From Inconsistent to Enduring

Training that turns into hiring

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The test isn’t how many completed.

It’s who got hired, and whether the work was still there a year later.

Four things, one direction



They advance together or the whole thing falls apart.

Cam Rollins, RPF

20 years. Forestry, emissions, First Nations. Usually all three at once.

Forester
Sundre, West Fraser, AFPA. Built Work Wild to show young people the industry pays, lets you live where you want, and does real work on the land.

Emissions
GHG verification, LDAR, air quality, dispersion modelling.

Community
Training, joint ventures, hiring. The common thread is capacity.





What Vertex does

Since 1962. Environmental consulting, field services and specialized equipment, under one roof.







Energy

Mining and Industrial

Utilities

Agriculture and Forestry

Government

The emissions team

Emissions measurement and field services

Vent testing, ambient and fenceline monitoring, MSAPR engine checks

LDAR and optical gas imaging

FLIR GFx320 OGI, QL320 quantification, FEMP development

Emissions assurance

ISO 14064-3 verification and validation of emissions and offsets

Air dispersion modelling

Regulatory modelling and approvals support

Engineered emission solutions

Design and controls to reduce what the field measures



Program vs apprenticeship

A program produces

- Graduates
- A completion report
- A photo

An apprenticeship produces

- A hiring pool
- A career path
- Recurring work



Indian Resource Council + Vertex

Alberta Methane Emissions Program, 2025

IRC recruited across Nations and ran logistics.

Vertex built and delivered the course.

Funded under TIER through AMEP, administered by Carbon Management Canada and SPOG.



Four cohorts, 47 people

11	12	11	13
Edmonton	Calgary	Sundre	Brooks





100% completed

Rated 4.6 and 4.9 out of 5

Nations and Settlements from across Alberta

One week. Fundamentals of LDAR and OGI



OVA and OGI cameras

How infrared sees a plume, camera settings, environmental limits

AVO and soap testing

Sound, sight and smell, then confirm it

Tagging and repair priority

Classify by severity, immediate vs planned

Regulatory reporting

Directive 060, federal methane rules, records that survive an audit

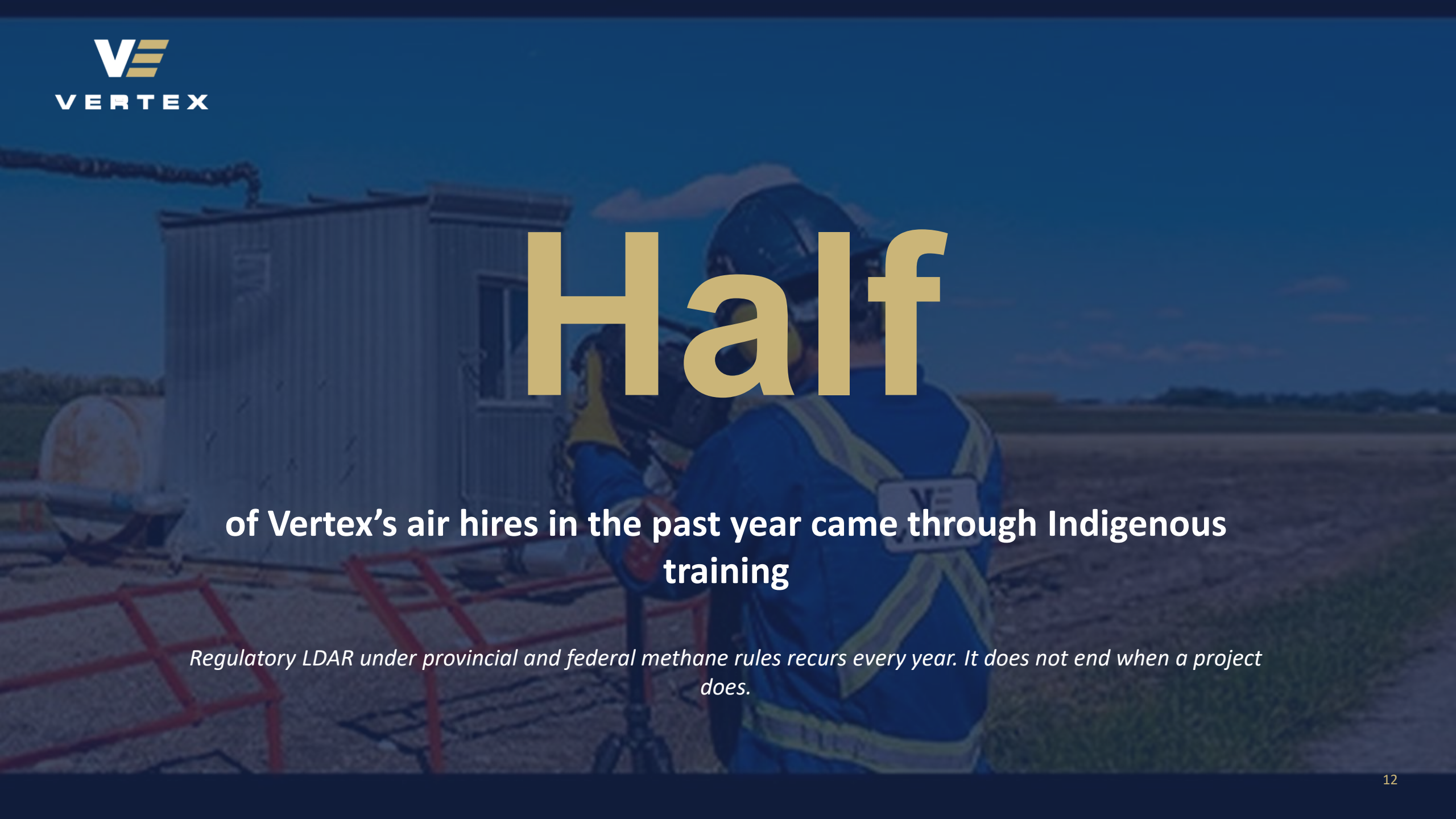
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Real sites. Real leaks.



Half

of Vertex’s air hires in the past year came through Indigenous training

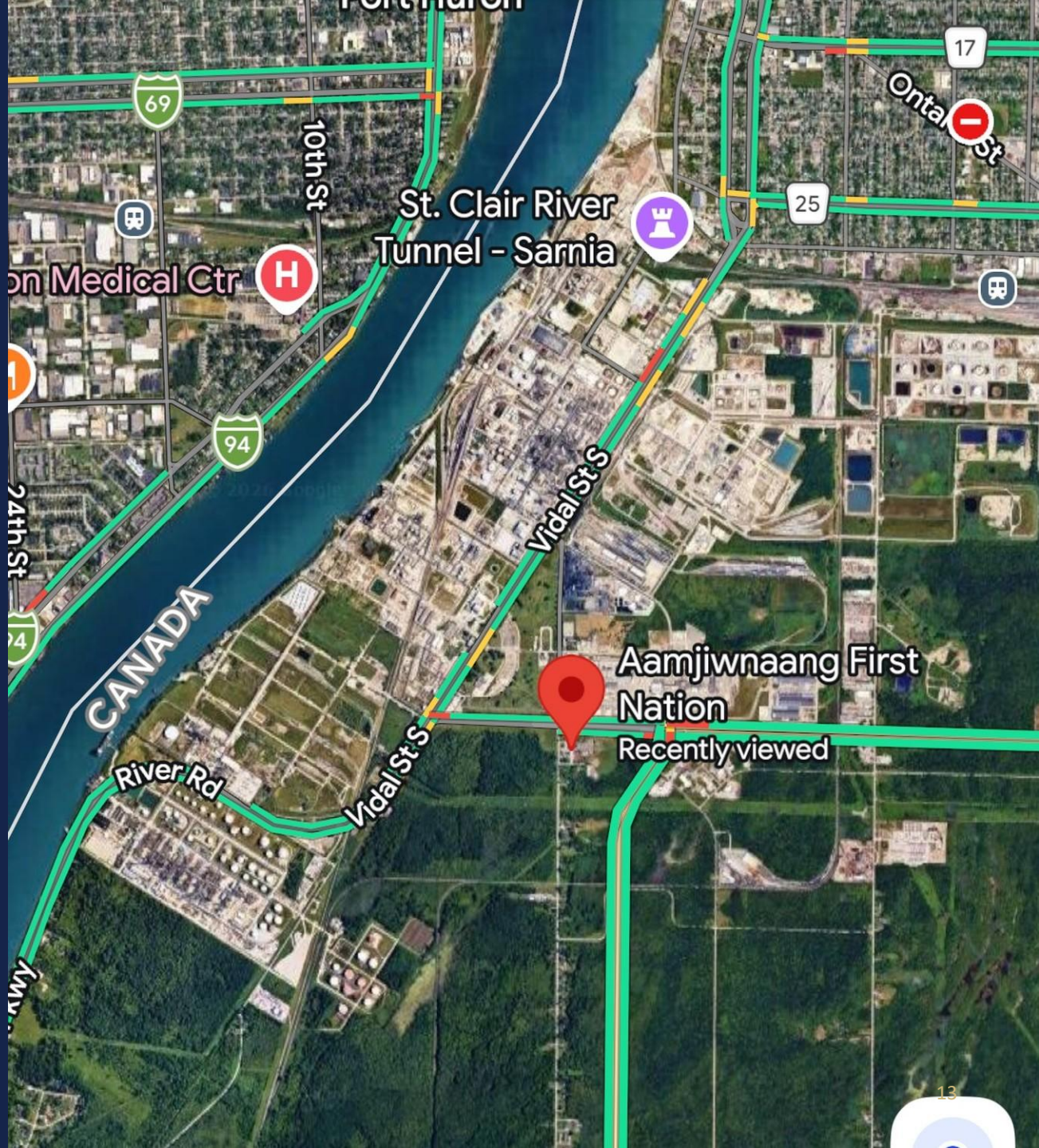
Regulatory LDAR under provincial and federal methane rules recurs every year. It does not end when a project does.

Aamjiwnaang First Nation

Surrounded by industry on three sides.

Working toward health and wellness for the community.

Not anti-industry. Pro-knowing what is in the air, water and soil, and pro-deciding for itself.



The Aamjiwnaang Vertex Joint Venture

Jointly owned. Not a subcontract.

Economic sovereignty

Revenue and decisions sit with the JV, not a prime passing work down

Preferred hiring

Members first, trained and employed in the community

Services the community cares about

Air, water, soil and wildlife, delivered by the Nation's own company

Clients in the region

Shell, Imperial, Nova, Cabot, the City of Sarnia and others



Now the fastest growing part of Vertex.

One example: the air network

5
continuous air stations

10
passive benzene sites

6
water and sediment sites

Benzene, SO2, particulates and black carbon, with monthly summaries to the community. Year two: the Nation’s Environment team sets priorities, AVJV delivers.



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10

Environmental Monitors trained

5

hired by the Nation or Vertex

Environmental monitoring and drone operations. Half the class employed in the field within weeks of graduating.



Why it holds

1. **Train for jobs that recur**
   not projects that end

2. **Hire from the pool**
   don’t just report on it

3. **Own the company**
   don’t subcontract the community



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Who got hired?

Half our air hires.

Was the work still there a year later?

Yes. And it recurs.



Thank you

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