# Indigenous Training and Employment in Environmental Sector

CCUEN 2019 Conference
Sustainability in Higher Education in Canada
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Dr Yogendra Chaudhry, EP, CRSP

VP – Professional Services





Hello



## **ABOUTME**

- Vice President, Professional Services, ECO Canada
- Oversee development and delivery of professional services – supporting growing environment and sustainability workforce
- Work closely with Indigenous Communities through training, custom projects and technical assistance
- Support a number of Canadian and international institutions in various professional capacities
- Worked in Asia, Africa, Europe and North America on Environment and Sustainability projects





#### We are **EXPERIENCED** in environmental employment

Founded in 1992, ECO Canada established itself as the leader for the development of human resources of the Canadian environmental sector.

#### **Labor Market** Research

We specialize in Labour Market Research that supports development of resources for environment professionals



#### We develop HR SOLUTIONS

Our programs support environmental practitioners with professional development resources, certification and employment support.





We work closely **Environmental** Professionals, **Employers**, Academic Institutions and Government







## Indigenous Population in Canada

Fastest growing demographic in Canada

- ~400,000 youth in labor-market age in next 15 years (2x faster than any other demographic)
- 24% graduate from high school (compared to 84% of non-indigenous)
- 8% will receive university degree





## id You Know? 1.4 million 4.3%

The number of people who reported an Indigenous identity in the 2011 National Household Survey

The percentage of the total population of Canada who reported an Indigenous identity in 2011



The median age of Inuit in Canada in 2011, the youngest of 3 Indigenous groups. The median age of First Nations people was 26, followed by Métis at 31. The median age of the non-Indigenous population was 41 years



2.0 to 2.6 million

4.6 to 6.1%

The Indigenous population by 2036

The percentage of the Canadian population reporting an Indigenous identity

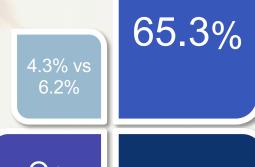
34.7 to 36.6 years

The median age of the Indigenous population by 2036. The median age of the non-Indigenous population will rise from 40.5 to 44.5 years in the same period

## Environmental Employment

Higher proportion of environmental employees have Indigenous heritage

Environmental workforce is slightly younger that overall Canadian workforce



On Avg.

13.8%

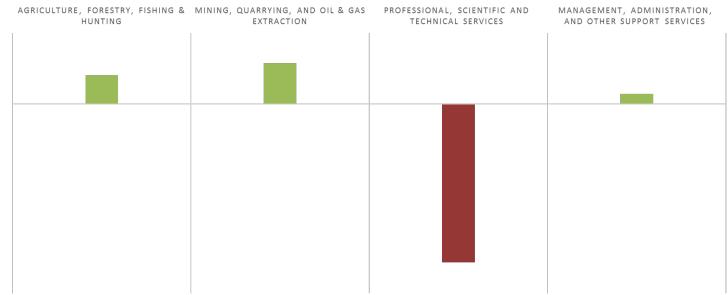
Are males and approx. 2/3<sup>rd</sup> (67%) are between ages 30 and 54

Environmental employees are aged 55 or older

http://www.eco.ca/ecoreports/pdf/2013-Profile-Canadian-Environmental-Employment-ECO-Canada.pdf

### Projected Indigenous Labour Force Gaps by Industry (2024)





Investing in Canada's Future Prosperity: An Economic Opportunity for Canadian Industries (March 2017)

eco canada



A viable, balanced environmental labor market depends on workforce development strategies that engage previously under-utilized labor sources, such as Indigenous communities and new comers...

### **Indigenous Labor is Critical**

http://www.eco.ca/.coreports/pdf/2013-Profile-Canadian-Environmental-Employment-ECO-Canada.pdf

BUILDING **ENVIRONMENT AL ABORIGINAL** HUMAN **RESOURCES** (BEAHR)

ECO CANADA'S
INDIGENOUS TRAINING
PROGRAMS



## Series of culturally relevant, skills-based environmental training programs for Indigenous learners

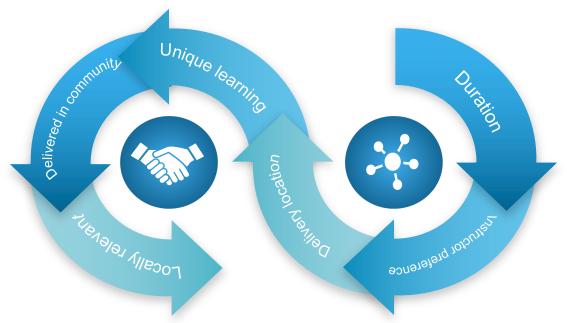
Programs are offered in two separate streams:

- Workforce training (4-12 weeks in length, based on 30-hour week)
- Technician training (minimum of 15 weeks in length, based on 30-hour week)





## **ECO's BEAHR Program**

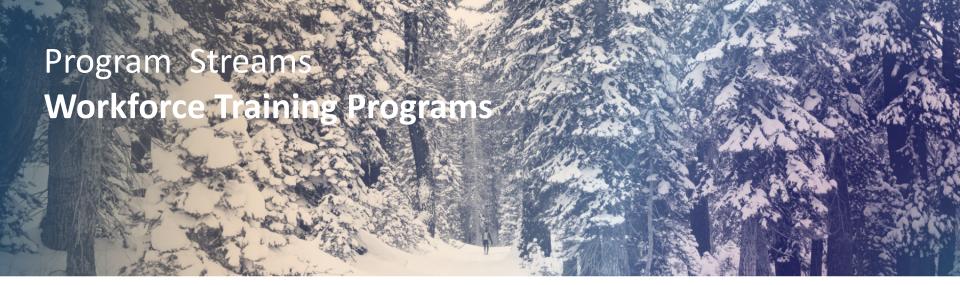












Local Environmental Coordinator	Environmen tal Site Assessment Assistant	Contaminated Sites Remediation Coordinator	Land Use Planning Coordinator	2-day Land Use Planning Seminar	Solid Waste Coordinator	Environmental Monitoring Coordinator
Grade 10	Grade 8	Grade 10	Grade 10	Working Professional	Grade 10	Grade 8
12 weeks	4 weeks	4 weeks	4 weeks	2-days	5 weeks	5-7 weeks



## Program Streams **Technician Training Programs**

Certificate of Applied Environmental Techniques (CAET)	Certificate of Environmental Planning and Administration (CEPA)	Customizable Certificate
Grade 10	Grade 10	Grade 10
15 weeks	16 weeks	15 weeks minimum
<ul> <li>Environmental Core Modules</li> <li>Environmental Monitoring –         Research &amp; Regulatory</li> <li>Environmental Site Assessment         Assistant</li> <li>Contaminated Sites         Remediation Coordinator</li> </ul>	<ul> <li>Local Environmental Coordinator</li> <li>Land Use Planning Coordinator</li> </ul>	Workforce training programs of choice



## +Some exciting new programs in development...



Green Energy Technician
Program

Climate Change Adaptation
Program for Indigenous
Leaders and Decision
Makers



Indigenous Leadership in Energy Efficiency

Climate Leadership
Program for Indigenous
Youth



Training delivered to over across the nation

to over 170 Indigenous Communities

Approx. **250**deliveries of various training programs

**3000+** students successfully completed training programs, 85% graduation rate



Employment rate for program graduates:

+78%

Over **150** courses delivered on Environmental Monitoring program

Why BEAHR

**Adaptable** to suit community needs

**Targeted** to students who may not have high school as pretechnical programs

Practical design for those who want to pursue higher education and/or meaningful employment in the environmental sector

essential skills required to work at the assistant level







Apply to become a BEAHR Licensed Trainer

Sponsor a BEAHR
Program or BEAHR
participants

Offer facilities for training or give a guest presentation

Provide internship or employment opportunities for BEAHR graduates



## Thank you!!

