

# Choosing Your Path Where Will Your Environmental Career Take You?



eco  canada

# WHAT'S INSIDE?

At ECO Canada, environmental careers are our business. Defining your career path can be daunting, so we've put together some resources to help you identify which path may be right for you.

## NAVIGATING THE SECTOR

What's a Green Job and Why is it Right For You?

## PICKING YOUR PATH

Finding Your Specialization

## GETTING WHERE YOU WANT TO GO

Setting the Foundation for Your Career Success

## THE ONLY WAY IS UP

Moving Up and Getting Ahead in the Industry

## GETTING HELP ALONG THE WAY

Resources to Help You Move Along the Path

## TAKING THE NEXT STEPS

Professional Designations and Higher Education

# Navigating the Sector



# WHAT'S A GREEN JOB ANYWAY?

**Did you know? Over 364,000 Canadians work in the environment.**

## What Defines an Environmental Professional?

An Environmental Professional is an individual who spends at least 50% of their time performing activities related to environmental industry within the areas of Environmental Protection, Resource Management, or Environmental Sustainability. This means that **over 364,000 people in Canada** fall into this employment category.

Our survey shows that 60% environmental employees have a college education or equivalent.

## Where Are the Green Jobs?

Within Canada, the workforce has grown ten-fold in two decades. Over 90% of employees work in the private sector, and small businesses employ 48% of environmental employees in Canada.

Employers are creating and hiring for green jobs: over 75% of employers plan to hire new environmental employees in the near future.

With 22% of the current workforce expected to retire in the next 10 years, there's more space for green job-growth to open up. Combined with a surge in environmental education programs, **Canada is poised to be a leader in green job growth and have a strong base of environmental professionals at all career levels.**

## Top 5 Industries For Environmental Employment

1. Agriculture
2. Construction
3. Professional Scientific and Technical Services
4. Waste Management, Remediation, & Administrative Support
5. Public Administration

### SNAPSHOT OF THE ENVIRONMENTAL WORKFORCE

**Did you know?**  
The industry has grown ten-fold in the last decade.

**75%** OF EMPLOYERS PLAN TO HIRE  
Jobs in many areas are in demand: 3 out of 4 employers anticipate hiring in the near future.  
\*2015 Snapshot: Environmental Workforce

**22% OF WORKERS RETIRING SOON**  
Over 1 in 5 are aging out of the workforce creating room for junior and intermediates to move up.

**SMALL BUSINESSES BENEFIT**  
Small businesses employ 48% of environmental professionals in Canada.  
Over 90% of employees work in the private sector.

# NAVIGATING THE ENVIRONMENTAL SECTOR

## Who are environmental professionals?

### To navigate the industry, you need to know the key landmarks

What does the landscape look like today?

- 62% of workers are aged 44 and younger
- 25% are women, 6.3% are Indigenous, and 3% are recent immigrants
- 65% have 4 or more years of experience
- almost 30% of roles focus on managerial work

### Employment landscape

To plan out your career, it helps to know what employers are looking for. We surveyed hundreds of environmental employers. Here's what they expect:

**34%** expect their workforce to increase; 64% expect it to stay the same

**46%** expected difficulties hiring new staff

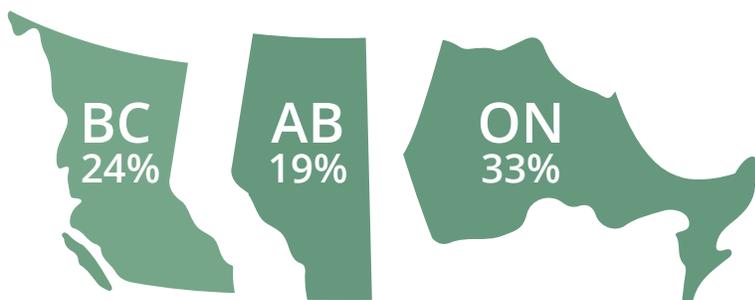
**14%** of employers report difficulty filling specialized positions in areas such as:

- Forestry
- Environmental Engineering
- Ecology
- Aquaculture
- Climate Change

### Where do you find them?

Environmental work is spread across every province and territory. From government policy-makers in the capitol to workers at remote northern sites, environmental work is critical to Canada's economy.

There are three provinces with the highest concentration of workers in the environmental sector:



## TOP 5 EMPLOYMENT STATS

**62% OF PEOPLE ARE AGED 44 AND YOUNGER**

65% have 4 or more years of experience and 30% are at management level.



**60% HAVE A DIPLOMA OR HIGHER**

With an aging workforce retiring in the next decade, this number is expected to grow.

**5 IN-DEMAND AREAS FOR EMPLOYMENT**

Waste management, Health & Safety, Water Quality, Site Assessment & Sustainability are growing areas



**34% OF EMPLOYERS EXPECT THEIR WORKFORCE TO GROW**

64% Expect it to remain the same



**14% CAN'T FIND SPECIALIZED STAFF**

Areas of employment are experiencing difficulty in hiring e.g. Forestry & Climate Change



# Picking Your Path



# FINDING YOUR SPECIALIZATION

In Canada's green economy, the sheer number and range of green careers can be overwhelming.

## Discover the ABCs of the Canadian environmental sector

### A Environmental Protection

- Air Quality
- Water Quality
- Site Assessment & Reclamation
- Waste Management
- Health & Safety

### B Resource Management

- Energy
- Fisheries & Wildlife
- Natural Resource Management

### C Resource Sustainability

- Sustainability
- Education & Training
- Research & Development
- Policy & Legislation
- Communications & Public Awareness



## TOP IN DEMAND SUB-SECTORS



Natural Resource Management



Environment, Health and Safety



Waste Management



Water Quality



Energy Efficiency

# DISCOVER Jobs in Environmental Protection

This sector includes industries that aim improve and protect air & water quality, provide assessment and reclamation, and control pollution.

## Environmental Protection Jobs

Companies specializing in environmental protection often look for professionals such as:

- **Managers** (Examples: Operations Manager, Terrestrial Resources Manager, Environmental Manager)
- **Engineers** (Examples: Environmental Engineer, Water Resources Engineer, Geo Environmental Engineer)
- **Regulation and Policy Professionals** (Examples: Compliance Coordinator, Air Quality Compliance Specialist, Regulatory Compliance Supervisor)
- **Remediation Professionals** (Example: Contaminated Sites Professional)
- **Safety and Health Professionals** (Examples: EHS Auditor, Occupational Hygiene & Safety Specialist, Process Safety Technical Authority)

## Career Examples: Site Assessment & Reclamation (SAR)

Careers in SAR can include performing remediation and reclamation activities associated with disturbed or contaminated sites. Assessment, testing and monitoring is required (often by law) with an end goal of getting the site back to its original use or an equivalent state.

Careers in this sub-sector are in demand in the private sector. Based on data published 2016, an average starting salary for careers in SAR is \$54,540 with salary increasing by an average of 61% over 5 years to \$87,809.

## DEMAND FOR PRACTITIONERS WITH REGULATORY AUTHORITY

**\$54,540**  
Average starting  
salary



**61%**  
Salary increase  
over 5 years

### TOP PAYING JOBS



**Hydrogeologist**  
\$114,667



**Project Manager**  
\$104,808

\*Based on 2016 data: Site Assessment and Reclamation

# DISCOVER

## Jobs in Environmental Protection

### Career Examples: Environment, Health & Safety (HSE) Professional

HSE professionals are involved with the development and implementation of policies, standards, legislation and programs that seek to maintain and improve the the environment, the health and safety of workers and the community.

Our research shows that there's 80,000 HSE professionals in Canada and that 20% are expected to retire in the next 10 years. **Common entry levels jobs include:**

- EHS Technician
- EHS HR Professional
- Occupational Hygenist

Entry level workers can expect an average starting salary of \$50,030 with salary increasing by an average of 62% over 5 years (based on 2016 data).

### You Could Be An...Environmental Engineer

Environmental engineers plan, design, and supervise a variety of components and processes and work in a number of industries including pulp and paper, oil and gas, and manufacturing.

Environmental Engineers may also choose to specialize in a specific area, for example air or water quality or solid and hazardous waste management.

In order to work as an environmental engineer, you must be registered as a Professional Engineer with your provincial association. The requirements for professional status vary among provinces.

### To work as an environmental engineer requires a university undergraduate degree.

You can specialize in areas such as:

- Environmental Engineering
- Civil Engineering
- Chemical Engineering



## Environmental Protection

Industries aiming to improve & protect air & water quality, provide pollution control, site assessment, and reclamation

*"Under the regulations, I'm the one who can put the brakes on companies from polluting. I'm the one who gets to tell them, 'no, you can't do that!'"*

- Mansoor Ahmed, Senior Environmental Engineer

# DISCOVER Jobs in Resource Management

If you've pictured yourself working in wildlife conservation or with Canada's natural resources in forestry, water or land conservation then this is the right sector for you



## Resource Management

A diverse area of knowledge, some sought after positions include:

- **Managers** (Examples: Aquatic Resources Manager, Environmental Services Manager)
- **Specialists** (Examples: Arborist, GIS Specialist, Conservation Program Lead, Restoration Ecology Professional)
- **Biologists** (Examples: Marine Biologist, Wildlife Biologies, Fisheries Biologist)

### Snapshot: Natural Resources Management

Careers in NRM include management of forest, agricultural, land, mineral and aquatic resources. Our labour market research projections estimate that over **128,000 jobs will open up in NRM by 2019.**

There's a growing need for data management of environmental information and the use of technology (drones, GIS, remote sensing etc.). A key trend shaping this sub-sector is the need to build relations and consult with Indigenous communities.

### You Could Be A...Conservation Officer

If you enjoy working outdoors and have an interest in conservation through education and promoting compliance then the role of Conservation Officer may be a great fit for you.

Officers investigate legal non-compliances and advise the public on environmental issues and safety. They often patrol areas to ensure human use is compliant with conservation and protection and play a key role in keeping Canada's wild places wild.

### Common fields of study for this career include:

- Conservation Biology
- Ecology
- Natural or Environmental Sciences

# DISCOVER

## Jobs in Resource Sustainability

### Resource Sustainability

**Have you ever pictured yourself creating policies that will shape Canada's environmental future or planning eco-friendly communities?**

With a range of possibilities, the area of sustainability covers many different aspects of environmental work.

#### Snapshot: Sustainability

Careers in the sustainability sub-sector are growing. Our latest data suggests there are almost 51,000 professionals in this field and that 18% of Canadian organizations have at least one sustainability professional on staff.

The majority of sustainability jobs are in these sectors:

- Government
- Consulting firms
- Research institutions and non-governmental organizations (NGOs)

#### You Could Be A...Environmental Planner

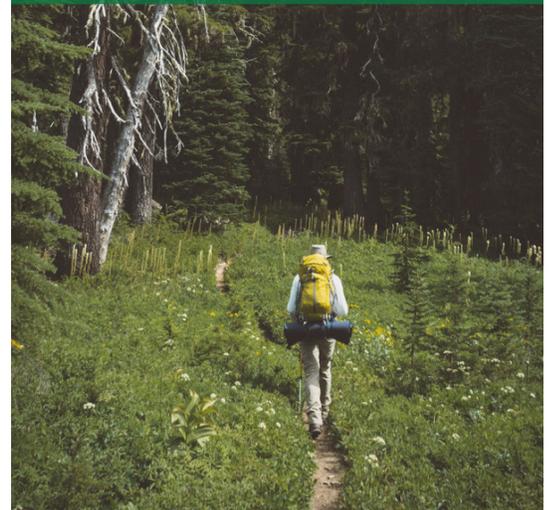
Combining the environmental, social and economic needs of a community to develop a land-use plan is the role of an Environmental Planner.

Creating planning strategies, interpreting maps and data, meeting with public and private stakeholders and participating in public inquiries are just some of the many tasks associated with environmental planning and land-use development. A career in Environmental Planning can earn you between \$66,500 and \$91,000 per year - learn more about this role in our [Career Profile](#).

#### Common fields of study for this career include:

- Engineering
- Project Management
- Environmental Sustainability
- Architecture
- Urban Planning

**A career in resource sustainability can impact how generations of Canadians will interact with their environment.**



*"I am attracted to environmental work because I'm interested in understanding the connections between a range of topics that are normally viewed as distinct, such as ecology, climate, geography, soil science, economics and others"*

- Luke Wonneck,  
Agroforestry Technician

# Getting Where You Want to Go



# SET THE FOUNDATION FOR CAREER SUCCESS IN 4 STEPS

# 60%

of environmental professionals have a college education or higher

## 1

### Your Education

While 60% of the current environmental workforce is educated to a college degree or higher, that number is expected to increase with new, skilled graduates entering the industry from post-secondaries. Don't get left behind - choose from a variety of environmental programs including online learning. ECO Canada has partnered with Royal Roads University to of-

## 3

### Program Choice

The number of post-secondary programs related to environmental study continues to grow within Canada and internationally. If you're embarking on a program of study you can choose from traditional on-campus learning, online programs, and programs for working professionals. Many programs offer flexible admissions and schedules. Search for programs that teach the skills employers are looking for. Do your research to determine which program is right for you.

## 2

### Get Technical

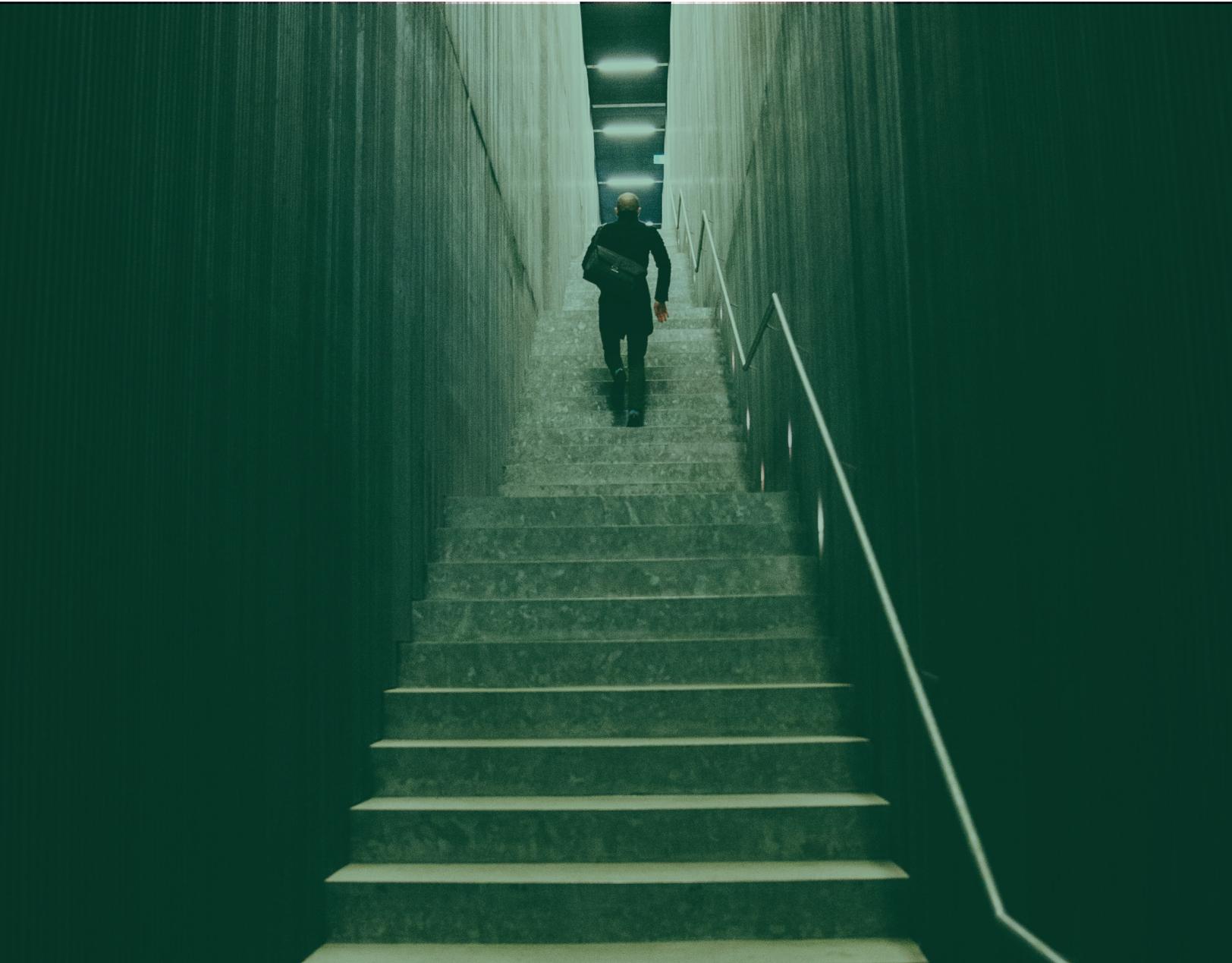
Technology is playing an increasing role in environmental work. Roles in almost all sectors rely on tech like GIS, remote sensing, and data analysis. Knowledge of commonly used tech will keep you ahead of the curve. But not all programs are the same; many arts programs are environmentally focused including environmental policy, sustainability and

## 4

### Getting Work Experience

Take advantage of work experience programs for students and recent graduates. Co-op placements and internships are often offered through colleges and universities. Some degree and diploma programs offer hands-on field experience, some offer technical training and some are more theory-based. You could graduate with significant industry experience and get a head-start on your career. Think ahead - is an upgrade a Mas-

# The Only Way is Up



# MOVING AHEAD IN THE INDUSTRY

Now that you're an environmental professional, take the next steps to forge ahead in your career.

## 1 Brush Up on Skills

Use your professional development resources to keep up-to-date with the latest developments in your field.

Listen to what your employer needs - do you hear them bemoaning the lack of technical writing skills in your office? Does your role require Project Management skills? Identifying and filling skill gaps will make you invaluable.

## 2 Learn From Your Peers

Be curious and seek out opportunities to find out what your peers (and competitors) are doing.

- Attend conferences and workshops
- Subscribe to industry journals and publications
- Network: seek out opportunities and events in your area and speak with people in your industry

## 3 Mentorship

Research shows that people who have a mentor fare better and are more confident in the workplace.

- Give back by sharing your own knowledge
- Mentorship doesn't have to be formal
- Access industry programs such as ECO Canada's Mentorship Program for Environmental Professional (EP®) and Environmental Professional-in-Training (EPt) members.

## 4 Put Some Letters Behind Your Name

Are you a specialist in your field? A generalist? Join a community of professionals that share your knowledge, education and experience. Getting a professional designation shows that you're serious about the work you do! Many employers require a certification for senior positions, or professional signing authority. Many designations are province/territory spe-

**ECO Canada offers Environmental Professional (EP™) Certification**

**Canada's only nationally recognized industry designation.** Join a community of 6,000 environmental professionals. With 3 levels of membership based on your experience, there's an EP® certification that's right for you.



**Become a Certified Environmental Professional**

Canada's only national environmental designation

[Learn More](#)

# Finding Help Along the Way



# Resources to Help You Through Your Career Journey

## 1

### Use Our Resource Hub

Visit us online and discover a wealth of environmental career resources. We host Canada's #1 environmental job board with over 40,000 views per month. In addition, you can read detailed Career Profiles to help you narrow your focus and specialization within the environmental sector. We offer free ebooks (such as this one) to assist you on your career journey at [www.eco.ca](http://www.eco.ca)

## 2

### Make Yourself Marketable

Resources are available to you at no cost to make yourself stand out from the crowd. Did you know that by applying for our Internship or Co-op programs, an employer can get up to \$15,000 to hire you? Get pre-approved when funding is available and you can market yourself as a qualified graduate with a \$15k incentive to be hired. Find out more at [www.eco.ca/internship-program](http://www.eco.ca/internship-program)

## 3

### Training and Development

Our [online training](#) programs were developed based on the skills employers told us they need most. Become more valuable by taking one of our soft-skill training courses such as Technical Writing or Project Management, or learn the latest developments in legislation with our Environmental Law courses and bundles. Get quick hits of knowledge by tuning into our webinars (available on demand) to stay on top of industry trends.

## 4

### Stay in the Know

Keep in the loop by subscribing to industry news and updates. ECO Canada publishes a monthly newsletter including job alerts, industry trends, new sector research, networking events and more. Our Certified EP® and EPt members also get exclusive access and discounts on our networking events and training, and can be nominated for our Annual ECO impact Awards. Become an EP member for these benefits and many other exclusive discounts.

Visit

**eco.ca**

and subscribe to get the latest news



# Continue Your Journey

You're one step closer to growing your environmental career - let us help you continue on your way.

**Visit us for tools, training, jobs and more career resources.**



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