



EP® MEMBER REPORT | 2022 HIGHLIGHTS & PROGRAM UPDATES



EP | DESIGNATION

Table of Contents

- A MESSAGE FROM OUR CEO 3
- CECAB BOARD MEMBERS..... 4
- ECO CANADA ACCOMPLISHMENTS 2022..... 5
- THE EP® COMMUNITY 2022 6
- I AM AN EP® 8
- EP® EMPLOYERS..... 10
- ECO IMPACT 2023..... 11
- WELCOME TO OUR NEWEST MEMBERS 14
- 2022 MEMBERSHIP PROFILE 17
- BUILDING THE EP® COMMUNITY: WAYS TO CONNECT 18
- WHAT'S TO COME?..... 19
- REGULATORY UPDATES 20
- INDUSTRY INSIGHTS..... 21
- EP® CODE OF ETHICS..... 22
- MEET THE TEAM..... 23
- ABOUT ECO CANADA 24





A message from our CEO

On behalf of ECO Canada, I would like to extend our sincerest gratitude and thank each and every environmental professional who is part of our EP® community. Your dedication to protecting our environment and advocating for green initiatives that will lead us to a brighter and sustainable future is inspirational.

We are proud of your successes and passionate about continuing ECO Canada's mission towards creating a skilled and world-leading Canadian environmental workforce.

Together, we can make a difference and champion the cause of environmental protection for future generations to come.

Supporting and developing the Canadian green workforce is our core mission, and this year marked a significant milestone in our collective successes, as we celebrated 25 years of employment programs to support Canadian environmental workforce, helping +16,000 environmental jobs to be filled and distributing over \$176M in wage and training subsidies. Some of you have benefited from these programs at one point in your career pathway, so take a quick moment to look back on your career and celebrate with us.

Thank you for your hard work and commitment — and for being part of the ECO Canada family!

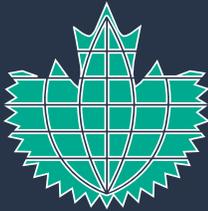
Sincerely,

KEVIN NILSEN

President & CEO



CECAB Board Members



THE CANADIAN ENVIRONMENTAL CERTIFICATION APPROVALS BOARD

CECAB is comprised of key environmental stakeholders from across the country.

The Approvals Board is responsible for final approval of all certification candidates and the oversight of the certification process.

CHAIR

Robert Volkman, RFT, CRSP, PMP,
EP, EP(EMSLA), EP(CEA), CECAB Chair,
JEDROC Consulting Services Ltd.
(British Columbia)

Victor Nowicki, P.Geo., EP
President,
ARC Geobac Group Inc.
(New Brunswick)

Jen Silverthorn, CRSP, CSBA, EP(EMSLA), EP
Environmental Management Leader,
City of Calgary
(Alberta)

Eric Denman, Eng., MBA, EP, CRM
Vice President,
D&G Enviro-Group Inc.
(Quebec)

Scott Freiburger, B.E.S., A.Sc.T., LEED AP, EP(EMSLA),
EP(CEA), EP
Managing Director
AET Group Inc.
(Ontario)

Chris Valaire, B.Sc., C.E.T., P.For, EP
Principal/President,
Valaire Management Consulting Inc.
(Alberta)

Tyler Riewe, B.Sc., P.Ag, EP, HSA
Safety, Health & Environment Manager,
Riversdale Resources
(Alberta)

Christina Wright, M.Env.Sc., EP
Senior Environmental Scientist, Partner,
BCX Environmental Consulting
(Ontario)

ECO Canada Accomplishments 2022

CELEBRATING 25 YEARS OF WAGE FUNDING

Approximately 960 full-time green jobs were created in 2022 through our employment programs that are dedicated to helping emerging professionals grow their careers.

This year, we also celebrated 25 years of supporting Canada's environmental workforce. The best way to celebrate was to let the ones who directly benefited at one point of their career the support of one of our programs. You can watch their testimonials [here](#).

16,775

Green jobs created through wage and training subsidies

\$176,000,000

in funding distributed across Canada

AN INCREDIBLE YEAR FOR OUR BEAHR TRAINING

Over the past year, BEAHR has been on a training spree, offering an incredible 20 new sessions that have ignited the passion of countless participants.

The University of Manitoba, in collaboration with BEAHR, is taking it a stEP® further by promoting additional training sessions tailored to their customized programs. It's an opportunity for individuals to dive deEP® into their specific areas of interest and gain specialized knowledge that can open doors to endless possibilities.

EVENTS

We had an incredible uptake in in-person events this year. We had 15 EP® Meetups across Canada, in nearly every province, with 421 registered attendees. We implemented the EP® survey to increase engagement and created a pinning system for new and existing EP's. We had great success utilizing our EP's as speakers for the ECO IMPACT event this year where we had 250 registrants.

A YEAR OF SUCCESSFUL COURSES

Over the past year, many environmental professionals took a next stEP® in professional development. Our instructor-led workshops had over 100 attendees and over 700 were enrolled in our asynchronous courses. The most sought-after courses included "Project Management Essentials" and "Essentials Skills 200 Certificate" (consisting of a bundle of four modules). As for our recorded webinars, "Cultural Self Reflection" and "Essential, not optional skills" were the most popular amongst our over 3,000 viewers. Lastly, our learners have communicated the value they attribute to these trainings through surveys, evaluations, and social media posts such as "the courses had valuable information regarding skills to hone for jobs in the sector as well as different career options to explore".

ACCREDITATION & TRAINING COURSES CERTIFICATION

We awarded accreditation status to a new program in PEI: Holland College's Environmental Applied Science Technology program which provides scientific theory and hands-on learning in diverse environmental settings, qualifying graduates for work as Environmental Technicians.

Nova Scotia Community College's Natural Resources Environmental Technology Diploma, Vanier College's Environmental & Wildlife Management Diploma, University of Toronto Scarborough's BSc Environmental Science and BA Environmental Studies (with Honours option), University of Ottawa's BSc Environmental Science and BSc Environmental Science with Honours, and University of Winnipeg's BA Environmental Studies and BSc Environmental Science programs all were reaccredited for another 7 years.

+40 BLOGS, 10 RESEARCH REPORTS & NEW TOOL KITS PUBLISHED

Our growing network of environmental professionals now reaches 90,000 web visitors a month, and +72K social media followers. We've continued to be seen as the go for sector updates, HR tips and thought provoking pieces. Our research team's releases & thought leaders have been featured on several e-news sites as we cement our position as the stewards of Canada's environmental workforce.

MEMBERSHIP RENEWAL 2022/23

This year, ECO Canada decided to put a challenge in place by shortening the renewal season from 90 to 60 days. The membership met this challenge with amazing results. Within the first 30 days, over 2,000 memberships were renewed with our EPs leading the charge. The success of a shortened time frame will be carried over to the 2023/24 renewal season.



94%
EPs

78%
EPts

The EP® Community 2022

IN-PERSON MEET UPS RETURN:

The opportunity for the EP® community to get together in person was established in 2019 with the introduction of Meet-Ups. This type of event was just beginning to take off when COVID-19 shut everything down. We are glad to report that in-person Meet-Ups are back and they have been well attended. This year, 15 EP® Meet-Ups were hosted from coast to coast with +420 members in attendance. Not only do Meet-Ups provide opportunities for EPs to network, they provide a valuable space for the building up of the EP® community. Look for upcoming Meet-Ups in your local community in our **Events calendar**.

MORE OPPORTUNITIES FOR MEMBERS

ECO Canada is seeing you, our members, getting more involved than ever before. This year members were in engaged in the following ways:

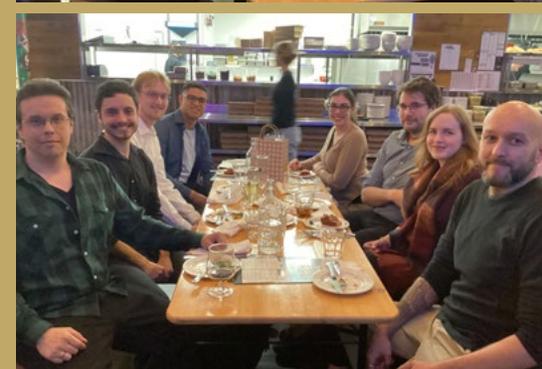
- Providing consultation for ECO Canada projects and training
- Volunteering for ECO IMPACT's judging panel
- Providing spotlights used in our EP® Newsletter, used as nominations for ECO IMPACT awards and used on our ECO Canada blog
- Co-hosting Connect to Chat
- Hosting Meet-Ups
- Presenting information about ECO Canada at various events
- Opening up opportunities for ECO Canada presentations at post secondary institutions and with employers

Thank you so much for your support, your efforts and your time. We really appreciate it.

INTRODUCTION OF THE EPt WELCOME WEBINAR

In the spirit of building the EP® community, ECO Canada realized this year that inclusion starts at being welcomed as well as understanding expectations. And where does that start for us? Right when someone becomes an EPt member.

To empower our EPts with a strong start, we have developed the EPt Welcome Webinar that is full of information that EPts need to know to grow in the EP® community, to stay in good standing and to continue in their learning. This webinar has become a valuable tool that will continue to be used as the EPt membership gains momentum. If you are an EPt and missed out on the webinar, please contact us at ep@eco.ca to request the link.



The EP® Community 2022

NEW LOOK FOR MEMBER ACCOUNTS:

At the end of February 2023, ECO Canada launched a new CRM portal for member accounts. The decision to create a new portal was fueled by the opportunity to bring your ECO Canada account and CECAB account together under one umbrella. Your new account is much easier to navigate and has all that you need at your fingertips. Even paying your renewal membership has become easier with the green “Renew” button being the first thing you see at login. The new option to save your credit card information will make future renewal payments automatic, saving you time and stress. We hope you enjoy the new look and the new features!

THE MENTORSHIP PROGRAM

The Mentorship Program continues to be a popular benefit to the membership whether you are a protégé or a mentor. It seems to be the first question asked when a person becomes an EPt, “When can I access the Mentorship Program?”

Continuing to use the MentorCity platform, we have over 230 members as mentors and we enroll anywhere from 25 to 60 proteges in the program each month. EPts have the opportunity to mentor through our EFTD (Environmental Foreign Talent Development) program and our EPt Student program using the mini toolkit we developed this year. The mini toolkit is 3 sessions long and covers resume writing, interview skills, dealing with adversity and the importance of networking, giving the protégé just enough to establish first steps in their career. If you are interested in the Mentorship Program for yourself as a mentor, a protégé or both, contact us at ep@eco.ca





I am an EP[®]

KRYSTA WARKENTIN

Canadore College in North Bay, Ontario

Health, Public Safety, and Environmental Assistant

EP[®] since 2021



ABOUT HER PASSION

“I am most passionate about wetland conservation and protection. Wetlands feature this immaculate webbing of biodiversity that highlights how interconnected each ingredient is to one another.”

ABOUT HER MENTORS

I am extremely fortunate and grateful to have such an incredible community of mentors in both my personal and professional life. I am excited to be able to pay tribute to some of these key mentors: Darin Lamothe, for being my out of province guardian in the early years of my career, teaching me what it truly means to be humble and to have a positive work ethic. Marilee Jardine, a role model for how to set goals and be a successful woman in a predominately male industry. Jeremy St. Onge, for supporting my professional growth and offering opportunities for continuous portfolio development. Lastly Marty Warkentin, for supporting my desire to mirror his ambition and perseverance throughout all of my life endeavors.

A PIECE OF ADVICE FOR THE NEXT ENVIRONMENTAL PROFESSIONALS?

If I could offer advice to share with a junior colleague it would be to leave no rock unturned. Do your best to diversify your professional portfolio by enrolling in courses, participate in training, and volunteer. The environmental sector is very broad and constantly changing, therefore it is beneficial to have a diverse portfolio.

HOW KRYSTA ENVISIONS THE FUTURE OF THE ENVIRONMENTAL SECTOR

What keeps me optimistic for our future is that people are now beginning to openly speak about the environment in casual conversation and offer insights as to what they are doing to become more environmentally conscious. The stigma regarding environmental activism being a waste of time or that the earth will fix itself is quickly becoming a mindset of the past. I see a bright, greener future ahead of us, and I am eager to embrace it.



I am an EP®

ZHONGZHI CHEN

Zhongzhi Chen

Researcher, Environmental Impacts at InnoTech Alberta

EP® since 2016



ABOUT HIS PASSION

“My passion as a researcher in an applied research organization is to see the bigger picture of the innovation process, not only knowing What, but also Why and How. The goal I mostly want to accomplish is to explore, evaluate and test emerging platforms and solutions for environmental concerns. My personal goal is to support multi-disciplinary collaborations by developing a presence in professional associations.”

ABOUT HIS EP® DESIGNATION JOURNEY

The EP/EPt designation allowed me to join the environmental professionals family in Canada for the last 10 years. My network was expanded by attending events and webinars and the mentorship program. I was recently involved in the Post-Secondary Environmental Program Assessment activities, which gave me a unique experience as a Site Reviewer for accreditation. As an EP, I am always open to improving operational performance, quality, customer satisfaction and collaboration.

ABOUT HIS CAREER PATHWAY

I am looking forward to expanding my research group. Instead of looking at basic research, applied research, and commercialization/entrepreneurship individually, my next stEP® is to integrate the innovation chain.

HOW ZHONGZHI ENVISIONS THE FUTURE OF THE ENVIRONMENTAL SECTOR

A sense of hope and excitement for the future of the environmental sector in terms of research and development includes increased awareness of environmental issues, the fast advancement of technologies, and the emphasis on global and interdisciplinary collaborations.

EP® Employers



ECO Canada’s EP® Employer designation saw steady growth over the last year. The designation, that supports organizations in elevating their presence in the environmental sector, welcomed 3 new organizations in 2022 with another 7 to date in 2023. All EP® Employers commit to supporting their eligible employees in pursuing the EP® designation and being recognized for their environmental expertise.

OUR VALUED EP® EMPLOYER ORGANIZATIONS

SIMCorp - Sweeney International Marine Corp.

AET Group Inc.

WSP Canada Inc.

Narratives Inc.

Napoleon

Alberta Municipal Health & Safety Association

CBCL Limited

Tor Land Resource Inc.

NorthRiver Midstream Inc.

Baylink Networks Inc.

Nothern Mat & Bridge LP

Helping Nature Heal

Bishop Water

Conuma Resources



ECO IMPACT 2023

LEARNING SERIES & AWARDS GALA

With 2 full days of networking, learning and celebrating our community's achievements, ECO IMPACT 2023 was a huge success. We brought together experts, researchers, policymakers, industry leaders, and passionate individuals from across the country to explore innovative solutions that can shape a sustainable future for Canada and beyond. We welcomed 250 guests, 25 speakers and 15 sponsors to join us at this premiere event for environmental professionals dedicated to addressing and resolving the pressing environmental challenges we all face.



ECO IMPACT 2023

LEARNING SERIES & AWARDS GALA



EP® WINNER



JEFF ROBERTSON

Jeff Robertson, P.Eng., EP(Sustainability) is the Director of Environment & Sustainability for Bimbo Canada (Canada's largest bakery company). In this role, Jeff oversees all environmental matters nationally, covering hundreds of facilities and over \$1B in annual revenue.

Jeff's career focus is climate change mitigation – working with major global companies to execute impactful decarbonization projects. Projects completed or catalyzed by Jeff have created over 5.5 million tonnes of CO₂e reductions to date. Jeff's work has been recognized with multiple honours, including the Clean50 2023 Emerging Leader award, and multiple Clean50 "Top Project" awards (most recently honoured for a nationwide transition to more sustainable packaging on over 500 million units/year).

In addition to environmental protection, Jeff's passion is mentoring environmental practitioners to help them grow professionally and contribute to the sustainable economy. Through formal and informal programs over the last 13 years, Jeff is thankful to have mentored over 50 environmental professionals.

EP® AUDITOR WINNER



JAG BILKHU

Jag Bilkhu is a Senior Environmental Auditor with SNC-Lavalin has more than 25 years of experience in environmental and safety auditing. He has extensive experience in the development, implementation and auditing of environmental, health and safety management systems and conducting compliance audits and evaluations. He has also provided numerous training courses in EMS development and Auditing over the last 20 years. He is certified as both a Certified Environmental Auditor EP® (CEA) and Environmental Management Systems Lead Auditor EP® (EMSLA) through Eco Canada and has project managed hundreds of audits/gap analyses and due diligence reviews. In addition, he has extensive experience in developing regulatory strategies and receiving environmental and regulatory permits and certificates and maintaining compliance. His experience includes working on Projects throughout Canada and internationally in countries throughout Asia, Europe, the Middle East, and the Caribbean. Jag has a Bachelor's of Science Degree from McGill University with a minor in Business and a Master's Degree in Environmental Design From the University of Calgary.

EPt WINNER



CLARISSA HUFFMAN

Clarissa is a Registered Professional Planner with expertise in developing and implementing environment and climate change policy, particularly for local government. She specializes in community-scale climate adaptation and has experience with low-carbon resilience, nature-based solutions, and climate risk and vulnerability assessments. Her key skills include facilitation, stakeholder engagement, policy development, and implementation planning. As a Climate Risk Analyst and Project Manager with Morrison Hershfield, Clarissa is responsible for project management and climate planning on a range of multi-disciplinary climate mitigation and adaptation projects. In Clarissa's work to date, stakeholder and community engagement, environmental and community stewardship, and Indigenous consultation have been critical success factors. She is also the co-chair of the PIBC Climate Action Sub-Committee, and a Board Director of both the Stewardship Centre for BC and the Starfish Canada.

ECO Community Impact Award Winner

This people's choice award recognizes individuals, groups and communities that continuously show their dedication to Canada's environmental growth and make a positive impact on the environmental workforce through their actions.



FRIENDS OF FISH CREEK

Between the time the park opened in 1975 until the early 1990s Calgary's population had grown by more than 160%. As the city continued to grow, Fish Creek Provincial Park began to suffer the effects of increased use. In 1992, the park staff began collaborating with a small group of citizens at the Environmental Learning Centre at Shannon Terrace to raise awareness about preserving this park, and the Friends of Fish Creek was formed. The Friends of Fish Creek Provincial Park Society was established in 1992 and incorporated as a non-profit charitable organization in 1993. In the late 1990s, the Friends moved into our current location in the Cookhouse at the Bow Valley Ranch. Today, they work with park management, over 200 volunteers, over 800 members, sponsors, donors, and community organizations to deliver programs, courses, and events in the park. They deliver our programs within the spirit of the Cooperating Agreement as directed by their strategic plan and in support of the articles of the AEP® mandate.



View the submission video

Top Employer Winner

This people's choice award recognizes organizations that continuously show their dedication to Canada's environmental growth and positively impact the environmental workforce through their actions.



CONUMA RESOURCES

Sustainability guides our business strategy as a premier supplier of steelmaking coal that contributes to the low-carbon economy. The steel, which is made using our products, is essential for global development, including the construction and distribution of renewable power. In operating and growing our business, we focus on responsible production and consumption of scarce resources while creating sustainable value for our employees, customers, business partners, communities and the environment in which we operate.



View the submission video

Thank you to our esteemed judging panel

SANJOY MALICK
P.Eng., EP(CEA)

CAROL CROWE, BEAHR
Trainer

ZHONGZHI CHEN,
P.BIOL., EP

VICTOR LAPIDO
EP(EMSLA), EP

SAMIA EBRAHIEM, EP

MICHAEL DEWIT, QEP,
EP(EMSLA), EP(CEA)

KEVIN MEGALE,
EP(EMSLA), EP(CEA)

KELSEY MILLS, EPt

IAN WILSON, P.AG., EP

HARLEY HUTCHINSON,
P.GEOL., EP(CEA)

EMILY DAVIS, EPt

CRISTIAN RODRIGUEZ,
EP

BRENT ALAN KEEVILL,
CD, M.SC., P.ENG., EP

BEN HAMMOND, EP



Welcome to our Newest Members

Aaron Falconar	Ana-Alicia Lapoint	Bayley Moore	Carolyn Stearns	Dafna Schultz
Aaron Puddicombe	Andre Felicio	Baylie Sjodin	Cassandre Cyr	Damir Jasarevic
Abbey Krajc	Andrea Germann	Ben Drummond	Catriona Bird	Danica Milatz-Donnelly
Abhinav Syal	Andrea Marcon	Bérangère Allemand	Cavell Young	Daniela Davila
Abigail Adebusuyi	Andrea Reitan	Bernard Agyemang	Celeste Meledath	Danielle Franciscus
Abraham Edeki	Andrea Simeon	Bernardino Grande	Chad McFadyen	Danielle Graves
Adam deLeeuw	Andrew Janzic	Beth Boyce	Chantal Lefevre	David Orijei
Adam Farrow	Angela Dick	Bethany Goodine	Charles Chindove	David Thomassin
Adam Rosentreter	Angela Sunday	Bethany Kuntz	Charles Omoyeni	Dawn Slack
Adam Yee	Angelina Fedorenko	Bethlehem Weldu	Chelsea Brecher	Dayana Ann Joseph
Adekemi Oreofe Alana	Ankita Kukadiya	Blake Fairclough	Cheryl Perdomo	Dean Clark
Adeola Akinsola	Anne McDonald	Blake Smith	Chevy Alexander	Derek Grover
Adewale Gbadamosi	Annet Tugaine	Blessing Owamah	Chinelo Otiji	Derek Tyler
Ahmad Reza Katouzian	Ants Hoiles	Bolun Zhao	Chris Horne	Devant Maharaj
Aidan Bernardin	April Richardson	Brad Walker	Chris Sullivan	Devlin Vong
Aidan Rando	Araceli Laranjeira Fazzio	Braden Rosentreter	Christina Monachino	Du Ding
Alan MacDonald	Arash Samizadeh Mashhadi	Braeden Corr	Christopher Hergott	Dustin Gamblin
Alanna Robertson	Arniek Doornbos	Brandon Willms	Christopher Lyle	Dylan Shaw
Alexander Ketsa	Ashley Boyd	Breanna Foster	Christopher Witecki	Edouard Kouassi
Alexandra Noel	Ashley Richardson	Brenah Tremblay	Christy Vos	Eduak Eduok
Alexandra Welch	Ashton Howe	Brie Nelson	Claire Buchanan	Edward Oteng Asante
Alexandria Budgell	Ashwin Jacob	Brittany Nichols	Clarissa Huffman	Ejiroghene Obukohwo
Alfonso Odin Perez Ruiz	Audriana Burella	Bukola Ikenga	Clayton Stewart	Elsa Hergel
Alix Tole	Ayaz Buzdar	Byron Chou	Cody Candassie	Emily MacMillan
Amanjit Singh	Ayomide Charles	Caleb Dickey	Coleen Mahoney	EmmaRae Murphy
Amir Hossein Barmaki	Babatunde Ladipo	Caleb Fenez	Conlan Magel	Eric Guitard
Amy Elvidge	Bala Shehu	Calvin Samis	Connor Rettinger	Erica Ross
Amy Spark	Bankole Vincent Alana	Cara Rockwood	Cory Schmidt	Erin Rowland
Ana Acurio	Baturh Yarkwan	Carlee Beaver	Courtney Redden	Esther Ho



Welcome to our Newest Members

Ethan McCann	Hope Hillson	Joshua Arias	Kimberly Westover	Marco Villalba
Evangeline Studzinski	Ian Lawrence	Joy Ehiwere	Korkin Kadehjian	Maria Shamim
Fani Tsaroucha	Ibe Ezuma	JoydeEP® Gill	Kripal Rathore	Maria Stamatinos
Farooq Ahmed Siddiqi	Ibrahim Haruna	Juliana Vinha	Kristen Dafoe	Maria valentina Arteaga pinzon
Feda'a Musa	Ibukun Fodeke	Justin Alviento	Krupesh Patel	Mariana Salazar
Felix Abanto	Ifeoma Rita Ebulue	Kafayat Gbadamosi	Kyla Cortes	Marie Charles Jasmine Beaublanc
Franca Oghomi	Iqbal Singh	Kalaivanan Poomari	Kyle Miller	Marion Adda
Francis Tantia	Jacob Barbara	Kali Mailhot	Laura Corbeil	Marta Asensi
Franck Giresse Nietcho Wandji	James Duncan	Kallyn DeGrace	Lauren Gore-Hickman	Mary Hughes
Gabriel Cliche	James Edgson	Kamorudeen Bakare	Lauren Leng	Mary Samolczyk
Gabrielle Doucet	James Gerwat	Kara Hewgill	Lawrence Edomwonyi-Otu	Maryam Rezaeitamijani
Gabrielle Elbourne	James Lindsay	Karmvir Singh Rana	Leslie Fotso Megueno	Mason MacDonald
Garatt Kerr	Janeth Pacheco	Katherine Taylor	Lilian Barraclough	Mat Toebes
Gary Warren	Jared Thompson	Katrina Estacio	Lilibeth Miranda	Matteo Siniscalchi
George Aniegbunem	Jason Shim	Katrina Gaibisels	Lucas Rago	Matthew Salena
Grace Humphrey	Jasper Koo	Kayla Garvey	Luis Galvez	Matthew Soares-Paquin
Gresal Tapulao	Jaspreet Sandhu	Keerthika Ashokkumar	Lungi Roberts	McKenzie Perry
Griffin McCulloch	Jaydon Van Veen	Kelsey Smith	Luvindra Sukhraj	Meagan Tungate
Gursewak Singh	Jean-Paul Guillobel	Kelsey Sostar	Luvindra Sukhraj	Megan Murphy
Hailey Maki	Jenna Hildebrandt	Ken Edwards	Mabel Passos	Megan Perez
Hal Fox	Jennifer Rainville	Kent Johnstone	Mackenzie Whitehead	Megan Poss
Haley Ayala-Dugre	Jennifer Thompson	Keoni James-Ashkewe	Madeline Mitchell	Meghan Bertenshaw
Hannah Rindlisbacher	Jesse Bell	Kerry Pike	Madeline Ng	Meghan Ostrum
Harminder Sahota	Jesse-Martin Manufor	Kevin Christopher Vibat	Mahrukh Saleem	Mehdi Esmaeilzadeh
Heather Donaldson	Jessica Adams	Kevin Udema	Makaiba Reid	Mehran Sanam Bhatti
Henni Eklund	Jessica Obodoechi	Khadijah Suara-ogunfolaji	Manoj Verma	Melak Gebresilassie
Hillary Prodahl	Jeyanth Paul Robertson	Khalid Mahmood	Mantra Trivedi	Michael Bagamery
Hira Mumtaz	Jillian Woods	Kierra Tremblay	Marc M. Yegani	Michael Hebbourn
Honey Patel	Jordan Birney	Kimberly Neal	Marcel Roquette	



Welcome to our Newest Members

Michael Iwanowskyj	Oghenevbairhe Ekpo	Rebecca Baker	Saroja Manpadi	Teresa Huang
Michel Bernier	Oksana Poliakova	Rebecca Zalaski	Scott Gamble	Thomas Orthner
Michelle Dymant	Olatunde Durowoju	Rémy Cantin	Sean Birkett	Thomas Watt
Michelle Holland	Olawale Folarin	Renee McDonald	Selena Wharton	Tianjie Feng
Michelle Landry	Olivia Croxall	Reuben Oostenbrink	Seynabou Gaye	Tiffany Dejardins
Michelle Yu	Oloruntobi Muniru	Richa Tyagi	Shafudeen Bala	Titilope Bukunmi-Omidiran
Mikayla Young	Olushegun Tokode	Richard Doherty	Shahab Arvandi	Tobiloba Onipe
Mina Aminnejad	Oluwatosin Bamigbade	River Fox	Shane Pedersen	Tomomi Nagayama
Misbah Amjad	Oluwatoyosi Bakare	Rob Drummond	Sharif Nawyaz	Trisha Lavadia
Misha Mathew	Otlaatla Monyatsi	Rob McCullough	Shawna Lundrigan	Uchechi Odoemene
Mitchell Taylor	Oumar Gueye	Robert Hough	Shaza Gameel	Uchenna Uju
Mithun Chockalingam	Parmila Devi	Robinson Orume	Sofia Kokkinakis	Udaya Mallikaraarachchi
Moataz Sherif	Parteek Singh Thind	Robyn Ketchabaw	Sonya Clelland	Ugochukwu Emuka
Mojdeh Khan	Parthkumar Patel	Robyn Lloyd	Soumyaditya(Shomo) Ghosh	Uzochukwu Benjamin
Mojgan Chapariha	Patricia Dennis	Rogan Leach	Stephen Williams	Vanessa Comeau
Mona Bazrafshan	Patrick McNamara	Russell Patten	Sukh Panesar	Victor Adebayo
Most Jannatul Fardusi	Paul Acorn	Ryan Phillips	Sumanth Sadananda Shetty	Vindira Basdeo
Mubashir Chenattu Kuzhiyil	Paul Richardson	Sabrina Farjallah	Sunil Phool	Virginia Udeogu
Mustafa Onder Ersin	Paula Garcia Villaveces	Sakshi Sakshi	Sunya Zaman	Vishwakalyan Bhoyroo
Nadia Aftab	Peter Jardine	Samantha Carpenter	Svetlana Atuchina	Vivienne Grimmett
Natalie Normandeau	Peter Michaud	Samantha Hui	Svetlana Kurakina	Wida Paikar
Nicole Salchert	Peter Polanowski	Samia Ebrahiem	Syed Saduddin	William Flavelle
Nidia Celis	Polycarp Ehidiemhen	Samuel Ndubuisi	Sylvia Constanza Mora Sanchez	Xavier Edouard N'cho
Nikedimos Misghna	PraiseGod Emenike	Sandra Anastasio	Talia Klimmer	Ying Quan
Nikhilesh Paliath Vinod	Priyankaa Srinivasan	Sandra Arenas	Tanu Soam	Yundi Sha
Nixon Almonguerra	Rachel Gilham	Sandra Ohiosimuan	Taofeek Ogunfolabo	Zachary Leslie
Nneka Odimba	Rachel Min-Brown	Sarah Hatt	Taylor Jones	Zaida Romero
Nwennenda Kejeh	Randy Paquette	Sarah Thompson	Taylor Koel	Zijing Wu
Obehioye Vera Okonofua Okonofua	Rashid Khan	Sarah Whitton	Terena Snodgrass	

2022 Membership Profile

TOP 8 COMPANIES WHO EMPLOY MEMBERS

Stantec

WSP

SNC Lavalin Inc.

Pinchin

AECOM

SLR Consulting

City of Calgary

Matrix Solutions

MEMBER DEMOGRAPHICS

EDUCATION

Bachelors/certificate: **47%**

Postgraduate: **39%**

College/CEGEP/Diploma: **2%**

ANNUAL SALARIES

Junior: **\$46,663**

Intermediate: **\$72,906**

Senior: **\$88,624**

MEMBER LEVEL DISTRIBUTION

EP: **50%**

EPt: **43%**

EP® Auditor: **7%**

GENDER BREAKDOWN

Female: **26%**

Male: **60%**

Not Available: **14%**

AGE RANGE

25-30: **7%**

41-54: **81.4%**

55-64: **9.3%**

65+: **2.3%**

TOP FIVE AREAS OF SPECIALIZATION

Environmental Manager

Site Assessment & Reclamation

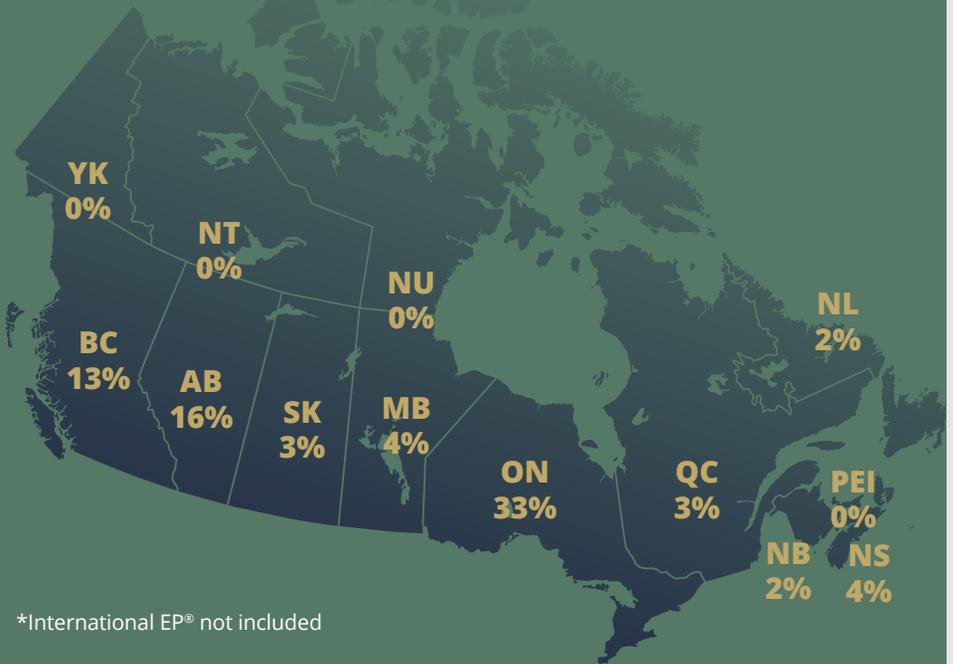
Natural Resource Management

Health & Safety

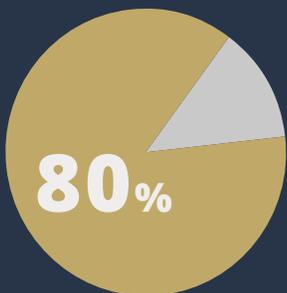
Water Quality

NEW MEMBERS BY PROVINCE*

We added 457 new members in 2022. The largest share of the growth originated in 3 key provinces; Ontario, Alberta, and British Columbia. This is a consistent trend with previous years and overall membership.

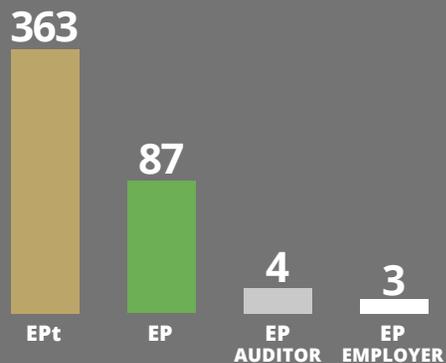


FULL-TIME EMPLOYMENT



Percentage of current membership in full-time employment

NEW MEMBERS IN 2022



Building the EP® Community: Ways to Connect

EP® MEET-UPS

A Meet-Up is a great opportunity for members to gather and meet each other in their local area. ECO Canada will host or co-host a Meet-Up with an EP® member whenever possible. These are amazing networking events too. ECO Canada provides the invitation, advertisement, venue and food. You provide the company and pay for your drinks. This event is free for members, but you can bring a guest for \$10. Meet-Up events and information are advertised in the EP® Newsletter and in the EP® Community Connections group on LinkedIn. Make sure you don't miss out on one happening in your area, check our **Events calendar**.



IF YOU ARE INTERESTED IN CO-HOSTING A MEET-UP IN YOUR AREA, CONTACT US AT [EP@ECO.CA](mailto:ep@eco.ca)



LINKEDIN — EP® COMMUNITY CONNECTIONS

Over 1250 members have connected through EP® Community Connections. This LinkedIn group is used for announcements, networking and our annual ECO Canada's 10 Days of Giveaways contest at Christmas. Become a part of this worthwhile group here: <https://www.linkedin.com/groups/8833127/>

CONNECT TO CHAT

Looking to chat about topics and issues of interest with your fellow members? Then **Connect to Chat** is a conversation you want to attend.

Every quarter, we organize a chat session with a member EP® or EPt as a co-host and we discuss various topics like women in the environmental sector, the importance of networking and why is mentorship valuable. Connect to Chat events are advertised in your EP® Newsletter and on EP® Community Connections. The next event is July 26 where we will be discussing the value of the EP® designation and how we can grow the EP® community. Register for the discussion here: <https://us02web.zoom.us/join/register/tZElde-sqjguG9ZlCZR6cLkRlBJ0RSfk2jPg>

THE MENTORSHIP PROGRAM

There is an up and coming generation that can benefit from your environmental career experience and investing in that generation is key! Won't you consider giving back by becoming a mentor? Or if you are looking for someone to discuss your environmental career plans with and want valuable feedback, then consider becoming a protégé.

The Mentorship Program is 8 one-hour sessions and can be completed as slowly or as fast as the mentor and protégé decide using various platforms of communication. Your mentorship can even continue outside of the Mentorship Program should you decide to do so. Mentorship is worth the investment!

To join the Mentorship Program as a mentor or protégé, contact us at ep@eco.ca



What's to Come?

NEW EP® COMMUNITY OPPORTUNITY — EP® CHAMPION

Coming this Fall, ECO Canada is looking for members to become EP® Champions. What is an EP® Champion? An EP® Champion is a certified member in good standing who is enthusiastic about lending their voice, time and knowledge on behalf of ECO Canada to assist in the growth, development and recognition of the EP® community nationwide.

What does an EP® Champion do?

An EP® Champion volunteers in various ways to represent ECO Canada and the EP® community. Activities can be, but not limited to the following:

- Hosting an ECO Canada Meet Up or recruitment night
- Providing ECO Canada presentations to accredited partners, post secondary institutions, employers and others within the environmental sector
- Represent ECO Canada at conferences, summits, career fairs and other environmental events as needed
- Assisting ECO Canada with projects
- Sitting on ECO Canada committees and task forces
- Providing support and assistance with ECO Canada events such as ECO IMPACT (sitting on the judging panel, assistance with invitations and marketing, etc.)
- Proctoring EP® exams
- EPt/EP® referrals
- Provide suggestions/ideas for EP® community growth
- Lead a local ECO Canada EP® Chapter

What are the benefits of becoming an EP® Champion?

- Receive recognition as an EP® Champion (can include awards, swag, recognition events, spotlights, etc.)

- More opportunities to earn PD credits
- Satisfaction in seeing goals attained and vision come to life
- More ownership and influence of EP® community

If you are interested in becoming an EP® Champion, please contact us at ep@eco.ca for more information

ECO IMPACT 2024

Get ready! Planning for ECO IMPACT 2024 is already underway. Put it on your calendar for next year – February 8 and 9, 2024 in Calgary, Alberta at the Westin. ECO Canada will send out the call to members to complete the Spotlight questionnaire. Not only does ECO Canada use the information our members give us for Spotlights on our blog and in our newsletters, but we also use them in consideration for nominations for the ECO IMPACT awards, so make sure to complete the Spotlight questionnaire when the call comes. You just might win an ECO IMPACT award!

AUTO-RENEWAL PAYMENTS

With the introduction of the new member portal, ECO Canada now has the option for members to keEP® their credit card information on file so that your renewal membership fee may automatically renew come renewal time.

To add your credit card information to your account for next year's renewal period, follow these steps:

- Log into your account and click on "Memberships"
- Click on the 3 small bars beside the ECO Canada logo and chose "Payment Management"
- The second section on the page, "Manage Card Payment Cards" is where you add your credit card information

It's that easy!

TERM RENEWAL REMINDER FOR EPs

Just a reminder that as of 2024, you will need to accrue 75 PD credits to be eligible for Term Renewal (New 5 year term certificate). This will be applied to all terms coming to an end starting in January 2024.

BUILDING THE FRENCH EP® COMMUNITY

It has long been the plan for ECO Canada to build the French speaking EP® community and in an effort to do this, ECO Canada is introducing the French edition of Connect to Chat. Connect to Chat is a conversation cohosted by members to once a quarter to discuss issues and topics within the EP® community. Connectez-vous au Parler will kick off in September 2023. Look for more information in the EP® Newsletter.

RECRUITMENT NIGHTS

ECO Canada has been successful in using Meet-Ups for getting the EP® community together. Now, we want to offer the EP® community a way to introduce the designation to colleagues and connections.

ECO Canada recruitment nights are evenings cohosted by an ECO Canada staff member and an EP. These events have a similar structure to a Meet-Up with one difference... the presentation of ECO Canada's designations with a Q & A period. We will try to have a recruitment night event available to EP® members once a quarter. The first quarter of this fiscal year, Jeff Olson, EP, is cohosting a recruitment night in Yorkton, Saskatchewan. We'll report back how the event went in the next EP® Newsletter (coming in August 2023).

Regulatory Updates

In 2018, ECO Canada began working with the Environmental Professional (EP®) community across Canada in addressing the gap of regulatory sign-off. ECO Canada has strongly advocated regulatory recognition of EP's in a variety of specializations over the years. The belief that the environmental sector is multi-disciplinary and that the professionals granted provincial sign-off need to reflect this, is the foundation of ECO Canada's initiative. We also work to address the unique competencies that EP's bring to the table and how they can fill any existing gaps within the regulatory framework.

The EP® designation modeled on a competence first as opposed to academic background and professional membership is the best assurance that there are competent professionals doing the work and that individuals lacking competence are not practicing in a particular area. If a competence framework is used, the scope of practice does not need to be articulated from a singular professional membership point of view, but rather can be open to professional members with the required competence. This makes the designation valuable to industry and many federal and municipal governments but has so far not been recognized widely for provincial sign-off or as provincially recognized, qualified environmental professionals. The main argument against is that we are national and not under provincial jurisdictions.

As there are 13 different provincial/territorial jurisdictions across Canada, all with unique regulatory frameworks, ECO Canada has formed a national task force to support initiatives across the country.

ACTIVITIES IN BRITISH COLUMBIA

Over the last 3+ years, task force efforts have been most active in British Columbia in support of ECO Canada's application for regulatory recognition in the province. The first draft of the application was submitted in March 2022.

Since that time, ECO Canada has met with representatives from the Office of the Superintendent of Professional Governance on a few occasions to receive feedback on the application. This feedback has been valuable in strengthening ECO Canada's application for EP® regulatory recognition, and an amendment to the application was submitted to the Office of the Superintendent of Professional Governance in November 2022 with updates to this amendment submitted in February 2023. ECO Canada awaits additional guidance from the OSPG on the status of our application.

ECO Canada wishes to thank everyone who supported both the application and amendment activities to date. Significant support was received from post-secondaries, industry, and our EP® membership. A special thank you to task force representatives in British Columbia: Kyle Paddon, EP; Monte Anions, EP; and Stirling Fraser, EP, EP® (CEA).

For more details on the Office of the Superintendent of Professional Governance and the process to designate other professions under the Professional Governance Act in British Columbia, visit their website at <https://professionalgovernancebc.ca/regulatory-bodies/adding-regulatory-bodies/>.

If you wish to be involved and discuss opportunities for EP's in your region, please connect with us at EP@eco.ca.

THANK YOU TO OUR TASKFORCE MEMBERS

Thanks to the expertise and involvement of the members who have generously provided their insights and recommendations on the Practice Rights of Professionals, and leveraged their contacts, ideas, and knowledge towards advancing the EP® designation.



Industry Insights

ECO Canada's Research Community is a space where both EPs and non EPs can share their views on environmental issues, and help shape the future of the environmental workforce with their unique knowledge base. The Research Community has over 650 members (200 of which are EPs).

ECO Canada is a thought leader in the environmental labour market. Our goal is to provide up-to-date, relevant, and credible data and insights on Canada's environmental workforce across all regions, industries, occupations, and environmental sectors. Our reports guide decision-making and planning, helping:

- **Employers** attract, develop, and retain the best environmental talent.
- **Individuals** build meaningful careers.
- **Governments** develop or refine programs and policies.
- **Educators** and **Trainers** prepare workers with relevant competencies.
- **Other organizations** and **individuals** establish business cases for workforce development programs, competency certification and program accreditation.

These reports are possible because of our research community and you, our committed EP® members. Thank you for participating in our research surveys. ECO Canada appreciates your time and commitment to helping us identify workforce trends, create solutions to challenges, and champion opportunities for employment in the environmental sector.

COMPENSATION GUIDE

We surveyed employers, workers, and EP® members to learn about compensation for environmental workers. The guide provides detailed breakdowns of compensation benchmarks across industries, occupations, and specializations.

DIVERSITY FACTSHEETS

As demand for skilled environmental workers continues to rise, it becomes critical for employers to attract a diverse workforce and develop equitable and inclusive workplaces. To assist, ECO Canada's annual national survey of employers gathers information about the demographics of Canada's environmental workforce. From these results, we published a series of diversity factsheets as a guide for employers and employees to navigate the challenges and opportunities of the tight labour market.



SUSTAINABLE BLUE ECONOMY COMPETENCY PROFILES

In 2022, we developed 36 National Occupational Standard profiles across six subsectors: fisheries and aquaculture, ocean technology, offshore minerals and resources, marine renewables, marine transport, ports, and shipping, and coastal and marine tourism. Our goal was to identify opportunities for workforce mobility, diversify the sustainable blue economy workforce, and bridge Canadians to in-demand occupations.

PROVINCIAL LABOUR MARKET OUTLOOK, MANITOBA

Our report on the needs, trends, and challenges for Manitoba's environmental workforce underscores the demand for green talent. It highlights both the current need for green jobs and future opportunities for environmental jobs and workforce talent in Manitoba.

PROVINCIAL WORKFORCE STRATEGY, ALBERTA

In this provincial-focused workforce strategy report, we provided a guide to labour demand and supply stakeholders to build capacity to attract, develop, and retain energy efficiency talent in Alberta's building sector.

EP[®] Code of Ethics



The Environmental Professional (EP) Code of Ethics includes several tenets that all certified and in-training members must adhere to in order to remain a member in good standing. In addition, EP[®] staff, volunteers, and board and committee members must also agree to abide by the same EP[®] Code of Ethics.

The EP[®] Code of Ethics outlines the values and expected behaviours that guide Environmental Professionals in all activities related to their professional duties. By committing to these values and adhering to the expected behaviours, Environmental Professionals strengthen and inspire the public's confidence in the environmental profession.



Adherence to this Code of Ethics is required of all certified members to maintain their certification.

These guidelines will continue to evolve to increase transparency and rigour, ensuring a high standard of professional conduct from all members.



ENVIRONMENTAL STEWARDSHIP

Uphold the duty to protect, steward and promote the environment. EPs understand the value of environmental efficiency and sustainability, determine the benefits and costs of additional environmental stewardship, and continue to implement sustainable solutions.



ENVIRONMENTAL ADVOCACY

Empower communities around them, enhancing the dignity and reputation of both the profession and the designation, as well as respect the welfare, health and safety of all persons and the environment through competency, honesty and transparency.



PROFESSIONAL RESPONSIBILITY

Recognize the need for public trust with the decision to be impactful, respected and sought out. Adhere to the ethical guidelines, understand rules of conduct, and uphold the standard of practice.



CONFIDENTIALITY

Hold in strict confidence, except as required by law, all information they acquire during their professional relationships and do not use this information for personal gain. EPs safeguard confidential information and understand and respect contractual obligations.



ETHICAL & MORAL STANDARDS

Environmental Professionals are bound to an ethical code where objectivity can be ensured, where they conduct themselves with full integrity and serve in the interest of the public's health and safety, and the environment.

Meet The Team



DR YOGENDRA CHAUDHRY

Vice President Professional Services & Business Development

Every year the Certification team continues to ensure they're offering you the best programs and resources that ECO Canada has to offer. Whether that's keeping you up to date with the latest research that can inform your career journey, or providing you details of the latest professional development resources, the team's efforts cannot go unnoticed.

As we move into a new year, we're looking forward to the opportunity to connect with more of our EPs, EPts and EP® Auditors both through our LinkedIn EP® Community Connections Group and in-person.

We value your feedback as we look to develop new and effective ways of providing value to your personal and professional journeys!

From the ECO Canada family, staff, stakeholders and members, we would like to thank you for your continued support to making the EP® Program a success.

COMMITTEE ACKNOWLEDGMENT

In addition to ECO Canada staff and our Approvals Board (CECAB), the Certification Team would like to acknowledge the hard work of several Committees that are an important piece of the Certification governance structure. In their respective niche, these committees support the development and maintenance of the certification framework that includes the policies, processes, and procedures:

- EP® Certification Committee
- Auditing Certification Committee
- Ethics and Discipline Committee
- Professional Development Committee



ELIZABETH GETTY

Director of Certification



HELEN CRAWLEY

Team Lead, Certification



COLEEN MAHONEY

Certification Coordinator



DANIELA DAVILA

Certification & Training Assistant

WE WANT TO HEAR FROM YOU!

We always strive to create value for our devoted members, whether it is through recognizing their contributions with an ECO IMPACT Award or inviting them as a guest speaker at our professional networking events or sharing their career journey and success stories on our blog. We want to shine a spotlight and share your story with the world and inspire the next generation of environmental professionals. Contact us at EP@eco.ca and tell us about the exciting work you are a part of.



About ECO Canada

ECO Canada is the steward for the Canadian environmental workforce across all industries. We champion the end-to-end career of an environmental professional. We do not only train and certify professionals, but also help identify and address labour market gaps.

Our efforts promote and drive responsible, sustainable, economic growth to ensure that environmental care and best practice is a priority.

CONNECT WITH US

403.233.0748 // Toll Free: 1-800-890-1924
www.eco.ca // ep@eco.ca

#400 - 105 12 Avenue SE, Calgary, AB T2G 1A1

