



Canadian Council for Human Resources in the Environment Industry (CCHREI)

&

Canadian Environmental Certification Approvals Board (CECAB)

CEAA Conference

October 10, 2003



Canadian Council for Human Resources in the Environment Industry (CCHREI)

Le Conseil canadien des ressources humaines de l'industrie de l'environnement (CCHREI)



CCHREI is...

- Sector council established in 1992
- Not-for-profit
- Industry initiated and lead
- National board with representation from:
 - Industry
 - Academia
 - Professional Associations
 - Organized Labour
 - Government



Canadian Council for Human Resources in the Environment Industry (CCHREI)

Le Conseil canadien des ressources humaines de l'industrie de l'environnement (CCRHIE)



CCHREI's Mission Statement

To ensure an adequate supply of people with demonstrated skills and knowledge required to meet the environmental human resources needs of the public and private sectors.



Canadian Council for Human Resources in the Environment Industry (CCHREI)

Le Conseil canadien des ressources humaines de l'industrie de l'environnement (CCRHIE)



CCHREI's Objectives

- define and anticipate skills requirements
- promote life-long learning in the workplace
- facilitate mobility and labour market transitions
- help workers obtain the skills and knowledge needed to drive innovation
- encourage the private sector to take ownership and invest in solutions that address the skills challenge





CECAB is...

- Professionally autonomous certification board
- Not-for-profit
- Multidisciplinary and National Board
 - Balanced representation from Industry, Academia, Organized Labour and Government
 - Balanced representation by members of professional associations
- Manage on-line certification systems for competency-based certification
 - Reliant on the National Occupational Standards for Environmental Employment



Canadian Council for Human Resources in the Environment Industry (CCHREI)

Le Conseil canadien des ressources humaines de l'industrie de l'environnement (CCRHIE)



CECAB's Mission and Mandate

- Mission
 - CECAB will provide national certification for competent Canadian environmental practitioners.
- Mandate
 - As a professional autonomous body, CECAB will administer an efficient and effective program for the certification of competent Canadian environmental practitioners.





What is an Environmental Practitioner?

Any person who performs work activities that contribute to the protection of the environment, the conservation of its natural resources (including the prevention, abatement and control of pollution), and environmental communications, research and education.

- ✓ Cross-sectoral
- ✓ Multi-disciplinary
- ✓ Knowledge based





CCEP and CEPIT Certification

- CCEP: “Canadian Certified Environmental Practitioner”

- Primary credential
- Available to experienced practitioners
- Ensures that a defined standard has been met
- Denotes environmental competency in chosen subsectors

- CEPIT: “Canadian Environmental Practitioner-in-Training”

- Training credential
- Stepping stone toward CCEP certification
- Provides a mechanism for career development





HR in the Environment Industry

- 9,550 public & private sector organizations
- a workforce of 221,000 people
- 4,200 positions vacant (January 1999)
- 78% of organizations actively recruiting
- Demand from public & private sector
- Aging workforce





CCHREI's Current Projects

- CECAB
- NOS – for Environmental Employment
- NOS – for Water and Wastewater
- Professional Development Center
- EnviroJob Board
- ELM Report
- ERRL
- BEAHR
- EnviroCareers
- EnviroEmployment
- Aboriginal EnviroCareers
- EYC - Environmental YouthCorps Internship Program
- Performance Benchmarking
- Post Secondary Educational Strategy
- Immigration
- International (China, Mexico)





History of CCHREI and CEAA

- Development of National Auditor Certification Program
- Development of Can-P series of documents
- Implementation of Can-P series of documents
- Common input and leadership





Partnership CEAA/CCHREI/CECAB

- Built on common issues and responses
- Recognition of the need to streamline environmental certification
- To share cost-effective, efficient certification systems
- Built-in requirements for on-going professional development



Canadian Council for Human Resources in the Environment Industry (CCHREI)

Le Conseil canadien des ressources humaines de l'industrie de l'environnement (CCRHIE)



Implementation of the Agreement

- Certifications will not change
- Certification process to be integrated within the CECAB on-line application system
- Certification systems to transition from Can-P 1412 to ISO 17024 DIS with support of the Standards Council of Canada
- Transition process to be monitored by joint CEAA/CCHREI/CECAB committee to ensure that:
 - rigour is maintained
 - applicants in process continue without delay
 - accreditation is maintained

