



# **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



## ECO Canada's Vision:

***“To build the world’s leading  
environmental workforce.”***

# What is ECO Canada?



**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

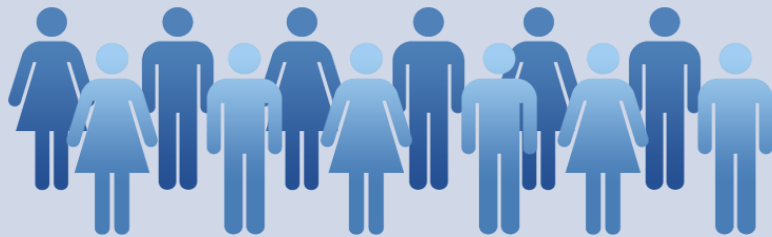


**Environmental  
work is  
multi-disciplinary  
and  
incorporated into  
many industries**

Source: ECO Canada 2010 National Occupational Standards for Environmental Employment

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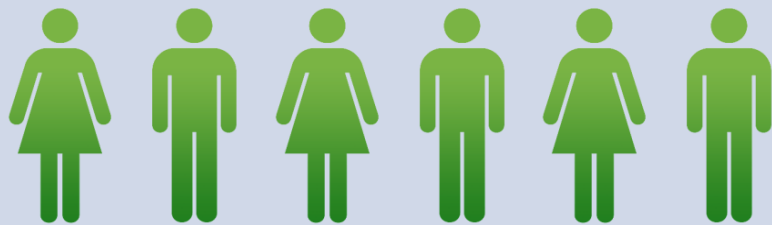
# The Environment Sector Today...



**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

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# EP Certification

[www.eco.ca/certification](http://www.eco.ca/certification)



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# (EP) Certification

Home ABOUT US PROJECTS CERTIFICATION PUBLICATIONS MEDIA LINKS EMPLOYERS PROFESSIONALS EDUCATORS STUDENTS

## Certification

CERTIFICATION MEMBER LOG IN  
Log in to your certification account [CLICK HERE](#)  
Not certified? [APPLY NOW](#)

ABOUT SPECIALIZATIONS NETWORKING MEMBER DISCOUNTS ROSTER NEWS CONTACT US MY COMMUNITY

### Environmental Professional certification

*The Standard of Excellence in Environmental Employment*

**(EP)**

For over a decade, ECO Canada has offered professional designations specifically for environmental professionals. Overseen by the Canadian Environmental Certification Approvals 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 competencies 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, practical 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

#### BLOG POSTS

[HR POSTS](#) | [CAREER POSTS](#) | [ALL POSTS](#)

##### What's Your Attitude at Work?

Posted: Tuesday, October 12, 2010  
0 comments

##### 5 Green Jobs That Make an Impact

Posted: Monday, October 18, 2010  
0 comments

For more information:  
[www.eco.ca/certification](http://www.eco.ca/certification)



# Build Credibility

[www.eco.ca/certification](http://www.eco.ca/certification)

“ My Environmental Professional 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](http://eco.ca/EP)

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# EP Certification



## CERTIFICATION BODY

- National marketing of EP certifications
- **Administration/evaluation** of certification and e-certification candidates: 3 full-time staff
- Development of national partnerships to **promote and benefit** certified members
- Research, development and implementation of the **National Occupational Standards**
- **Coordination of local chapters**



## SAFEGUARD ON IMPARTIALITY

- 9 board members
- 5 committees/sub-committees
- 75 volunteers
- **Oversight of the administration, evaluation and approval processes** for certification and re-certification candidates
- **Disciplinary action** related to violations of the EP Code of Ethics



## 8 REGIONAL CHAPTERS

- Delivery of ongoing local network building initiatives
- **Promotion of the EP designation at the local level**

# History of (EP)

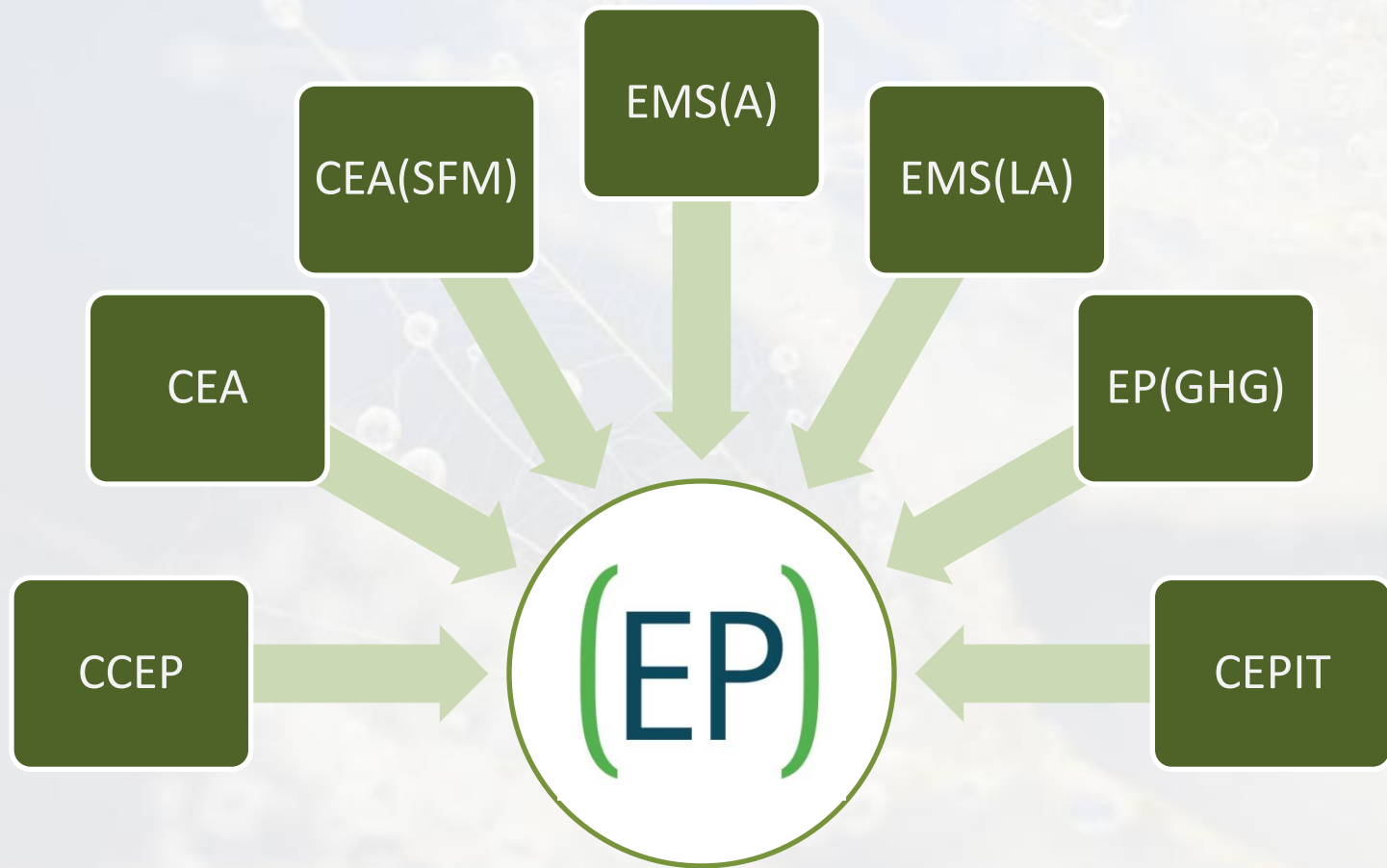
**1997** - *Canadian Environmental Certification Approvals Board (CECAB) was established*

**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

## (EP) Environmental Professional CERTIFICATION

STREAM	Professionals			Managers	Auditors	GHG Professionals	Meteorologists
SPECIALIZATIONS	<u>ENVIRONMENTAL PROTECTION</u>  Air Quality <b>Water Quality</b> Site Assessment & Reclamation Waste Management Health & Safety	<u>RESOURCES MANAGEMENT</u>  Energy Fisheries & Wildlife Natural Resources Management	<u>ENVIRONMENTAL SUSTAINABILITY</u>  Education & Training Research & Development Policy & Legislation Communications & Public Awareness	<u>ENVIRONMENTAL MANAGEMENT</u>  <b>Environmental Manager</b> <b>Combining environmental and management expertise for decision-making and leadership</b>	<u>ENVIRONMENTAL AUDITING</u>  Environmental Compliance Environmental Management Systems	<u>GREENHOUSE GAS REPORTING</u>  Project Quantifier Inventory Quantifier Verification Team Lead Verification Quantification Expert Verification Audit Expert	<u>PROFESSIONAL METEOROLOGIST</u>  Operational Meteorologist Research Meteorologist Applied Meteorologist
TITLE	EP				EP(CEA) EP(EMSLA)	EP(GHG)	P.MET

# 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**

# (EP) Accreditation

- 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





# 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**



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# Benefits of being an (EP)

- 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 am (EP) because...



*Dr. David Reynolds, EP*

*"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.

# I am (EP) because...



*Lauren Jones, EP(GHG)*

*“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



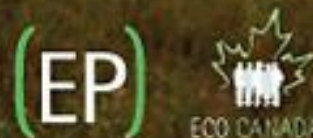
Discover the EP Advantage  
at [eco.ca/EP](http://eco.ca/EP)

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Discover the EP Advantage

“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



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# Employer Recognition



**SNC-LAVALIN**  
Environment



**WATTERS**  
ENVIRONMENTAL  
GROUP INC.



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# Member Discounts

NATIONAL POST

 **National** Car Rental.



**PARK'N FLY.**  
AIRPORT PARKING  
*Park happy*

**imageWear**

a division of Mark's/WorkWearhouse

 **enterprise**



PURVES REDMOND  
CLIENT FOCUSED RISK SOLUTIONS



C H O I C E   H O T E L S   C A N A D A

TM



encon

**Volo**  
TAKE WING.

**Science**  
**AAAS**

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# Networking

- Networking event invitations and discounts  
[www.eco.ca/networking](http://www.eco.ca/networking)
- Regional chapter participation  
[www.eco.ca/chapters](http://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

# Future of (EP) in Globally

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?



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# 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](http://www.eco.ca/harvard)

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

For more information contact:

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Phone: (403) 476-1933

Email: [jsmale@eco.ca](mailto:jsmale@eco.ca)

[www.eco.ca](http://www.eco.ca)



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