



Ocean
Alliance
Canada



SBEP Indigenous

0. SBEP Indigenous Application Guide

September, 2026





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Welcome

Thank you for your consideration and support in the development of the SBEP Indigenous designation. Funded by the Future Skills Center, the Indigenous Ocean Futures project is working with communities to develop a framework that helps recognize and translate the skills that are naturally built in communities to support Indigenous opportunity and employment in the ocean sector.

By the End of this Guide

By the end of this guide, you will:

- ✓ Confirm your eligibility for the SBEP Indigenous designation.
- ✓ Understand how your information will be collected, used, stored, and protected throughout the application process.
- ✓ Understand the application process and what you will be asked to complete.
- ✓ Provide your consent to participate in the application and review process.
- ✓ Know where to find the supplementary guides and resources you can refer to throughout the application process.

The Sustainable Blue Economy Professional

SBEP at a Glance

The Sustainable Blue Economy Professional (SBEP) designation recognizes individuals whose knowledge, experience, and ethics support a sustainable global ocean economy.

Developed by Ocean Alliance Canada in partnership with ECO Canada and supported by the Future Skills Centre, this credential validates your education, skills, and real-world experience in the sustainable blue economy.

Built on the Blue National Occupational Standards (BNOS), SBEP defines the competencies that strengthen the ocean workforce across research, industry, policy, science, technology and community leadership.

This designation serves as a trusted benchmark of professionalism and ethical practice across ocean sectors and roles worldwide.



The SBEP Indigenous Pathway

Recognizing Community-Built Skills in the Blue Economy

Indigenous Peoples bring valuable knowledge, skills, and leadership to the ocean economy. SBEP Indigenous recognizes skills developed through stewardship, harvesting, guardianship, monitoring, safety, community leadership, land- and water-based activities, and other forms of experience.

The designation takes a strengths-based approach that recognizes learning can happen through lived experience, cultural practice, community responsibility, hands-on work, training, and formal education. It helps make these existing skills more visible and connect them to opportunities in the blue economy.

Who Is the SBEP Indigenous Pathway For?

SBEP Indigenous is designed for **First Nations, Inuit, and Métis individuals in Canada** with relevant experience in ocean, coastal, or freshwater-to-ocean environments.

Experience may come from employment, community involvement, lived experience, training, or land- and water-based activities.

Before continuing, review the **Eligibility Checklist in the Appendix** to confirm that you meet the eligibility requirements for SBEP Indigenous.

What Does a Certified Individual Receive

SBEP Indigenous provides formal recognition of an individual's demonstrated skills, knowledge, and experience.

Each certified individual receives:

- ✓ An SBEP Indigenous designation certificate
- ✓ Confirmed focus area(s), where applicable
- ✓ Access to SBEP benefits and resources
- ✓ Access to the SBEP online portal [Eligibility](#)

What Certification Enables for Employers and Partners

For employers, SBEP Indigenous provides a clearer way to recognize skills and experience that may have been developed through technical work, community roles, stewardship, and land- and water-based experience. It can support hiring, role matching, professional development, and workforce planning.

For partners, the designation makes Indigenous skills, experience, and leadership more visible when considering partnerships, projects, funding, contracting, and other opportunities.



Why SBEP Indigenous Matters

Indigenous skills, knowledge, and leadership are already contributing to ocean and coastal work, but these strengths are not always recognized within traditional education, employment, and certification systems.

SBEP Indigenous helps bridge that gap by creating a formal way to recognize community-built knowledge, practical experience, and land- and water-based learning. This makes existing strengths more visible and supports clearer pathways into employment, leadership, partnerships, and other blue economy opportunities.

Application Options

Individual Certification

Individual certification can be done anytime in digital format through the SBEP application portal. All participants have the option to complete the designation manually and submitting the workbooks by mail.

Group Certification

Group Certification is available only in association with BEAHR Trainings or Micro-credentials (as an add-on) and can be delivered either digitally or as a workbook.

For all group certifications, a community point of contact will be responsible for determining eligible community members for certification and distributing the pre-certification packages where necessary.

Application Process

The SBEP Indigenous certification process is designed to recognize real-world skills, community-based knowledge, and lived experience. The process provides different ways for applicants to demonstrate what they know and how they apply their knowledge and experience.

0. Application Guide Review & Eligibility

Before beginning the application, applicants review the certification process, eligibility requirements, and information about data use, privacy, and consent.

The Eligibility Checklist and other supporting resources are included in the Appendix for reference throughout the application.



1. Intake and Profile Development

The application begins by building a profile of the applicant's background and experience.

Applicants will:

- Confirm their eligibility for the SBEP Indigenous pathway.
- Provide information about their work, volunteer, community, and lived experience.
- Identify relevant education, training, and other forms of learning.
- Identify community contacts who are able to confirm their experience and status.

Experience may include activities such as stewardship, guardianship, harvesting, fisheries, aquaculture, monitoring, marine operations, community projects, or other ocean and coastal work.

2. Focus Area Selection

Applicants review their skills, knowledge, and experience and consider whether they align with any of the five specialized focus areas.

Applicants May Select One, Several, or No Focus Areas

Selecting a focus area is optional. The selection helps guide applicants toward relevant scenarios, supports matching their application with BECAB reviewers who have relevant expertise, and identifies focus areas that may be confirmed through the review process.

Professional, Leadership & Communications applies to all applicants and does not need to be selected as a specialized focus area.

3. Skills Scenario Activity

Applicants respond to practical scenarios that allow them to demonstrate how they apply their knowledge and experience in real-world situations. Rather than testing theory, scenarios ask applicants to explain what they would consider, how they would respond, and what actions they would take based on their experience.

Each scenario is connected to a focus area. Applicants can use their focus area selections to identify scenarios that are most relevant to their experience.



4. Portfolio Development & Submission

Applicants have an opportunity to provide evidence that supports the skills and experience described throughout their application.

Evidence may include:

- ✓ Employment, training, or certification records
- ✓ Project or role descriptions
- ✓ References or community endorsements
- ✓ Work examples
- ✓ Photos or videos with supporting explanation

Portfolio evidence is strongly encouraged but not mandatory. Applicants who do not have formal documentation may provide written descriptions or references, and evidence requiring permission may be provided later.

5. Declaration & Next Steps

Before submitting their application, applicants complete the Applicant Declaration confirming that the information, evidence, references, and eligibility information they have provided are true and accurate to the best of their knowledge.

6. BECAB Review

Completed applications are reviewed by the Blue Economy Certification and Approvals Board (BECAB). BECAB considers the applicant's profile, scenario responses, portfolio evidence where provided, and other supporting information to assess demonstrated skills and experience. All BECAB board members are required to sign a confidentiality agreement to preserve applicant privacy and confidentiality.

As part of its review, BECAB may:

- Consider confirmations from community contacts, Elders, Knowledge Holders, supervisors, project leads, or other references.
- Request additional information or evidence where clarification is needed.
- Consider scenario responses and other applied demonstrations of knowledge and experience.
- Confirm the applicant's specialized focus area(s), where applicable.

The review process typically takes 4–6 weeks. Applicants may be contacted during this period if additional information or clarification is required.



Awarding of Focus Areas

For those who select focus areas, the BECAB reviews the applicant's demonstrated skills, knowledge, experience, scenario responses, and supporting information to determine whether a selected focus area can be confirmed.

Confirmed focus area(s), where applicable, will be identified on the applicant's **SBEP Indigenous certificate**.

7. Decision & Certification

Once the review is complete, applicants are notified of the decision by email.

Approved applicants receive their SBEP Indigenous certificate, including confirmed focus area(s) where applicable, along with instructions for accessing the SBEP online portal and information about available benefits and resources

Ready to Begin?

You should now understand the SBEP Indigenous certification process, what you will be asked to complete, and how your application will be reviewed.

Before beginning your application:

- ☐ Reviewed the Eligibility Checklist
- ☐ Reviewed and completed the Data Use and Consent Form
- ☐ Reviewed the supporting guides in the Appendix

After completing the above, you are ready to begin **Section 1 – Intake & Profile Development**



Appendix

- 1. Application Completion Checklist**
- 2. Am I Eligible to Apply**
- 3. Data Use and Consent Form**
- 4. Additional Experience Entries**
- 5. Additional Learning Entries**
- 6. Focus Area Descriptions**
- 7. Portfolio Evidence Guidelines**
- 8. Evidence Guidelines by Focus Area**



Application Overview Checklist

Use this checklist to track your progress through the application.

Before submission, ensure that you have checked each box as complete.

Step	Description	Complete
0. Applicant Guide & Eligibility	Review the process, confirm eligibility, and review data and privacy requirements.	☐
1. Intake & Profile Development	Provide information about your background, experience, learning, and community involvement.	☐
2. Focus Area Selection	Review your skills and select any focus area(s) that best reflect your experience. Selection is optional.	☐
3. Scenario Activity	Respond to practical scenarios that demonstrate how you apply your knowledge and experience.	☐
4. Portfolio Development & Submission	Organize and submit supporting evidence, where available.	☐
5. Declaration & Next Steps	Confirm that the information and evidence you provided are true and accurate.	☐
<i>Below Section to be completion by BECAB Board</i>		
6. BECAB Review & Approval	Board reviews application and determines certification outcome.	☐
7. Decision & Certification	Receive your decision and, if approved, your certificate and access instructions.	☐



Am I Eligible to Apply?

The SBEP Indigenous stream is designed for individuals who have built skills and experience through work, community involvement, and land- and water-based activities.

You may be a good fit to apply if the following feel true for you:

About You

☐ I identify as Canadian First Nations, Inuit, or Métis and am applying through the Indigenous stream

Your Experience

- ☐ I have experience connected to ocean, coastal, or freshwater-to-ocean environments
- ☐ I have been involved in activities such as stewardship, guardianship, fisheries, aquaculture, marine operations, safety, monitoring, or community-based work

How You've Learned

- ☐ I have built skills through hands-on experience, community work, training, or a combination of these
- ☐ I can describe how I apply my knowledge in real-world situations

Sharing Your Experience

- ☐ I am able to share examples of my work, projects, or experience (this could include stories, photos, references, or other forms of evidence)
- ☐ I am comfortable having my experience reviewed as part of the certification process

Knowledge and Community

- ☐ I will only share knowledge or materials that I have permission to share
- ☐ I understand that some knowledge may be community-held or sensitive

Data Use and Consent Review

- ☐ I have read and recognize the data privacy considerations associated with applying for this designation.

If you're unsure whether you meet all of the above, you are still encouraged to apply or reach out. The process is designed to recognize a wide range of experience and ways of learning.



SBEP Indigenous

Data Use and Consent Form

The information you provide as part of the SBEP Indigenous certification process will be used to support your participation in the program. This includes confirming your eligibility, supporting your skills assessment, and developing your skills profile and portfolio.

This process follows the principles of Ownership, Control, Access, and Possession (OCAP). You maintain ownership of the information you share and have control over what you choose to include. You may request access to your information at any time, and all information will be permanently deleted by request, at any time throughout the application process. You are encouraged to only share information, knowledge, or materials that you have permission to share, especially where knowledge may be community-held or sensitive.

Your information will be reviewed by authorized program staff and members of the certification assessment board. It will only be used for the purposes of certification, evaluation, and program improvement. Any information used for reporting or shared externally will be de-identified and presented in an aggregated form so that individuals cannot be identified.

All information is stored within ECO Canada's secure data systems. Access is restricted to authorized individuals, and data is protected through secure systems, monitoring, and encrypted backups. Anonymized data may be retained for up to seven years to support program improvement and reporting requirements. Portfolio upload items will be held in a secure SharePoint location for 6 months after certification before they are permanently deleted through an automated process.

By signing below, you confirm that you understand how your information will be collected, used, and stored as part of the SBEP Indigenous certification process. You confirm that you will only share information that you have permission to share, and that the information you provide reflects your own experience to the best of your knowledge.

Name: _____

Signature: _____

Date: _____

Additional Experience Entries

Experience Entry *(Additional)*

From (date) _____ to (date) _____

Organization or Community: _____

Role Title: _____

(if no formal title, describe your role) _____

What did you do in this role? _____

List your main responsibilities (up to 3):

1. _____

2. _____

3. _____



Experience Entry *(Additional)*

From (date) _____ to (date) _____

Organization or Community: _____

Role Title: _____

(if no formal title, describe your role) _____

What did you do in this role? _____

List your main responsibilities (up to 3):

1. _____

2. _____

3. _____



Experience Entry *(Additional)*

From (date) _____ to (date) _____

Organization or Community: _____

Role Title: _____

(if no formal title, describe your role) _____

What did you do in this role? _____

List your main responsibilities (up to 3):

1. _____

2. _____

3. _____

Additional Learning Entries

Learning Entry *(Additional)*

- ☐ Formal education (College, University, diploma, degree)
- ☐ Training or Certification
- ☐ Informal or community-based learning

Name of Training or Learning Experience	Organization or Source	Date(s) completed	Certificate Included?
			☐ Yes ☐ No

What did you learn or gain from this experience?



Learning Entry *(Additional)*

- ☐ Formal education (College, University, diploma, degree)
- ☐ Training or Certification
- ☐ Informal or community-based learning

Name of Training or Learning Experience	Organization or Source	Date(s) completed	Certificate Included?
			☐ Yes ☐ No

What did you learn or gain from this experience?



Learning Entry *(Additional)*

- ☐ Formal education (College, University, diploma, degree)
- ☐ Training or Certification
- ☐ Informal or community-based learning

Name of Training or Learning Experience	Organization or Source	Date(s) completed	Certificate Included?
			☐ Yes ☐ No

What did you learn or gain from this experience?

Focus Area Examples

Your knowledge and experience may connect to several focus areas. Marine and coastal work is interconnected. A single job, community role or experience may involve skills from several focus areas. Below are examples of different roles and the focus areas they may apply to.

You do not need to choose one focus area. Instead, consider where and how you have demonstrated each skill throughout your work, community involvement and lived experience.

Example Role	Focus Areas This Role May Demonstrate
<i>Elder / Knowledge Holder / Community Advisor</i>	Environmental Stewardship & Assessment; Data, Planning & Project Management; Professional, Leadership & Communications, depending on the individual's role and demonstrated experience
<i>Traditional Harvester / Fisher Commercial Fish Harvester</i>	Environmental Stewardship & Assessment; Technical Systems & Engineering; Marine Operations & Navigation; Safety, Regulatory & Compliance.
<i>Guardian / Land or Water Guardian/ Environmental Monitor / Field Technician</i>	Environmental Stewardship & Assessment; Data, Planning & Project Management; Technical Systems & Engineering; Marine Operations & Navigation; Safety, Regulatory & Compliance.
<i>Community Fisheries Coordinator</i>	Environmental Stewardship & Assessment; Data, Planning & Project Management; Marine Operations & Navigation; Safety, Regulatory & Compliance.
<i>Aquaculture Technician / Operator</i>	Environmental Stewardship & Assessment; Data, Planning & Project Management; Technical Systems & Engineering; Marine Operations & Navigation; Safety, Regulatory & Compliance.
<i>Marine Equipment / Vessel Technician</i>	Technical Systems & Engineering; Marine Operations & Navigation; Safety, Regulatory & Compliance.
<i>Community Project Coordinator / Manager</i>	Environmental Stewardship & Assessment; Data, Planning & Project Management; Safety, Regulatory & Compliance.
<i>Marine Equipment / ROV Technician</i>	Technical Systems & Engineering; Marine Operations & Navigation; Safety, Regulatory & Compliance
<i>Vessel Captain / Operator</i>	Marine Operations & Navigation; Safety, Regulatory & Compliance; Professional, Leadership & Communications

Portfolio Evidence Guidelines

Applicants can include different types of evidence to show their skills and experience.

A mix of evidence types will create a stronger application.

As a general guideline:

- Only share portfolio items with permission. If needed, we will accept redacted versions to protect sensitive information.
- Try to include **at least one strong (High) or medium piece of evidence** for your main skills
- Photos and videos are helpful, but should include a short explanation
- If you don't have formal documents, written descriptions of your experience will be considered as well as testimonials from peers, employers or community members.

Evidence type	What It Shows	Examples	Strength
Certificates & Training	Proof of completed training or certifications	First Aid, boating license, BEAHR training, safety courses	High
Reference or Endorsement	Confirmation from someone familiar with your work	Letter or written confirmation from supervisor, Elder, Guardian lead, or community representative	High
Work Examples	Direct examples of work you contributed to or completed	Reports, monitoring logs, restoration plans, project outputs	High
Employment or Role Records	Proof of your roles or responsibilities	Job descriptions, letters confirming role	High
Community Role Confirmation	Recognition of your role in community-based work	Confirmation of Guardian role, harvester, coordinator, or project involvement	High
Traditional/ Land-Based Knowledge Description	Explanation of knowledge built through lived or cultural experience	Seasonal harvesting, environmental observation, navigation knowledge	High
Project Descriptions	A written explanation of work you've been part of	Description of your role in a fisheries project, monitoring program, or community initiative	Medium
Personal Experience Summary	Your own description of your skills and experience	Written explanation of what you do and how you do it	Medium
Photos or Videos with Explanation	Visual evidence of you doing the work	Photos of you on a boat, collecting data, working on a site	Low
Participation/ Volunteer Records	Proof you took part in an activity	Attendance lists, sign-in sheets, informal confirmations	Low



Evidence Guidelines – By Focus Area

Below are some ideas of different types of evidence that could be submitted.

Focus Area	Example Evidence	
Environmental Stewardship & Assessment	<ul style="list-style-type: none">- Habitat surveys,- species inventories,- monitoring reports,- fish-count or harvest logs,- harvest observations field notes,- georeferenced photos,- stewardship plans,- community presentations,	<ul style="list-style-type: none">- records of participation in environmental or cultural activities,- records of environmental observations over time,- community meeting records,- or examples of knowledge contributing to stewardship decisions.
Data, Planning & Project Management	<ul style="list-style-type: none">- Project plans,- budgets, schedules,- proposals,- GIS maps,- datasets,- community data templates or protocols,- grant records,- consultation or engagement plans,- community event records,- progress reports,	<ul style="list-style-type: none">- community communications,- records of project findings or outputs shared with community,- professional-development plans,- aquaculture harvest/growth plans,- procurement records,- or data-stewardship training/certifications,- records showing community direction or decisions about data.
Technical Systems & Engineering	<ul style="list-style-type: none">- Equipment assessments/comparisons,- maintenance records,- equipment logs,- calibration records,- technical reports,- troubleshooting logs,- electrical schematics,- community or external partners	<ul style="list-style-type: none">- test data,- photos or videos of equipment use,- regulatory documentation,- equipment budgets,- business plans,- presentations,- or records of technical projects completed with
Marine Operations & Navigation	<ul style="list-style-type: none">- Examples of applying local knowledge and experience to route or operational decisions,- vessel logbooks,- catch reports,- navigation records,- deployment plans,- field logs,- maintenance logs,	<ul style="list-style-type: none">- employment records,- supervisor evaluations,- operational checklists,- Transport Canada or marine safety certificates,- records of route or operational decisions,



		<ul style="list-style-type: none">- or examples of applying local knowledge while working on the water.
Safety, Regulatory & Compliance	<ul style="list-style-type: none">- Hazard assessments, safety certificates, emergency-response records,- incident reports, root-cause analyses,- safety drills,- toolbox talks,- inspection records,- corrective-action logs,	<ul style="list-style-type: none">- climate-hazard assessments,- community environmental safety plans,- or examples of applying lived or community knowledge and lessons from past incidents to identify risks or prevent harm.
Professional, Leadership & Communications	<ul style="list-style-type: none">- Facilitation or convening records,- presentations,- community communications, governance or advisory experience,- mentorship records,- volunteer experience,- cultural learning,	<ul style="list-style-type: none">- peer or community references,- community ambassador roles,- advocacy experience,- Guardian Program participation,- social media or knowledge-sharing materials,- storytelling,- training certificates or examples of representing community interests.



CONTACT US

sbep@eco.ca

Based in Calgary, AB and Halifax, NS

www.oceanalliancecanada

