

Digest of Green Reports and Studies

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| Title | When Supply Does Not Meet Demand: Labour Gaps and Issues in Canada's Contaminated Sites Sector |
| Author | N/A |
| Organization | ECO Canada (Environmental Careers Organization) ELM (Environmental Labour Market) Research |
| Author Contact | ECO Canada Suite 200 – 308, 11 th Avenue SE Calgary, Alberta T2G 0Y2 Tel.: (403)233-0748 or 1-800-890-1924 Fax: (403)269-9544 info@eco.ca |
| Publication Type | Report – Results from Original Survey |
| Publication Date | 2008 |
| # of Pages | 37 pp |
| URL | http://www.eco.ca/pdf/contsites_rpt_08_en.pdf |
| Summary | <p>During the next few decades, federal, provincial, and municipal governments, as well as the private sector, are poised to commit considerable financial resources to cleaning up contaminated sites across Canada. ECO Canada, in partnership with Human Resources and Social Development Canada, commissioned this research study so that stakeholders across the country could have a better understanding of the gaps between labor demand and supply when it comes to cleaning up the industries related to the contaminated sites. This report examines the labor shortage problem and factors affecting demand. In addition, it looks closely at labor supply-side issues by identifying:</p> <ul style="list-style-type: none"> • The competencies required in the sector, • The number of people currently possessing those competencies, • The availability of academic and training programs, and • The numbers of students enrolled in them. <p>A key feature of this report involves a “gap analysis,” namely the correlation of demand and supply information to identify human resources gaps.</p> |
| Key Findings | The report provides empirical evidence of a labor shortage in the contaminated sites sector. Employers have real problems finding and retaining workers. |
| Recommendations | <ul style="list-style-type: none"> • Up-to-date and accurate information on labor demand and supply, and skills gaps, must be collected on an ongoing basis as contaminated sites are identified, characterized, and scheduled for cleanup. • In northern and remote areas, decision-makers should be working to build communities' capacity to increase workforce employability. Training that allows workers to acquire transferable skills is the most relevant training to support. Both employers and buyers of services, such as governments, need to consider extending the duration of work |

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| | <p>projects in these regions so that workers there can benefit from more training and skills development.</p> <ul style="list-style-type: none"> • All Stakeholders must actively raise awareness about the sector. • All levels of government should support the private sector in recruiting Aboriginal people, recent immigrants, and recent graduates. One way to do this is by creating work experience and workplace integration programs that will alleviate the cost and risks associated with their hiring. • Employers need to develop strategies for human resources succession. This type of planning will allow managers to assess the potential of existing staff, offer leadership opportunities, encourage workplace diversity, and provide mentoring, continuing education, and training support to employees. |
| Definition of “Green” | N/A |
| Methodology | Between January and November 2007, the research team conducted key informant interviews, a search to identify academic programs, national surveys of employees and employers, regional focus groups, and a national forum. |
| Data Sources Cited | The Alliance of Sector Councils. 2006. Who does what in Foreign Credential Recognition. |
| Report Geography | Canada |
| Green Occupations Cited | <ul style="list-style-type: none"> • Project Managers • Site Assessment Technicians • Geologists/Hydrogeologists • Remediation Technology Engineers • Reclamation/Rehabilitation Specialists • Human/Ecological Health Risk Assessors • Environmental Auditor/Regulators • Hazardous Waste Specialists |
| Green Industries Cited | <ul style="list-style-type: none"> • Agriculture • Mining and Oil and Gas Extraction • Manufacturing • Transportation and Warehousing |
| Keywords | Contaminated sites cleanup |
| Legislation Cited | N/A |
| Bibliography (Y/N) | No |
| Reviewer Name/Org | Alex Chin, Amanda Clark, Zinovia Johnson State of California Labor Market Information Division |

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