

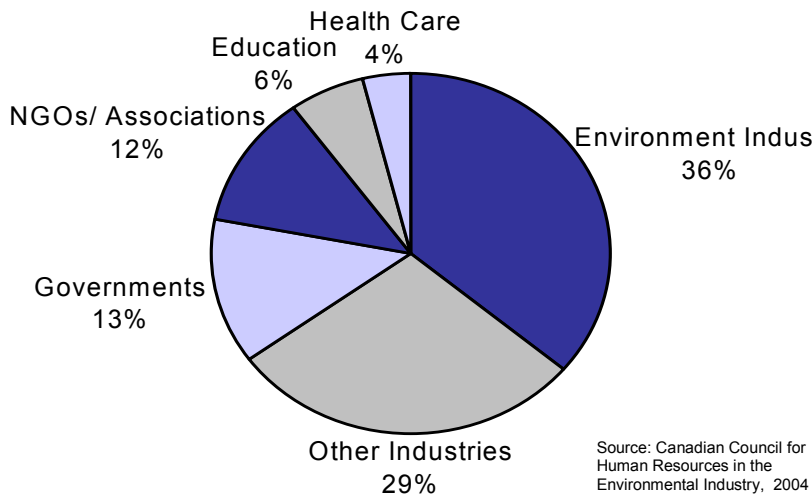
# Workforce Focus

From the Elgin, Middlesex, Oxford, Local Training Board.

- **Sector Trends and A Regional Survey**

Growth and vitality have characterized the environment sector over the past 4 years with an increase in both the overall work force and the diversity of environmental occupations and work places.

## Where Environmental Practitioners Work



## Occupational Breakdown

Environmental Practitioners hired between 1997 & 2002

Engineers	27%
Environmental Studies	23%
Science and Engineering Technologists	20%
Environmental Coordinators	15%
Biologists	15%
Business Administration	13%
Computer Programmers	9%
Chemists	9%
Environmental Instructors	7%
Environmental Impact Assessors	7%
Geologists/ Geophysicists	6%
Technical Sales Representatives	6%
Environmental Auditors	6%
Site Remediation Experts	6%
Hydrogeologists	6%
Health and Safety Specialists	5%
Agrologists	5%
Site Assessors	4%
Forestry	4%
Occupational Health	4%

Source: Canadian Council for Human Resources in the Environmental Industry, 2004

## Renewable Energy Program

The Ontario government has a new renewable energy incentive program that will accelerate the use of renewable energy in the province and encourage further development and employment in the field. The 20 year contracts pay wind, biomass, small hydro, and solar energy producers.

## Levels of Employment

In the environmental workforce, 66% of workers are employed as environmental practitioners and the remaining 34% as support staff and labourers. Of the environmental practitioners 24% are in management positions and 76% are in non management positions.

## Where the growth is

Employment levels of private sector environmental practitioners have increased 34% in the last 4 years while the number in the public sector has increased by 31%. The number of environmental practitioners in the government has somewhat decreased, possibly the result of hiring freezes. Meanwhile, the number of practitioners employed in health care and education has increased substantially.

Source: Canadian Council for Human Resources in the Environmental Industry, 2004

## Environmental Career Sectors

With the most typical educational requirements, University (U) or College (C)

### Environmental Protection

- U,C Air Quality
- U,C Water Quality
- U,C Land Quality
- U,C Waste Management
- U,C Restoration & Reclamation
- U,C Human & Environmental Health & Safety
- U,C Environmental Protection Management

### Conservation & Preservation of Natural Resource

- U,C Fisheries & Wildlife
- U,C Forestry
- U Agriculture
- U Mining
- U Energy
- U,C Parks & Natural Reserves
- U Natural Resources Management

### Environmental Sustainability

- U Education
- U Research & Development
- U Policy & Legislation
- U Communications & Public Awareness
- U Sustainable Development Management

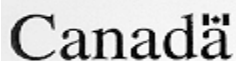
Source: Canadian Council for Human Resources in the Environmental Industry, 2003



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## ***A survey of Elgin, Middlesex, Oxford's Environmental Workforce***

<b>Manufacturing</b>	<ul style="list-style-type: none"> <li>• Most large facilities such as Kellogg's, General Dynamics and Vari-Form have an Environmental Coordinator who monitors production and leads environmental improvements.</li> <li>• Organized labour such as the CAW, have an Environmental Representative in large plants. This person represents employee interests and leads environmental programs.</li> <li>• Environmental Consultants such as O2E Inc. provide services such as air and water testing to help companies improve their environmental performance.</li> <li>• The ISO 14001 Environmental Management System is administered by auditors such as BSI.</li> <li>• The Center for Health, Environment, and Safety (CHES) provides information and advice to industry on environmental legislation and compliance.</li> </ul>
<b>Construction</b>	<ul style="list-style-type: none"> <li>• Energy Advisors for the Residential Energy Efficiency Project help existing home owners make improvements to reduce green house gas emissions.</li> <li>• Energuide and R-2000 specialists design environmentally friendly new homes for companies such as Heritage Homes, Rawlings Homes and Ed Debusschere Homes.</li> </ul>
<b>Law</b>	Firms such as Ogilvy Renault, Siskinds, and Valerie M'Garry have lawyers specializing in environmental law.
<b>Geothermal</b>	Geothermal systems heat homes by transferring the solar heat stored in the earth. It is the cleanest and most energy efficient heating and cooling system available. Geoflex Systems of London manufactures heat pumps and will be employing 10 people when operations begin this summer. Just Geothermal Systems Inc. of Ingersoll installs the systems and employs 3.
<b>Wind</b>	Local construction, crane, and iron works companies, have participated in the Erie Shores wind project at Port Burwell. About a third of the planned 66 turbines have been erected to date. Once commissioned, there will be 10 full time positions in operations and maintenance.
<b>Hydro</b>	The 1/2 megawatt hydro-electricity plant at the base of Fanshawe Dam generates enough power to run 400 households. The plant is operated by staff of the Upper Thames Conservation Authority.
<b>Ethanol</b>	Ethanol is a corn based alcohol that reduces green house gases by adding it to gasoline. Aylmer has just been named as the site for a new ethanol plant. It will employ approximately 150 during construction and 35 in permanent operations.
<b>BioOil</b>	West Lorne BioOil Cogeneration Ltd. is Canada's first commercial BioOil plant. A clean-burning fuel produced from sawdust and wood waste drives a turbine that produces energy for 2,500 homes. The plant is operated by 8 employees.
<b>Recycling</b>	Two examples of large scale recycling in the region are: Halton Recycling of London who handle household materials, and Try Recycling who handle building materials and yard waste. Orgoworld is being built south of London to compost York regions organic waste. Jobs will be created in operations and management.
<b>Agriculture</b>	<ul style="list-style-type: none"> <li>• The Ontario Soil Crop Improvement Association leads Environmental Farm planning.</li> <li>• Organic farms such as Orchard Hill Farm, practice self-sustaining and environmentally friendly agriculture.</li> <li>• Organic Inspectors, working for the Center for Systems Integration, ensure organic standards.</li> </ul>
<b>Conservation</b>	Conservation authorities conserve, restore, develop and manage natural resources on a watershed basis. Within this region are the authorities of the Upper Thames River (employs 76), Catfish Creek (5), Kettle Creek (10) and St. Clair (28).
<b>Government</b>	Environmental legislation, regulation, standards and programs are led by: <ul style="list-style-type: none"> <li>• The Ministry of the Environment London office, employing approximately 75 people.</li> <li>• The Ministry of Natural Resources Aylmer office, employing approximately 15 people in environmental positions.</li> </ul>
<b>Health Care</b>	Environmental issues are becoming more predominant in health care with an estimated 80% of hospitals adding environmental duties to the traditional position of health and safety coordinator. London Health Sciences Center has an Environmental Stewardship Specialist.



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