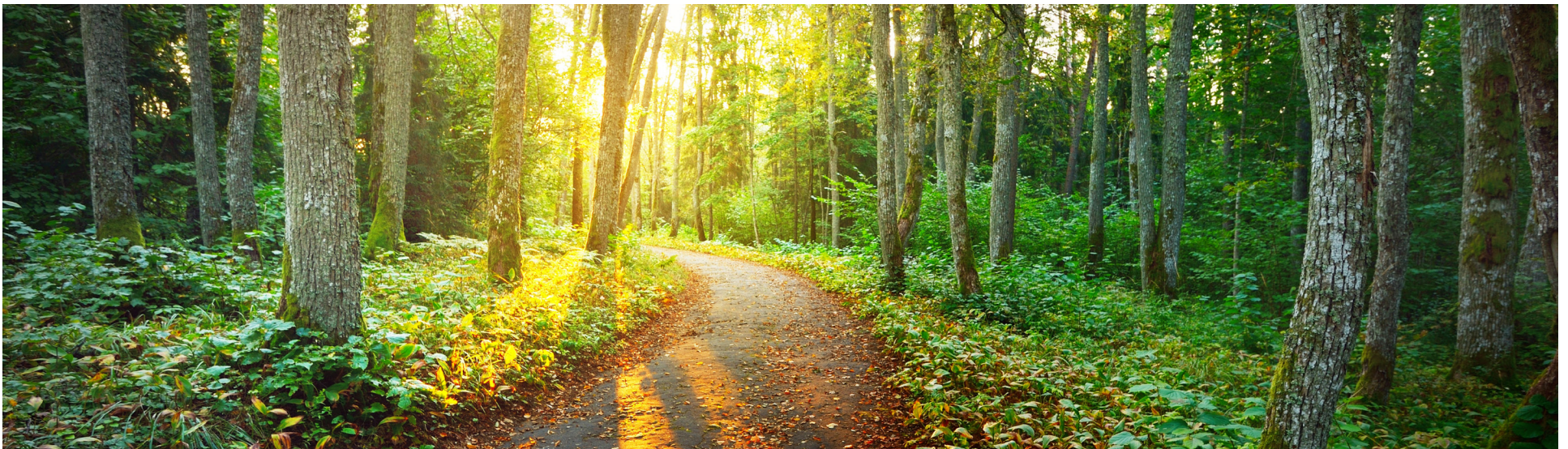
The Environmental Professional (EP®) designation was built on a competency-first model recognizing professionals based on demonstrated experience, knowledge, ethics, and applied expertise rather than a single academic or disciplinary pathway. As environmental challenges become increasingly complex, the need for qualified professionals from diverse backgrounds to contribute to environmental decision-making continues to grow.

Over the past several years, ECO Canada has worked alongside EP® members, legal counsel, regulators, and industry stakeholders to explore opportunities for greater regulatory recognition of the EP® designation. While there are no major application status updates to report this year regarding British Columbia's Professional Governance Act (PGA) process, advocacy efforts and industry engagement remain ongoing.

As regulatory discussions evolve across Canada, ECO Canada recognizes that opportunities for environmental professional recognition may emerge differently across provinces, territories, municipalities, industries, and areas of specialization. The strength of these initiatives depends heavily on engagement from professionals working directly within their regions and sectors.

We encourage EP® members who are aware of regulatory gaps, emerging opportunities, or regional discussions related to qualified environmental professionals to connect with us. Whether you are interested in learning more, contributing expertise, participating in future task forces, or helping identify opportunities for recognition in your province or sector, your insight is valuable to the continued growth and advancement of the EP® community.

If you would like to become involved or share information related to regulatory recognition opportunities in your area, please contact us at EP@eco.ca.



What's Coming in 2026

As the EP® community continues to grow, 2026 will bring exciting new opportunities for professional development, specialization, networking, and recognition across Canada's environmental workforce.

EXPANDING THE EP®(GHG) DESIGNATION

One of the most significant milestones this year was the official launch of the EP®(GHG) designation on March 2, 2026. Since launch, momentum has continued to build through the support of our Technical Working Groups, GHG Certification Committee volunteers that represent global expertise, and the certification of the first four EPt(GHG) professionals. These early adopters are helping shape the future of carbon and climate management in Canada. Members can learn more about these pioneers through the ['Meet the First EP®\(GHG\) Certified Professionals blog'](#).

The addition of greenhouse gas and climate-focused specializations represents an important evolution of the EP® program and reflects the growing demand for qualified professionals who can support organizations through climate reporting, mitigation, verification, and strategy development. By expanding into these emerging areas, we are continuing to strengthen and diversify the EP® community.

Development of the EP®(GHG) program will continue throughout 2026 with the release of new specialization exams expected monthly in areas including:

- GHG Validation, Verification, & Auditing
- GHG Mitigation
- GHG Data and Methods
- Climate Standards, Policy, & Regulations
- Climate Strategy
- Climate Finance
- GHG Capacity Builder

These new pathways will provide members with additional opportunities to demonstrate expertise, advance their careers, and contribute to Canada's climate goals.



LEARN MORE: about the Designations

STRENGTHENING THE EP® COMMUNITY

Community engagement remains a major priority for 2026, with several new initiatives and opportunities planned for members across the country.

Nominations for the 2026 ECO IMPACT Awards opened in June, including the introduction of new award categories designed to recognize emerging leadership, innovation, and impact across the environmental sector. These awards continue to celebrate the outstanding work being done by EP® members and the broader environmental workforce.

We were delighted to learn that the 2026 ECO IMPACT conference in February was sold out, achieving the highest attended event to date.

Why Attend ECO IMPACT Every Year?

This event is curated for the EP® community, offering:

- 1. Awards & Recognition**
Celebrate top talent and industry leadership at the Awards Gala.
- 2. Workforce Transformation**
Explore practical solutions to labour shortages, skills gaps, retention challenges, and workforce development.
- 3. Insight**
Gain practical knowledge and strategies in two dynamic content streams tailored to your goals.
- 4. The Vision Behind the Event**
This event is for our EP®s. Explore the deeper purpose that shapes every moment of your experience.



The date has been set for ECO IMPACT 2027, and we hope to see you there. Registration is open and award nominations will open soon. Make sure to take advantage of the early bird registration!

Where: Hyatt Regency, Calgary | When: February 24-25, 2027





To support connection and collaboration nationwide, ECO Canada will also host a Virtual EP® Meet-Up, EP® Connect in Fall 2026. This event will create accessible networking and professional development opportunities for members regardless of location, helping ensure

professionals in remote and rural communities can engage meaningfully with the EP® network.

Another exciting initiative launching in 2026 is the EPt Student Ambassador Program. This program will help introduce post-secondary students to the value of the EP® designation early in their careers while creating opportunities for mentorship, networking, training, and ongoing community involvement after graduation.

We would also like to announce a new award for ECO IMPACT 2027... the HR Excellence Award. This award will be open to those companies and organizations that are part of the HR Excellence Program. The goal of the program is to create a credible framework that helps organizations and companies attract, retain and develop talent while embedding sustainability, inclusion and compliance into everyday HR practices. Organizations who meet the HR standards of excellence and are recognized as Top Employers will receive recognition at the Annual ECO IMPACT Gala Awards Dinner.

SUSTAINABLE BLUE ECONOMY SUMMIT

Members can also look forward to the Sustainable Blue Economy Summit taking place in Halifax September 18, 2026. While rooted in blue economy topics, the Summit will explore broader themes of sustainability, workforce development, climate resilience, and environmental innovation that are relevant to professionals across all sectors and specializations.

Where: Westin Nova Scotian, Halifax, NS | When: September 18th, 2026

EXPLORING FUTURE SPECIALIZATION AREAS

As environmental careers continue to evolve, so does the EP® program. We are always looking for opportunities to expand the EP® National Occupational Standards (NOS) and develop new specialization pathways that reflect industry needs.

Current areas being explored include Risk Assessment and Waste Auditing, with additional opportunities under consideration as emerging environmental priorities continue to shape the workforce.

We encourage members to help shape the future of the EP® program. If you have ideas for new specialization areas or would like to contribute your expertise to future development initiatives, please contact us at EP@eco.ca.

VALIDATION OPPORTUNITIES FOR EP® MEMBERS

ECO Canada has a vast library of free career resources available to help individuals choose their path in the environmental sector. You can help ensure our career resources reflect the real-world skills, knowledge and expertise that drive Canada's green economy forward. Get rewarded for your expertise and gain professional development credits!

We are looking for experts currently working, supervising, or recently employed in Canada in job titles similar to the ones below to provide feedback on our Career and/or Competency Profiles:

- Environmental Protection
- Resource Management
- Environmental Sustainability
- Environmental Management
- Impact Assessment

LEARN MORE: about the opportunity and apply online

Meet The Team

At the heart of the Certification Team's work is a commitment to supporting you. Each year, they strive to keep you informed about the programs and resources that ECO Canada has to offer. Whether that's keeping you up to date with the latest research that can form your career journey, or providing you details of the latest professional development resources, the team's efforts cannot go unnoticed.

As we enter a new year, we're looking forward to connecting with even more of our EP®s, EPTs and EP® Auditors through our LinkedIn EP® Community Connections Group and in-person events.

Your input matters. It helps us find better, more impactful ways to support your goals and enhance your experience!

On behalf of ECO Canada's staff, stakeholders and members, thank you for your ongoing support and contribution to the success of the EP® Program.

COMMITTEE ACKNOWLEDGMENT

In addition to ECO Canada staff and our Approvals Board (CECAB), the Certification Team would like to acknowledge the hard work of several Committees that are an important piece of the certification governance structure. In their respective niche, these committees support the development and maintenance of the certification framework that includes the policies, processes, and procedures:

- EP® Certification Committee
- Auditing Certification Committee
- Ethics and Discipline Committee
- Professional Development Committee



AARON WILSON
VP of Marketing and Sales



ELIZABETH GETTY, EPT
Director of Certification
& Accreditation



HELEN CRAWLEY, EPT
Team Lead, Certification



COLEEN MAHONEY, EPT
Certification Coordinator

CECAB Board Members

THE CANADIAN ENVIRONMENTAL CERTIFICATION AND APPROVALS BOARD (CECAB)

CECAB is comprised of key environmental stakeholders from across the country.

The Approvals Board is responsible for final approval of all certification candidates and the oversight of the certification process.



Robert Volkman, RFT, CRSP, PMP, EP®(EMSLA) Emeritus, EP®(CEA) Emeritus
CECAB Chair
President, JEDROC Consulting Services Ltd. (British Columbia)

Victor Nowicki, P.Geo.
President
ARC Geobac Group Inc. (New Brunswick)

Jen Silverthorn, CRSP, CSBA, EP®, EP®(EMSLA)
Environmental Management Leader
City of Calgary (Alberta)

Eric Denman, Eng., MBA, EP®, CRM
Vice President
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Scott Freiburger, B.E.S., A.Sc.T., LEED AP, EP®(EMSLA), EP®(CEA), EP®
Principal, Managing Director
AET Group Inc. (Ontario)

Chris Valaire, B.Sc., C.E.T., P.For, EP®
Principal/President
Valarie Management Consulting Inc. (Alberta)

Christina Wright, M.Env.Sc., EP®
President and Managing Consultant
BCX Environmental Consulting (Ontario)

Jacques Benoit, EP®
Senior Vice President Business Development
AGAT Laboratories (British Columbia)

Appendix A: Members Certified in 2025

Aashvi Dudhaiya	Andres Ortiz	Brynn Torrens	Daniel Deck
Aastha Trivedi	Andrew Rothwell	Carlos Murcia Tellez	Daniel Suddard
Abdelhaq El Ouardi	Anna Naylor	Carly Andrews	Danielle Montocchio
Abdul Rahman Dallal	Anna Zarina	Carole-Anne Zambelli	Danielle Thorne
Abdus Shinwary	April Richardson	Cass Acheson	Darryl Downey
Abhilash Shanmugam	Ashton Duvall	Cassidy Russbueldt	Dawson Smethurst
Afeez Kazeem	Avery Kaszas	Cassidy Stillie	Deanna Woods
Afrouz Bagheri	Ayda Nikkar	Celina Elliott	Denise Mager
Ahmed Lasisi	Ayra Nacilla	Chelsea Porlier	Didier Mudwahefa Anzenza
Akeem Bello	Ben Grant	Chiara D'Egidio Kotze	Diqi Liang
Alain Smith	Benjamin Ghafari	Chibuzor Christian Nwabunike	Dorcas Kepha
Alanna Smolarz	Benjamin SEWELL	Chijioke Emenike	Dylan Jensen
Alex Proano	Binuyo Ogunniyi	Chika Ukwé	Elijah Anderson
Alex Quarshie	Bovic Mirindi	Chrispaul Muthaura	Emma Covaceuszach
Alexandra Bruvold	Bradley Fournier	Christian Andoh Siaw	Eniola Oladimeji
Alexandra Bullock	Brendan Bate	Christian Swiggum	Eric Dal Bello
Ali Fageer	Brian Amm	Christina Ma	Erminio Jacobelli
Alisa Malakhova	Brian Beck	Clara N Asamoah	Ethan Ko
Amanda Brunet	Brianne Doyle	Claudia Leung	Faye Wood
Ambre Olivari	Bright Masocha	Clinton Mensah	Félicité Armelle Awassi Cakpo
Aminata Ndaw	Brittany MacDonald-MacAulay	Crystal Mitchell	Fiona Scurrah
Andreas Setyawan	Bryce Johnson	Dana Shewchuk	Frances Mamman

Francesca Mattoni	Jeimy Katherin Mendoza Cabezas	Khalid Zaaïmi	Marjan Esbati
Fraser Macnab	Jennifer Farrell	Kimberley Pownall	Marsha Ord
Gbenga Popoola	Jeremy Singh	Kunal Shah	Marvin Lebrudo
Guike Ma	Jing Hua Cao	Kyle McDonald	Mary Carmel Jesintha Arokia Adaikala Dass
Gustavo Silva	Jinny Toffelmire	Laura Dewhirst	Mathieu Marek
Hakim Habani	Jinwon Leem	Laura Sturtridge	Matthew Misztal
Hanna Hurley	Jithu Palackamalayil Thankappan	Laura Villamizar Duque	Mayank Upadhyay
Hanson Micomyiza	John Glendale Eden	Lauren Burns	Megan Clemis
Helen Marsh	Josh Batstone	Liz Garnett	Megan Thorpe
Ifeanyi Samuel Ibe	Joshua Mann	Luke Hurd	Melanie Sweetman
Ishita Ishita	Juan Zuleta	Luke Ouellette	Melissa Birch
Jack Bebbington	Julia van der Merwe	Lussane Barbosa	Michael Johnstone-Buchan
Jackson Mak	Julie Doan-Prévost	Lyndsay Eichinger	Michael Nwosisi
Jacob Purschke	Junzhang Chen	Maahi Shah	Michel Berger
Jacqueline Laurin	Justin Ching	Magdalena Omeljaniuk	Mohamedi Pazi
Jahnnavi Patel	Justina Poisson	Mahjabin Feardusy Nitu	Molly Ricciardi
Jalen Jones	Kailynn Fife	Mais Alkhayer	Morgan King
James Piliéci	Kaitlin Gargus	Man Chung Choi	Moritz Haben
James Power	Karl Khalil	Manveer Kaur	Moshood Ogunwoye
Jamie Clare	Katherine Benkovich	Manveer Ruprai	Muhammad Bashir
Jamie Goth	Kayla Fisher	Maria Andrea Patino Garces	Naitik Chaudhary
Jane Quackenbush	Keenan Clark	Maria Riaz	Nathaniel Zonruiter
Jaqueline Pontes Viana	Keenen Hammermeister	Marie-Anne Pearson	Naushef Naushad Kotadia
Jeewanjot Kaur Sandhu	Kenzie Lancaster	Marion Harang	Nazia Ahmed

Nazila Shamloo	Raelene Fewer	Sandani Buddhima Abewickrama Vidana Pathirana	Teerth Panchal
Nicola Shaw	Rajvi Desai	Sara Jose	Teighan McCabe
Nicole Weckwerth	Rebecca Szczepanowski	Scott Silver	Tejal Khunti
Nirmal Balaji Kannan	Reine Donnestad	Sebi Parajuli	Tejumola Ibiwunmi Oladokun
Nneka Jk-Onyeka	Rezvan Karimi	Shanmugapriya Arunmozhi	Tennoy Robinson
Noah Ramcharran	Rina Rose Tugade	Shayna Meinzinger	Theresa Treasure
Noah Seeton	Rinu Varghese	Spencer Binda	Tiffany Ng
Noushin Fadaei	Rishtia Rajib	Spencer Roth	Tiphany LaBeach
Ola Toba	Rita Assoah	Stephanie Ewasiuk	Tolulope Adamu
Olivia Zamrykut	Rob Drummond	Stephanie Gay	Tristan McIntosh
Olu Lawal	Robert Baidoc	Stephanie Rock-Rogers	Uranbileg Yondon
Oluwabamise Afolabi	Robert Gilbert	Stephen McCartney	Vaneska Grechinski
Oreva Okoye	Robert Hough	Stephen Vinnedge	Varun Bharatkumar Nayak
Oumaima Gharnate	Robert Stack	Stephen Williams	Vincent Piche Mongeon
Paige Marchand	Robin Lizotte	Steve Kelly	Wambui Kangethe
Paloma DSilva	Rodrigo Fernandez Ballina	Sujay Sarkar	Wardah Moussa
Paola Martinez	Ryan Koziol	Svitlana Abu Deeb	William Exton
Piyali Biswas	Ryan Whalen	Swati Garg	Wonbin Choi
Pradeep Dashrath Patel	Sadegh Rostami	Tabita Anca Moldovan	Wyatt Croucher
Pragyan Garnaik	Saffron Ahmad	Tara Mascarenhas	Farida Issa Epse Mohamadou
Precious Bolanta-Owoha	Saima Bajwa	Tara Redpath	Yash Rangani
Priscilla Gallagher	Samantha Beatty	Taryn Bishop	Yi Lok Scarlett Leung
Pronob Das	Samantha Best	Taya Lucas-Desmond	Yuichiro Ido
Rachael Clarke	Samuel Gebreselassie	Taylor Reid	Zhou Li
Rachel Kirkby	Sanata Dama		

Appendix B: EP® Community Volunteers

NEW EP® CHAMPIONS

Adam Farrow	Chad McDowell	Meghan Ostrum	Shashank Kumar
Alec Tam	Chijioke Emenike	Nicholas Stasiak	Tanisha Whitmarsh
Alex Campbell	Chris Wolnik	Nicole Lights Thomas	Vaneska Grechinski
Andrew Janzic	Emmanuel Ugwu	Peter Boyd	Victoria DePaulo
Arbaiza Jamal	Jared Saunders	Rochelle Mathew	
Ashgan Houston	Joby Moffat	Sarah Malcolm	
Brendan MacNaughton	Liza Petelina	Sean Cruz	

COMMITTEE MEMBERS

Amanda Muench

Andrew Monkman

Clare Arsenault

Denys O’Keefe

Michael Halliwell



Appendix C: EP® Code of Ethics

The Environmental Professional (EP®) Code of Ethics includes several tenets that all certified and in-training members must adhere to in order to remain a member in good standing. In addition, EP® staff, volunteers, and board and committee members must also agree to abide by the same EP® Code of Ethics.

The EP® Code of Ethics outlines the values and expected behaviours that guide Environmental Professionals in all activities related to their professional duties. By committing to these values and adhering to the expected behaviours, Environmental Professionals strengthen and inspire the public's confidence in the environmental profession.

Adherence to this Code of Ethics is required of all certified members to maintain their certification. These guidelines will continue to evolve to increase transparency and rigour, ensuring a high standard of professional conduct from all members.

ENVIRONMENTAL STEWARDSHIP

Uphold the duty to protect, steward and promote the environment. EP@s understand the value of environmental efficiency and sustainability, determine the benefits and costs of additional environmental stewardship, and continue to implement sustainable solutions.

ENVIRONMENTAL ADVOCACY

Environmental Professionals recognize the importance of protecting the public and the natural world and work to influence the social, economic, and cultural segments to bring positive change.

Environmental Professionals empower communities around them, enhancing the dignity and reputation of both the profession and the designation, as well as respect the welfare, health, and safety of all persons and the environment through competency, honesty, and transparency.

ETHICAL & MORAL STANDARDS

Environmental Professionals are bound to an ethical code where objectivity can be ensured, where they conduct themselves with full integrity and serve in the interest of the public's health and safety, and the environment.

Environmental Professionals have a duty to act as advocates for those who cannot advocate for themselves.

PROFESSIONAL RESPONSIBILITY

Environmental Professionals recognize they need the public's trust for their decisions to be impactful, respected and sought out. They adhere to ethical guidelines, understand rules of conduct, and uphold the standard of practice.

The environmental sector is growing, and the Environmental Professional adapts and grows along with it. Environmental Professionals maintain accountability, understand their responsibility, work within the rules and regulations, and always conduct themselves to the maximum of their expertise.

CONFIDENTIALITY

Hold in strict confidence, except as required by law, all information they acquire during their professional relationships and do not use this information for personal gain. EP@s safeguard confidential information and understand and respect contractual obligations.



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