

Digest of Green Reports and Studies

Title	Characteristics of Canadian Environmental Practitioners, 2006
Author	N/A
Organization	ECO Canada (Environmental Careers Organization) ELM (Environmental Labour Market) Research R.A. Malatest & Associates carried out the research
Author Contact	ECO Canada Suite 200 - 308, 11th Avenue SE Calgary, Alberta T2G 0Y2 (403) 233-0748 or 1-800-890-1924 Fax: (403) 269-9544 info@eco.ca www.eco.ca
Publication Type	Report – Results from Survey
Publication Date	2006
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URL	http://www.eco.ca/pdf/LMI_Practitioner_Final_2006_EN.pdf
Summary	<p>This study provides environmental employers with insights into how their human resource strategies can best reflect the needs of current and potential employees by exploring motivations of practitioners to enter/stay in the environmental labor market.</p> <p>Profile of characteristics and motivations of Canadian environmental practitioners:</p> <ul style="list-style-type: none"> • They are driven by a desire to improve the environment. • They are highly-educated and are committed to on-going learning throughout their career. • Those with high job satisfaction are impacted by co-worker relationships, the ability to learn on the job, and working conditions/facilities. • Key factors for leaving their current employer are an unrewarding job, lack of advancement opportunities, and salary dissatisfaction.
Key Findings	
Recommendations	<p>High employee turnover in the environmental sector is expected to continue during the next five years with the not-for-profit sector experiencing the highest level. The most critical human resource issue facing the environmental sector is retention of existing employees which can be addressed by employers responding to the motivations of environmental practitioners.</p> <p>The labor shortage facing environmental employers can also be addressed by providing mechanisms for immigrants to enter the environmental labor market since foreign credentials are not currently being recognized.</p>
Definition of “Green”	<p>An environmental practitioner is any person whose job responsibilities are associated with:</p> <ul style="list-style-type: none"> • Environmental Protection (e.g. air, water and land quality, waste management; restoration and reclamation; human and environmental health and safety; and environmental protection management)

	<ul style="list-style-type: none"> • Conservation and Preservation of Natural Resources including the prevention and control of pollution (e.g. fishery, wildlife, forestry, agriculture, mining, energy, parks and natural reserves, and natural resource management) • Environmental Sustainability (e.g. education, research and development, policy and legislation, communications and public awareness, and sustainable development) • Other environment related activities.
Methodology	Data from 2,276 environmental employees' surveys were analyzed and discussed at 9 focus group meetings involving environmental practitioners, employers, and educators then compiled into this report.
Data Sources Cited	N/A
Report Geography	Canada
Green Occupations Cited	Environmental employment is defined as work or business activities related to one of three sectors: environmental protection, conservation and preservation of natural resources, and environmental sustainability. These sectors are part of the National Occupational Standards (NOS) for environmental employment, developed by ECO Canada.
Green Industries Cited	The industries of the respondents included: Agriculture, Forestry; Fishing and Hunting; Information and Cultural Industries; Professional, Scientific and Technical Services; Mining and Oil and Gas Extraction; Management of Companies and Enterprises; Accommodation and Food Services; Arts, Entertainment and Recreation; Construction; Manufacturing; Wholesale Trade; Retail Trade; Transportation and Warehousing; Finance and Insurance; Educational Services; Health Care and Social Assistance; Real Estate and Rental and Leasing; Public Administration; Other Services (except Public Administration); Utilities; Administrative and Support, Waste Management; and Remediation Services.
Keywords	Environment
Legislation Cited	N/A
Bibliography (Y/N)	N/A
Reviewer Name/Org	Shelton, M. State of California

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