

The Future of Reclamation Careers in Canada's Green Economy

RemTech: October 17, 2013



ECO CANADA

Overview

- I. Introduction to ECO Canada
- II. Canada's Green Economy: Current Trends and Future Issues
- III. Careers in Reclamation: Worker Supply and Demand
- IV. Workforce Challenges and Solutions

Introduction to ECO Canada

Introduction to ECO Canada

ECO Canada is an industry-initiated and led not-for-profit organization that:

- Develops programs to help individuals build meaningful environmental careers
- Provides employers with resources to find and keep the best environmental professionals
- Informs educators and governments of employment trends to ensure the ongoing prosperity of this growing sector

ECO Canada Program Highlights

- Labour Market Information (LMI)
- Environmental Professional (EP) Certification
- Post-Secondary Environmental Program Accreditation
- Internships & Wage Subsidies: Environmental Youth Corps
- ECO Job Board
- Aboriginal Environmental Training Opportunities (BEAHR Training Program)
- ECO Academy

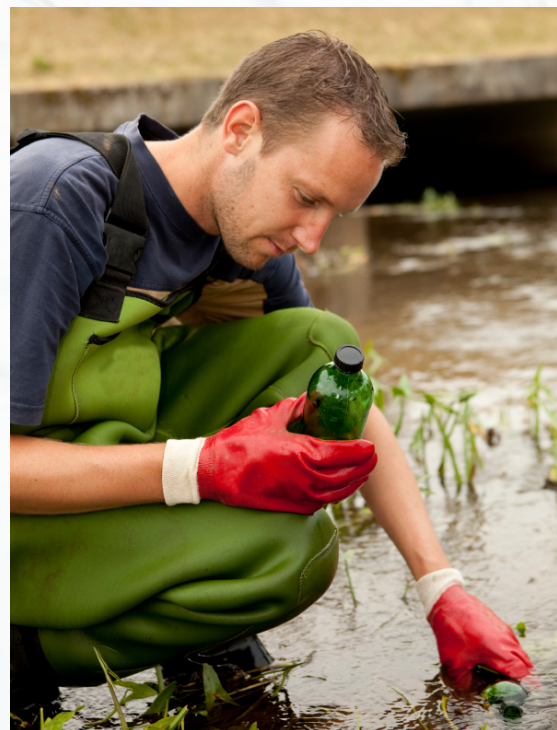


Canada's Green Economy:

Current Trends and
Future Issues

Current Trends

- I. Understanding the Green Economy: Definition and Importance
- II. Past Employment Growth
- III. The Green Workforce Today
- IV. Key Work Areas



Defining the Green Economy

The green economy is best understood as an economy-wide **integration** and **expansion** of environmental activities

- 1) Environmental work = vital support for business
- 2) Existing jobs now include environmental activities
- 3) Greatest job growth is in established environmental sectors

Why is the Green Economy So Vital?

Canada needs industry growth and innovation to improve our **productivity performance**

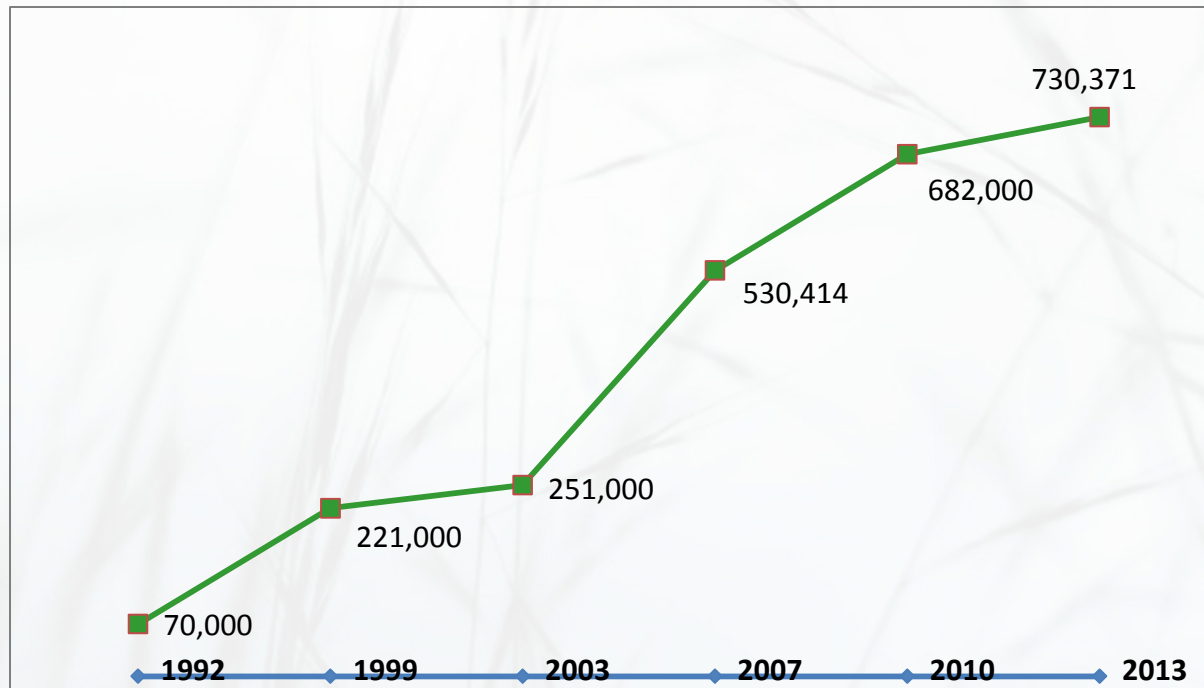
In 2012, Canada:

- Ranked **5th out of 16** countries for labour productivity growth
- Produced an average output worth **US \$42 per hour worked**, compared to the United States' **US \$52 per hour worked**

Past Employment Growth

Environmental Employment since 1992

(Note: The definition of Environmental Employment had broadened over the years to account for the cross-sectorial nature of environmental work)



Data sources:

CCHREI 1993 REPORT – Human Resources in the Environment Industry
CCHREI 1999 REPORT – Human Resources on the Canadian Environmental Sectors
CCHREI 2003 REPORT – Environmental Employment in Canada

ECO Canada 2007 Profile of Canadian Environmental Employment
ECO Canada 2010 Profile of Canadian Environmental Employment
ECO Canada 2013 Profile of Canadian Environmental Employment

The Green Workforce Today

Over 1.7 million Canadian workers spend at least some portion of their work time on environmental activities
(10.3% of the total Canadian workforce)

730,000+ Environmental Professionals*
(4.2% of all Canadian employees)

460,000+ Employers
(19.6% of total Canadian establishments)

Interdisciplinary

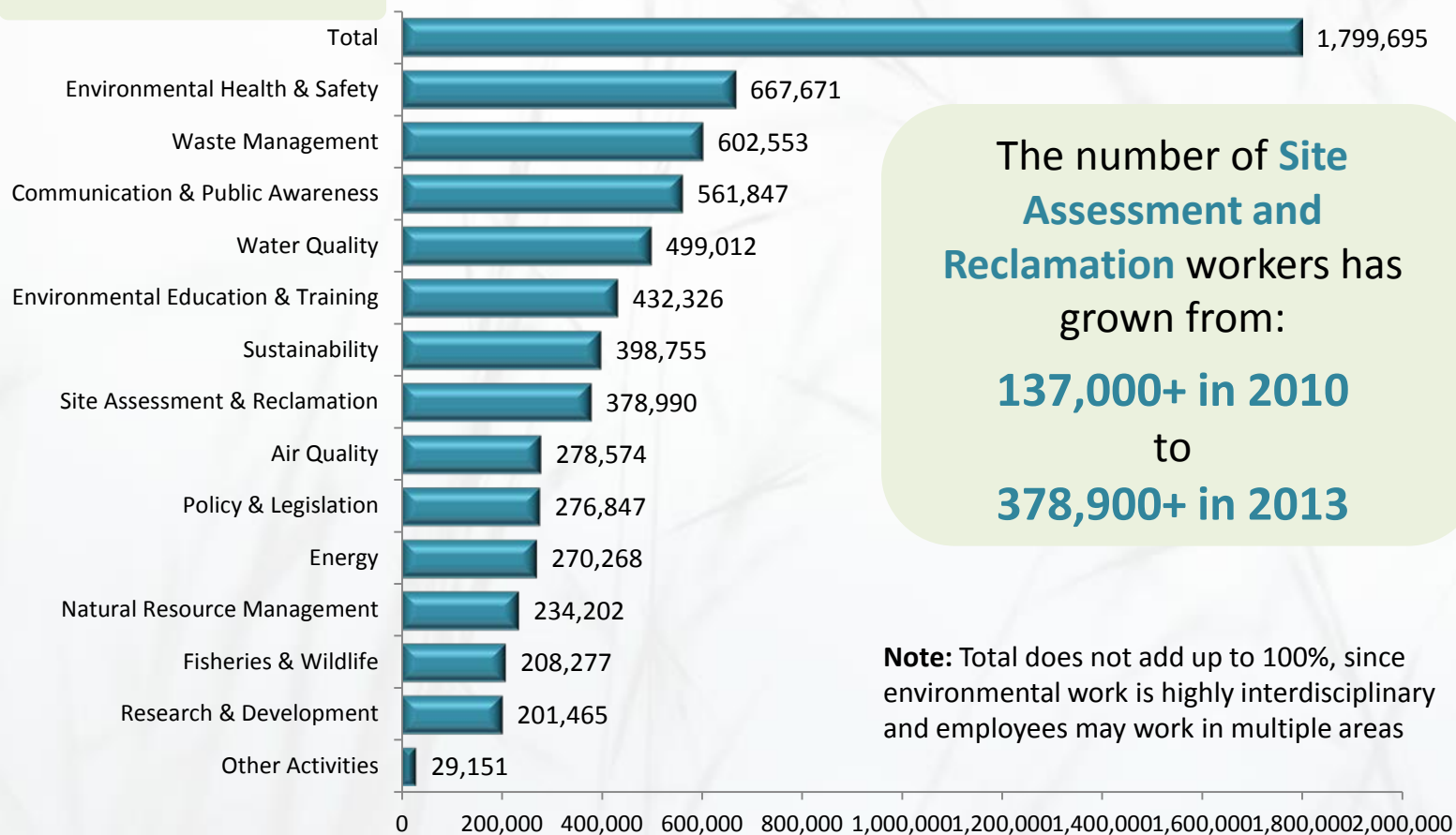
Constantly evolving

Rapidly growing

* Environmental Professionals = practitioners who spend 50% or more of their time on environmental work activities, ECO Canada, *Profile of Canadian Environmental Employment*, 2013.

Key Work Areas

of Environmental Employees



The number of **Site Assessment and Reclamation** workers has grown from:
137,000+ in 2010
to
378,900+ in 2013

Note: Total does not add up to 100%, since environmental work is highly interdisciplinary and employees may work in multiple areas

Job Growth in the Near Future

The demand for environmental workers will continue to grow:

74.5% of environmental employers expect to hire within the next 2 years



Demand will be highest in these sub-sectors:

- **Waste Management**
- **Environmental Health & Safety**
- **Water Quality**

Future Issues

In order to take advantage of the opportunities in Canada's green economy, environmental businesses must address these issues:

- I. Industry Growth > Labour Supply
- II. Upcoming Retirements
- III. Engaging a Multi-Generational Workforce



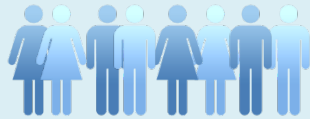
Industry Growth > Labour Supply

- **30,000 graduates** were set to enter the workforce with environment-related skills
- There is projected demand for at least **40,000 new positions** annually



Key recruitment challenge =
Finding workers for **intermediate** and **senior**
jobs

Upcoming Retirements



84,000+ environmental employees will reach retirement age in the next 5 years.



13.8% of the environmental workforce is currently 55 years of age or older.

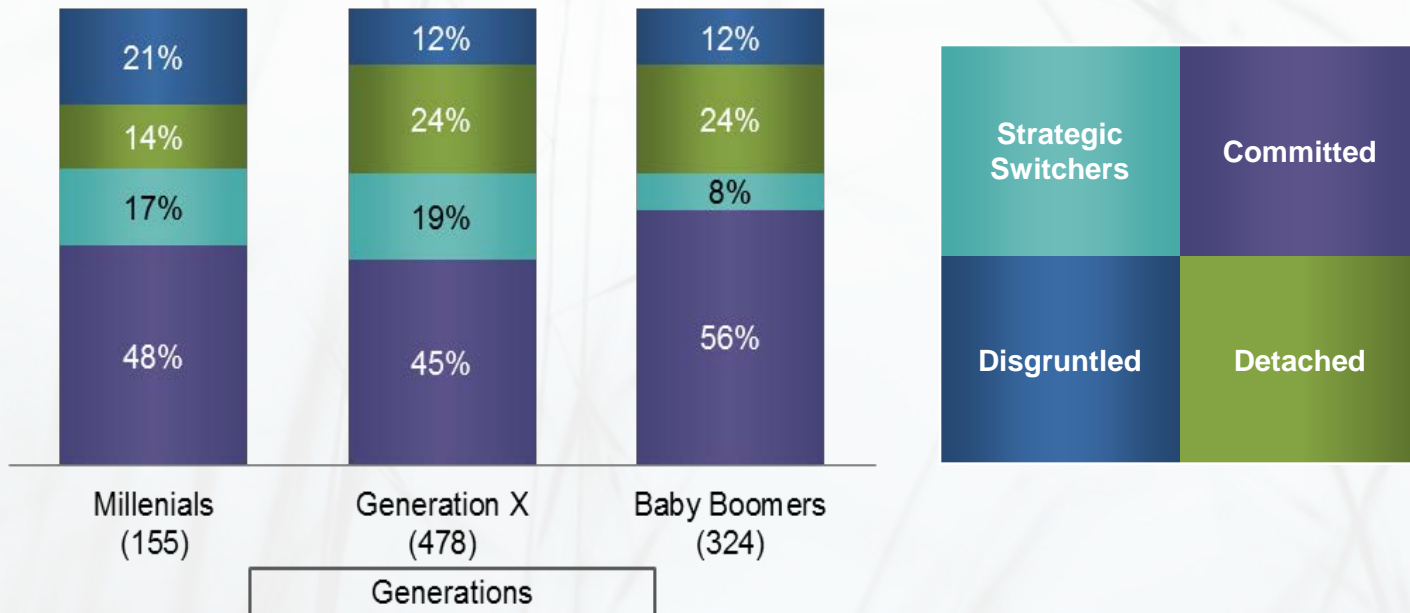
Employers are already having a tough time filling senior-level positions in:

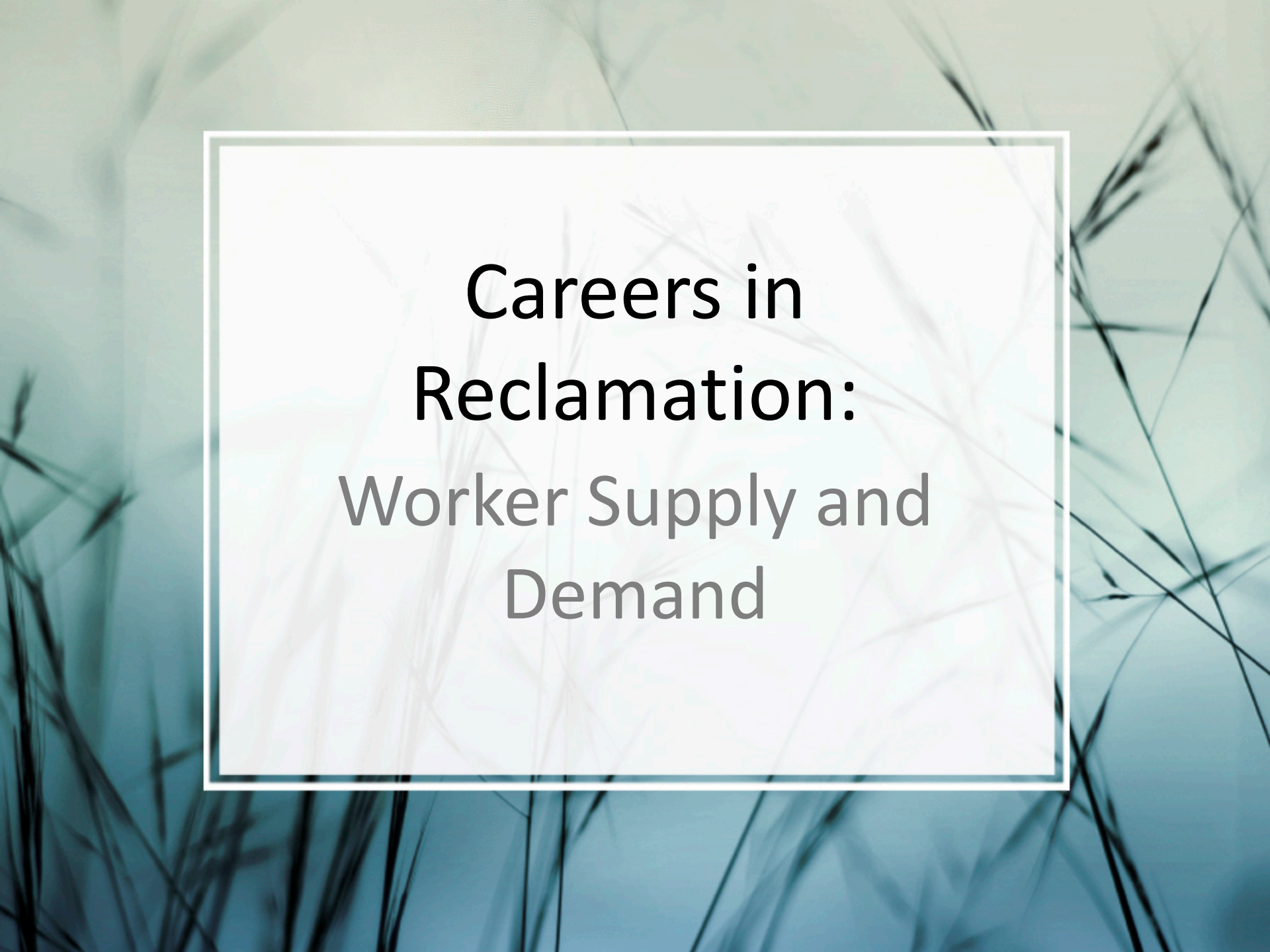
**Natural Resource Management
Fisheries and Wildlife
Water Quality**

**Air Quality
Research and Development**

Engaging a Multi-Generational Workforce

Companies face **low staff engagement** and **high turnover** when they don't address generational differences:
42% of environmental employers lost staff as a result of ineffective HR policies





**Careers in
Reclamation:
Worker Supply and
Demand**

Worker Supply

Future retirements and industry expansion mean that employers must draw upon these 4 labour sources:

- **Recent graduates**
- **Transitioning workers**
- **Aboriginal communities**
- **Skilled immigrants**



Many of these labour sources are under-utilized, creating strong skills shortages for environmental employers.

Aboriginal Communities

Opportunities

- **12.7%** of employment growth will come from Aboriginal communities
- **6.3%** of environmental employees are Aboriginal (First Nations, Inuit or Métis)

Challenges

- Education and training are key concerns
- Training initiatives must provide:
 - **Pre-training** education
 - **Culturally-relevant** curriculum
 - Access for both **urban** and **remote** communities

Top Occupations

These 4 careers are in the greatest demand:



Environmental
Technicians and
Technologists
(1,156 vacancies)



Environmental
Project Managers
(1,098 vacancies)



Environmental
Coordinators
(969 vacancies)



Environmental
Engineers
(921 vacancies)

Top Required Skills

Businesses are looking for well-rounded staff with increasingly interdisciplinary skill-sets:





Workforce Challenges and Solutions

Workforce Challenges

Reclamation businesses face these key challenges:

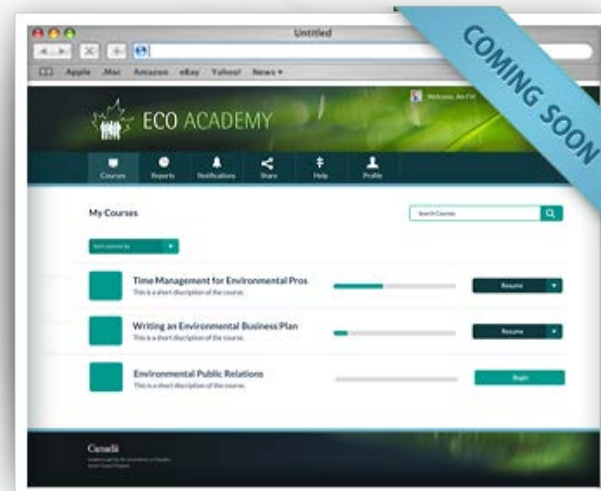


- Lack of candidates with **intermediate** or **senior experience**
- Tough-to-fill “**hot jobs**”: engineers, specialists, scientists, technicians and project managers
- Limited recognition of **environmental expertise** across industries

Industry Solution: Targeted Training

Training programs must focus on industry relevant areas:

- Environmental Monitoring
- Business Skills
- Client and Stakeholder Relations
- Reclamation and Restoration
- Project Management



Industry Solution: Certification

Certification programs support the recognition and credibility of environmental expertise by:

- Establishing recognized **industry standards** for skill development and professional practice
- Enabling national **labour mobility**
- Providing employers with a consistent measure of job candidate **qualifications**
- Connecting professionals through **networking** and **communities of practice**

Thank You
Any Questions?

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