Filling the Labour Pool:
Ensuring Competence in
Water Quality Work

WaterTech 2012
Banff, AB
Presentation Overview

1. About ECO Canada
2. About EP Certification
3. Benefits of Certification
4. Plans for EP Certification
About
ECO Canada
ECO Canada’s Vision:

“To build the world’s leading environmental workforce.”
ECO Canada is an industry initiated and led national sector council that:

• Helps individuals develop meaningful environmental careers

• Provides employer resources to find and hire the best

• Informs educators and governments of employment trends
ECO Highlights:

- Environmental Professional (EP) Certification
- Labour Market Information (LMI)
- ECO Job Board
- Green High Schools
- Post Secondary Environmental Program Accreditation
- Internships & Wage Subsidies – Environmental Youth Corps
- Manager Development Program
- Environmental Immigrant Bridging Program
- Aboriginal Environmental Projects & Training Opportunities
The Environment Sector

Environmental work is multi-disciplinary and incorporated into many industries.

Source: ECO Canada 2010 National Occupational Standards for Environmental Employment
The Environment Sector Today...

- 2,000,000+ Canadian workers conduct some environmental activities. (12% of Canadian workforce)

- There are 682,000 environmental professionals in Canada. (4.0% of the Canadian workforce)

- 318,000 environmental employers are found in Canada. (17% of Canadian organizations)

Source: ECO Canada 2010 Profile of Canadian Environmental Employment
EP Certification

www.eco.ca/certification
(EP) Certification

Environmental Professional certification

The Standard of Excellence in Environmental Employment

For over a decade, ECO Canada has offered professional designations specifically for environmental professionals. Overseen by the Canadian Environmental Certification Approval Board (CECAB), Environmental Professional certification is the only designation of its kind in Canada to provide professionals with formal recognition of their unique environmental competencies.

Certification is crucial in the environmental sector where green-washing makes it difficult to separate the self-proclaimed experts from the real ones. It demonstrates an individual's professionalism, commitment to the field, and desire to remain on top of current practices. It is also a measure of a professional's competence against verified standards, which set them apart from others in the industry.

Why Get Certified?

- Establishes your professional credibility at a national level with clients and employers based on the unique combination of skills, personal knowledge, and experience you have acquired.
- Formally recognizes the specific environmental expertise you have gained on-the-job.
- Verifies the skills and knowledge you need to perform environmental work.
- Enhances marketability and mobility by providing you with national recognition, making it easier for you to transfer your skills to another position or geographical location.
- Offers valuable discounts and prequalification on liability insurance. Certified members are prequalified for the lowest errors and omissions and commercial general liability insurance rates for environmental professionals in the country in recognition of their professional excellence.

For more information: www.eco.ca/certification
Build Credibility

www.eco.ca/certification

“...allows me to be recognized as a qualified professional in my field of specialty...”

Dorn Ray, Dip., C.E.T., EP
Area Manager at GENIVAR

Discover the EP Advantage at eco.ca/EP
# EP Certification

<table>
<thead>
<tr>
<th>CERTIFICATION BODY</th>
<th>SAFEGUARD ON IMPARTIALITY</th>
<th>8 REGIONAL CHAPTERS</th>
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<tbody>
<tr>
<td>- National marketing of EP certifications</td>
<td>- 9 board members&lt;br&gt;- 5 committees/sub-committees&lt;br&gt;- 75 volunteers&lt;br&gt;- Oversight of the administration, evaluation and approval processes for certification and re-certification candidates&lt;br&gt;- Disciplinary action related to violations of the EP Code of Ethics</td>
<td>- Delivery of ongoing local network building initiatives&lt;br&gt;- Promotion of the EP designation at the local level</td>
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<td>- Administration/evaluation of certification and e-certification candidates: 3 full-time staff</td>
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<td>- Development of national partnerships to promote and benefit certified members</td>
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<td>- Research, development and implementation of the National Occupational Standards</td>
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<td>- Coordination of local chapters</td>
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History of (EP)

1997 - Canadian Environmental Certification Approvals Board (CECAB) was established

2000 - Certified Canadian Environmental Practitioner (CCEP) designation with Certified Environmental Practitioner-in-Training (CEPIT) option launched

2003 – MOU signed with ECO Canada to make ECO Canada the certifying body for Environmental Auditors

2010 – Titles changes to EP
History of (EP) Designations
## (EP) Specializations

### Environmental Professional Certification

<table>
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<tr>
<th>Stream</th>
<th>Professionals</th>
<th>Managers</th>
<th>Auditors</th>
<th>GHG Professionals</th>
<th>Meteorologists</th>
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<tr>
<td>Environment Protection</td>
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<td>Environmental Management</td>
<td>Environmental Auditing</td>
<td>Greenhouse Gas Reporting</td>
<td>Professional Meteorologist</td>
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<td>Water Quality</td>
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<td>Operational Meteorologist</td>
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<td>Site Assessment &amp; Reclamation</td>
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<td>Research Meteorologist</td>
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<td>Waste Management</td>
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<td>Applied Meteorologist</td>
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<td>Health &amp; Safety</td>
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<td>Specializations</td>
<td>Energy</td>
<td>Education &amp; Training</td>
<td>Environmental Compliance</td>
<td>Project Quantifier</td>
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<td>Fisheries &amp; Wildlife</td>
<td>Research &amp; Development</td>
<td>Environmental Management Systems</td>
<td>Inventory Quantifier</td>
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<td>Natural Resources Management</td>
<td>Policy &amp; Legislation</td>
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<td>Verification Team Lead</td>
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<td>Communications &amp; Public Awareness</td>
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<td>Verification Quantification Expert</td>
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<td>Verification Audit Expert</td>
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<td>Title</td>
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<td>EP(GHG)</td>
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**Note:** Environmental Manager combining environmental and management expertise for decision-making and leadership.
Designation Standards

Based on the National Occupational Standards for Environmental Employment

Developed by industry and environmental professionals and continuously maintained; this development and maintenance is overseen by ECO Canada:

- Set of competency statements that outline the experience required by environmental professionals in Canada
- Include Transferable, Core Knowledge and Technical Skill requirements
ECO Canada’s certification branch is accredited to ISO 17024, the international standard for Personnel Certification Bodies by the Standards Council of Canada (SCC) for certain specializations.

- Means that ECO Canada certification conforms to international standards in the areas of quality management, prevention of conflict of interest, and best practices for certification program management.
(EP) Requirements

FULL Title – Environmental Professional (EP):

✓ **Post-Secondary Education**
  - Complete College Diploma OR
  - Complete University Degree

✓ **5+ years of experience** in the area of specialization you seek to be certified in

✓ **3 Professional references** who can validated your experience
(EP) Requirements

In-Training Title – EPt:

✓ Post-Secondary Education
  - Complete College Diploma OR
  - Complete University Degree
Application Process

1. Complete Your Background & Submit Peers
2. Perform a Self-Assessment
3. Send Your Transcripts
4. Approval & Board Ratification
5. All information reviewed by ECO Canada
7. Peers Validate Your Experience Online
8. Annual Maintenance

All information reviewed by ECO Canada.
Maintaining your (EP)

• Annual update of Employment information

• Professional development credits (90 PDC/5 yrs)

• Adherence to the EP Code of Ethics

• Submission of annual dues
Benefits of Certification
Establishes your professional credibility
Formally recognizes specific environmental expertise
Verifies the skills and knowledge
Enhances marketability and mobility
Offers valuable discounts and prequalification on liability insurance
Access to network of environmental professionals
“I became an EP as I believe it is important for a professional to have some form of certification or registration to highlight capability and competence.”

Dr. David Reynolds, PhD, MBA, PGeo, EP
Director, Environmental and Regulatory Affairs
Clifton Associates Ltd.
For professionals such as myself who possess a combination of skills well suited to this type of work, the EP certification affords us the professional recognition we previously did not have access to.

Lauren Jones, B.Sc., M.B.T., EP(GHG)
Canada West Regional Discipline Lead for Climate and GHG Services
Stantec
National Awareness

"As an Environmental Professional in Training (EPt), I was able to establish credibility as an emerging professional.

Kimberly Markvoort.
B.Sc., Geol.I.T., EPt
Geologist at AMEC

Discover the EP Advantage at eco.ca/EP"

"My Environmental Professional certification helps me gain the trust of my clients, an essential component in environmental consulting.

Shawn Martin, B.Sc., P.Biol., EP
Project Director
EBA, a Tetra Tech Company

Discover the EP Advantage at eco.ca/EP"
Employer Recognition
Networking

• Networking event invitations and discounts
  www.eco.ca/networking

• Regional chapter participation
  www.eco.ca/chapters

• Mentorship program
  ✓ 38 matches in 2011 between in-training and certified members
Future of (EP) in Canada

1. Continue strong membership growth

2. Increase awareness of the EP title amongst business leaders and general public

3. Work towards universal recognition in regulation
Partnerships in progress to make various specializations of the EP designation available internationally:

- **EP** – Agreement signed with Australia, New Zealand, Great Britain and Saudi Arabia. Working towards an MOU with IPEP for reciprocity with QEP title

- **EP(CEA) & EP(EMSLA)** – Agreement in development with BEAC – United States

- **EP(GHG)** – Available internationally since June 5, 2011
Questions?
Stay Informed

**ECO Newsletters**
- Stay in the know about industry issues
- Sign up at [www.eco.ca](http://www.eco.ca)

**ECO Blogs**
- Engage with other environmental professionals on career topics

**Social Media**
- Connect with ECO and practitioners across Canada through Facebook, LinkedIn and Twitter.
Build Skills: Manager Training

Stepping Up to Management
Online Manager Training

Designed for environmental professionals to shift into staff management.

www.eco.ca/harvard

WaterTech delegate rate of $500 ($100 discount) by using promo code ESAA2012 when registering online.
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@ecocanada
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