

# ***“Getting it Right”***

**National Certification for Environmental Practitioners**

## **Town Hall Questions**

**June, 1998**

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**Canadian Council for Human Resources in the Environment Industry (CCHREI)  
And Canadian Environmental Certification Approvals Board (CECAB)**

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## **Town Hall Questions: Key Issues**

The following key issues, related to national certification for environmental practitioners were identified at the Town Hall Meetings and are addressed in this document:

- Individual Practitioner Certification - Concerns and Issues
- Provincial Government Issues
- Operational Issues:
  - Discipline/Interdisciplinary
  - Certification process and procedures
  - Grandparenting
  - Disciplinary action
  - Renewal/ Professional development
- Accreditation Issues - Programs and Courses
- International Acceptance Issues

## Introduction

During the Fall of 1997, environmental stakeholders participated in Town Hall meetings across Canada. These meetings provided environmental practitioners with a forum for questions and comments about the proposed national, voluntary certification program for environmental practitioners (prior to its establishment). The questions, concerns and feedback from the Town hall meetings were documented. The meetings are an integral part of the consultation and development process. The feedback received is crucial to “Getting it Right”.

“Getting it Right” addresses the questions and concerns raised at the Town Hall meetings. Now that consideration and further discussions have taken place, answers will be provided for some of the questions raised at the meetings. The future actions being taken to address other issues are described. However, some questions and concerns can only be addressed by Canadian Environmental Certification Approvals Board (CECAB) once it is established.

Environmental stakeholders will be kept apprised as CECAB and the national certification program are established. In the interim, comments and feedback on the national certification program are encouraged and welcomed. Please feel free to contact CECAB at: email: [cecab@ab.imag.net](mailto:cecab@ab.imag.net), Tel: (403) 233-7484, or Fax: (403) 264-6240. CECAB web-site: <http://www.cecab.org>

***Disclaimer: This document is a work in progress and will change as the task forces address some of the questions contained within. As well, the ideas contained within the document are expected to evolve as the consultation process surrounding the establishment of the certification program proceeds.***

## **Part I – Individual Practitioner Certification - Concerns and Issues**

- 1. Have other certification bodies with environmental interest been taken into account in the development of the Canadian Environmental Certification Approvals Board (CECAB)? What will CECAB's relationship be with these other bodies?**

**Yes.** Over the past year, research has been conducted and a comprehensive database developed, which contains 200 Canadian organizations/bodies whose members perform environmental work. Those with certification and/or accreditation programs have been identified and contacted. Each organization will be kept informed and invited to participate in the national certification program. Many of these groups have already been involved in the development of the Environmental Skill Set documents and national occupational standards for environmental employment.

The intention is to involve the widest possible range of Canadian environmental stakeholders in the process of establishing CECAB and the national, voluntary certification program.

- 2. In Canada, are there other bodies certifying environmental practitioners?**

Certification programs exist for some specific environmental activities. For example, the Association Quebecoise de Verification Environnementale (AQVE) offers a certification for environmental auditors and site assessors. The Canadian Environmental Auditing Association (CEAA) certifies environmental auditors.

The environment sector however, also employs a multi-disciplinary, cross-sectoral group of individuals with science, engineering, humanities and social science backgrounds. Currently, there is a lack of recognition of this multi-disciplinary group of environmental practitioners by an appropriate Canadian certification body that focuses on the combination of knowledge and skills that characterize employment in the environmental sector. Recognition by CECAB will not overlap with, or duplicate other certifications.

- 3. Have professional bodies, academic institutions, governments, the Canadian Environment Industry Association (CEIA), and other environment industry stakeholders been consulted ?**

There is an ongoing process of consultation with environment industry stakeholders. Since the establishment of CHREI in 1993, a newsletter with a circulation of 8000 ("Changing Times") has provided updates on the development

of the occupational standards and the certification process. As well, there is a national and majority representation by the environment industry stakeholders on the Board of Directors of the Canadian Council for Human Resources in the Environment Industry. During 1998, there are plans to visit with many provincial organizations including professional bodies and government. CECAB will provide opportunities for stakeholders to be involved in every step of the development of the certification program.

**4. Why should someone who is certified by another organization want to become certified as a Canadian Certified Environmental Practitioner (CCEP)?**

While other certifications recognize defined capabilities within specific areas of work, the CCEP certification will specifically recognize an individual's environmental skills, knowledge and experience. The environmental skills required by a practitioner in Canada have been recognized by the national occupational standards upon which the CCEP will be based. Therefore, an individual certified by another organization may also choose to have their environmental competencies recognized and pursue the CCEP certification.

**5. Is there duplication and/or competition with other professional designations?**

The CCEP certification is specifically environmentally focussed. The CCEP would complement other designations. The CCEP is based on the multi-disciplinary competencies and experience of practitioners who work in the environmental sector, and not solely on their disciplinary qualifications.

The proposed certification would also enhance and complement, rather than duplicate the activities of licensed professions (such as engineering, law, accounting, and medicine). The certification board (CECAB) would not duplicate the activities of associations that administer existing certifications, or that certify specific environmental activities, such as environmental auditing. These activities require specific certification.

**6. The work of a CCEP will overlap with the work that is currently being done by engineers and those in other disciplines. Is there an overlap and will the CCEP infringe upon the activities of other disciplines?**

In most professional certifications, the designation is targeted at competencies of the particular field of practice. Environmental activities, while important, are incorporated in varying degrees into their standards. However, the environmental capability of certified members of a given profession may vary widely. The CCEP would complement existing certifications by recognizing the multi-disciplinary environmental skills, knowledge and experience of an environmental practitioner. CECAB will continue to work with existing certification bodies to ensure that there is no duplication.

**7. Will the CCEP infringe upon the role of public protection by those individuals with “licensure” or “right to title”?**

**No.** Individual’s will be expected to meet the Code of Practice and/or Ethics requirements for public protection of their primary licensure or right to title. There will therefore be no interference with the requirement to protect the public. For those who do not have “licensure” or “Right to Practice” (a professional affiliation) the proposed CECAB code of ethics includes public protection.

**8. How would the Qualified Environmental Professional (QEP) and the Canadian Certified Environmental Practitioner (CCEP) work together? Is the CCEP in competition with the QEP or a stepping stone?**

The QEP is a multi-media and multi-disciplinary credential based on extensive career experience which provides a board-certified credential. The CCEP is a specific certification targeted at one or more of the identified sub-sectors of environmental employment. These two certifications would therefore complement each other and could be viewed as parts of a continuum, rather than as competing credentials.

**9. Under what authority is CCHREI via CECAB certifying environmental practitioners?**

CCHREI is establishing a comprehensive, voluntary, environmental practitioner certification program to be administered by a professionally autonomous body, CECAB. When established, the program will certify individual environmental practitioners. Since the program is voluntary, no specific authority is required. The authority is actually vested in the practice of those carrying the certification. Its acceptance is based on its credibility to industry and practitioners. A voluntary certification program is a market driven mechanism.

CCHREI was established by the environment industry who approached Human Resources Development Canada (HRDC) for assistance to address Human Resources issues which had the potential of impeding the growth of this dynamic, emerging industry. Documenting national occupational standards for environmental work was the first step. These standards, developed in consultation with environmental practitioners and broad environment industry representation, identified the competencies required to perform environmental work.

The next step, is to establish a certification program based on these standards which will, for the first time, provide formal recognition of a practitioner’s environmental skills, knowledge, and experience. This is an important step towards building capacity in this dynamic sector of the Canadian economy. The certification is for individual practitioners, it is national and it is voluntary. There

has been no need, therefore, to seek authorization to establish such a program.

**10. As certification is a provincial jurisdiction, is CECAB certification legal?**

**Yes.** As a voluntary market driven instrument, CECAB certification is not covered under provincial law. Numerous other certifications of this nature exist in other areas of employment. For example: in 1969, the Council for Accreditation of Pharmaceutical Manufacturers Representatives of Canada (CAPMRC) was established by the pharmaceutical industry to provide a voluntary certification acknowledging that individuals had the required skills and knowledge. The CAPMRC certification is voluntary but is increasingly being requested by employers within the Canadian pharmaceutical industry. As would be the case for CECAB, there is no legislation or authority governing the training or certifying of pharmaceutical manufacturers representatives.

The CCEP is a national, voluntary certification for individual environmental practitioners. It does not fit within or compete with other provincial designations. However, an individual may personally choose to become certified as a CCEP, in addition to other credentials held.

**11. What are the legal implications of certification and issues which could arise? Examples of the questions raised at the Town Hall meetings include:**

**Would CECAB have any legal responsibility if legal action were taken against a certified member?**

**How would CECAB deal with the legal action that might arise from a decertified individual?**

**Could CECAB certification contribute to a due diligence?**

**Liability? Who is covered? Will CECAB provide a liability package (errors and omissions)?**

The establishment of the environmental practitioner certification program is a “work in progress”. CCHREI is seeking legal counsel to address these and other legal and liability issues. Steps will be taken to address all legal aspects related to CECAB and the certification program.

## **Part II - Provincial Government Issues**

*Concern was expressed at five of the eight Town Hall meetings, regarding the role of Provincial Governments in the proposed certification program. In particular,*

*participants at the Vancouver and Halifax meetings expressed concern about the apparent lack of provincial government awareness and involvement in the initiative. There were no provincial government representatives present at either of these meetings. Provincial representatives were present however, at other meetings across Canada.*

*Despite the lack of presence from provincial government representatives at the meetings, it should be noted that letters were received from the Ontario Ministry of the Environment and the Manitoba Ministry of the Environment. Both letters commended CCHREI for taking the initiative to develop CECAB and a national, voluntary certification program for the environment industry sector. Both letters expressed the hope that CECAB certification could help facilitate provincial reciprocity and environmental harmonization initiatives currently being addressed by the Canadian Council for Ministers in the Environment (CCME).*

**12. Certification is a provincial issue. Are there any efforts being made in trying to get involvement/linkages with other provincial agencies/ministries (e.g. Ministries responsible for advanced education, training, labour, and the environment)?**

Provincial linkages are considered critical to certification success.

CCHREI has worked hard to ensure key environment industry stakeholders, including representatives of provincial government agencies and ministries (e.g. Ministries responsible for advanced education, training, labour, and the environment) have been informed and involved in CCHREI initiated activities. These range from the preparation of national occupational standards and youth program initiatives to certification and accreditation.

As well, the Canadian Council for Ministers of the Environment (CCME), has an ex-officio seat on the CCHREI Board of Directors and has been involved during the development of the CECAB strategy. CCHREI has developed an extensive data base which contains the names of nearly 16,000 environment industry stakeholders of which nearly a quarter are employed by the Federal, Provincial and Municipal governments with whom CCHREI is in regular contact.

However, based on the concerns expressed at the Town Hall meetings, a much greater effort will be made to inform and involve representatives from all three levels of government in the CECAB certification initiative.

**13. Will someone with a CCEP certification be recognized by government ministries?**

As a national, voluntary certification it will take some time to establish the credibility and broad acceptance of the CCEP. Over time, it is hoped that an individual with a CCEP will be recognized by government ministries and departments as someone who possesses a quality, environmental certification.



There is no initiative to make the CCEP an exclusive or mandatory certification.

**14. Is the CECAB certification program, the CCEP competing with provincial certification processes?**

The CCEP is a national, voluntary certification that does not compete with provincial certification processes. The CCEP is complementary to provincial certifications because it would recognize the breadth of an individual practitioner's environmental skill, knowledge, and experience.

**15. Will CECAB provide a mechanism to coordinate and harmonize the activities/interests of provincial bodies?**

CECAB is being established as a national body, one which will operate a national certification program. As such, CECAB will work with other national bodies to assist when invited, in developing national strategies involving provincial bodies.

### **Part III – Operational Issues**

#### ***Discipline/Interdisciplinary***

**16. Can a certified practitioner (CCEP) work within several sub-sectors of environmental work?**

The sub-sectors in which a certified practitioner (CCEP) works will be governed by a CCEP 'Code of Ethics'. Once certified, individuals will be limited by the "Code of Ethics" to work only within their areas of competence. Individuals may be competent to work in more than one sub-sector, and may increase their capability during their career (e.g. environmental management responsibilities).

**17. Will people coming from an interdisciplinary program be able to get certified?**

**Yes.** As the national occupational standards are based upon a combination of post-secondary education/training, professional development, and work experience, individuals that meet the requirements of the national occupational standards will be eligible for certification.

**18. How will you designate/differentiate between people with a science, engineering, technical, humanities or social science background and the different levels of education they have attained?**

The CCEP will be related to another designation that will indicate level and type of education. It will indicate the highest level attained. The individual certificate will specify the previous degree(s) granted and areas of specialty.

**19. Will people with differing academic backgrounds such as humanities and social sciences, versus science, engineering, and technology be considered equivalent?**

As a CCEP will be expected to include their highest post-secondary degree or diploma ( or professional designation) in their business activities, an individual's primary capabilities will be differentiated. This would not exclude competent individuals with differing backgrounds from working in similar areas of environmental employment.

**20. Could someone apply directly upon graduating from a program, whether it be discipline specific or interdisciplinary?**

**Yes.** The individual could apply but appropriate work experience would be required prior to receiving a CCEP certification. Recent graduates would have to demonstrate that they have acquired the skills, knowledge and experience to meet the national occupational standards in one or more of the 15 subsectors of environmental employment (see Appendix). As an interim, recent graduates could apply to become a Canadian Environmental Practitioner In Training (CEPIT).

The number of years of work experience required has not yet been determined. The CECAB Task Force on Certification will carefully review this issue and take the comments made at the Town Hall meetings into consideration. A recommendation will be made to the Certification Standing committee and a policy established.

***Certification Process and Procedures***

**21. How many certifications will there be? How would practitioners be certified if they practice in more than one sub-sector?**

Similar to many other certification and licensing requirements, only one designation, CCEP, will be granted. The individual certificate granted to practitioners however, will specify areas of competency.

**22. The CCEP is for hands-on environmental practitioners, including managers with practical, technical expertise.**

**a) Would an “Environmental Manager” qualify for the CCEP?**

Within the 15 sub-sectors of environmental employment defined by CCHREI,

there are three sub-sectors which include Integrated Management.

They are in:   Sector A – Environmental Protection  
                  Sector B – Conservation and Preservation of Natural Resources  
                  Sector C – Environmental Education, Communication and  
                  Research

**b) Would an Environmental Practitioner, who moves into management be excluded from maintaining the CCEP because they are no longer performing hands-on environmental work?**

A practitioner with management functions within one of the defined sectors of environmental work would be eligible for the CCEP.

- 23. Will a college graduate have the same standing (certification level) as a B.Sc., M.Sc. graduate? How would a 2 year technician/technologist be recognized?**

The CCEP designation is not intended as a stand alone designation. Practitioners would be encouraged to indicate their academic qualifications. Additionally, CCHREI's national occupational standards, upon which the certification is based have two occupational levels: Technician/Technologists and University level (see Appendix).

- 24. Is CECAB looking at different levels of experience, seniority, etc. Is a tiered system being considered?**

**No.** Similar to other certifications, once certified, individuals receive the right to use the same certification. However, to avoid being a barrier to new graduates, a *Canadian Environmental Practitioner In Training (CEPIT)* will be developed.

- 25. How will people, particularly new graduates, identify where and what skill/competencies they're missing so that they can work towards acquiring those skills?**

A mechanism will be developed that helps people identify what skills/competencies they are missing. The published national occupational standards will be available to benchmark individual capabilities.

- 26. How would work experience from a co-op program be classified/categorized or be recognized as work experience?**

Similar to the model used by the Canadian Association of Cooperative Education (CAFCE) work experience is evaluated on the basis of being appropriate for the certification program. As with other certifications, not all co-op experience is considered valid experience to be used towards certification. Work experience gained from co-op work placements may be considered. However, the final

decision would be made by the CECAB Board based upon the recommendation of the Task Force on Certification.

**27. Will there be testing? How would it be done for each area of environmental work?**

At the present time, no final decision has been made concerning the issue of testing. This issue will be referred to the Task Force on Certification.

***Grandparenting***

*The issue of Grandparenting received a great deal of attention at all the Town Hall meetings. The questions and comments ranged from, questioning the need for a grandparenting process to the length of time required to qualify, to procedural issues such as the criteria/guidelines for grandparenting.*

*Many excellent suggestions regarding the proposed grandparenting process were offered by participants. These will guide the Grandparenting Task Force and Standing Committee in the development of the grandparenting process and procedures.*

**28. How much experience would be required to be eligible for grandparenting?**

For one to be eligible for grandparenting, the general comments indicated 10 years of environmental work experience would be required.

***Disciplinary Action***

*Questions, concerns and comments were made at every town hall meeting concerning Disciplinary Action/Control. They ranged from issues of enforcement and jurisdiction to protection of the public, legal liability and cost.*

**29. How will you structure or model the discipline process? Is it comparable to the Professional Engineers? Will there need to be reciprocal agreements with different professional bodies?**

**Disciplinary action and conflict between disciplinary bodies - which body takes precedence and which one has responsibility? The professional organization or CECAB? Conflict in codes of Practice?**

**If CECAB has a committee to deal with ethics and disciplinary action, who will sit on the committee? Will the members be elected or appointed? How will this committee coordinate its actions with professional associations that already have such committees? What will happen if there is a conflict between the CECAB committee and a committee of another organization?**

**Will there be adequate resources for ensuring the code of practice is enforced?**

**Will the public be protected by the certification process? Or, will each individual need errors/omissions insurance?**

**Concerned about the litigation costs. How will disciplinary issues be dealt with on a national basis? With certification, legal costs will be accrued for both sides.**

Legal opinion will be sought to provide CECAB with a formal opinion on a variety of issues.

A Task Force on Discipline has been established. Its mandate is to make recommendations to the CECAB Standing Committee on Discipline. The Task Force is reviewing models of disciplinary action and related background information from other professional bodies on the web-site, as well as the issues and concerns raised at the Town Hall meetings.

### ***Renewal/Professional Development***

**30. How will CECAB handle credential renewal and what will qualify as professional development?**

Final decisions in this area will be made once CECAB has been constituted. A practitioner may have to demonstrate ongoing professional development in order to maintain certification. This could include such activities as:

- Completing technical courses with examination
- Obtaining a new credential (e.g. Graduate degree)
- Continuing to stay in active practice
- Up-grading certain skills through continuing education
- Participation in professional activities/committees
- Writing technical papers for journals or conferences, etc.

### **Part IV – Accreditation Issues - Program and Courses**

**31. The national occupational standards for environmental employment will form the basis of the CECAB certification program. What are the national occupational standards?**

The national occupational standards identify the core and related skills and knowledge of experienced environmental practitioners. These skills and knowledge are acquired through post-secondary education and training,

professional development and work experience. These standards can be a guide for curriculum development.

The national occupational standards at the Technician/Technologist level have been completed and published. Work is currently underway to develop standards for university-level professions involved in the environmental sectors. To help develop the standards, CCHREI has setup a national Advisory Panel, which is composed of key professionals and private and public sector organizations. The Association of University and Colleges of Canada (AUCC) represents educators on this panel.

Given that the first set of standards is published, nothing precludes an academic institution from reviewing them and incorporating the identified Technician/Technologist competencies into their curricula.

**32. Is it important that these standards be integrated into the curricula of environment programs?**

The national occupational standards are being developed by environmental practitioners currently working in the field. The validated competencies reflect the work being done in the environment sector and would therefore be an excellent tool for post-secondary institutions and others to assist with curriculum development.

**33. Has consideration been given to the impact a certification program could have on academic programs?**

The impact of the CECAB certification program on academic programs has been considered. During the Fall 1997, CCHREI contacted all Canadian Colleges and Universities offering environmental courses and programs (approximately 250). A request was made to nominate a person who would serve as the liaison between the institution and CCHREI. With an identified academic liaison, it is hoped to actively involve the academic community as CECAB is established. This process is being initiated and should provide a mechanism for information sharing and communication.

**34. Will those involved in education need to become certified?**

The CECAB certification is voluntary. It will be an individual's choice to become a CCEP.

**35. What is the status of the accreditation process and how does it fit in with the certification process?**

The accreditation of environmental programs and curricula will be based on the

national occupational standards for environmental employment. The accreditation process for courses and curricula has been identified in CCHREI's strategic plan and will be established in the future. Present efforts however, are being concentrated on the establishment of CECAB and the practitioner certification.

## **Part V - International Acceptance Issues**

### **36. Will the Canadian Certified Environmental Practitioner (CCEP) be recognized globally? And will international reciprocity agreements be established?**

Initially, the emphasis will be on achieving Canadian recognition and establishing reciprocity agreements with provincial bodies, as CECAB and the certification program are being established. International recognition may follow from these activities.

As outlined in the *CECAB Founding Document*, one specific goal is to ensure that: "*Canada achieves world-wide recognition for its environmental work force by adopting a certification program that is rigorous and that meets the highest possible standards.*"





## **APPENDIX A– The Questions**

### **Part I – Individual Practitioner Certification - Concerns and Issues**

1. Have other certification bodies with environmental interest been taken into account in the development of CECAB? What will CECAB's relationship be with these other bodies?
2. In Canada, are there other bodies certifying environmental practitioners?
3. Have professional bodies, academic institutions, governments, the Canadian Environment Industry Association (CEIA), and other environment industry stakeholders been consulted?
4. Why should someone who is certified by another organization want to become certified as a CCEP?
5. Is there duplication and/or competition with other professional designations?
6. The work of a CCEP will overlap with the work that is currently being done by engineers and those in other disciplines. Is there an overlap and will the CCEP infringe upon the activities of other disciplines?
7. Will the CCEP infringe upon the role of public protection of those individuals with "licensure" and/or "right to title"?
8. How would the Qualified Environmental Practitioner (QEP) and the Canadian Certified Environmental Practitioner (CCEP) work together? Is the CCEP in competition with the QEP or a stepping stone?
9. Under what authority is CCHREI via CECAB certifying environmental practitioners?
10. As certification is a provincial jurisdiction, is CECAB certification legal?
11. A number of questions were raised across the country concerning the legal implications of certification and issues which could arise. Examples of the questions raised include:

Would CECAB have any legal responsibility if legal action were taken against a certified member?

How would CECAB deal with the legal action that might arise from a decertified

individual?

Could CECAB contribute to a due diligence defense?

Liability? Who is covered? Will CECAB provide a liability package (errors and omissions)?

## **Part II – Provincial Government Issues**

12. Certification is a provincial issue. Are there any efforts being made in trying to get involvement/linkages with other provincial agencies/ministries (e.g. ministries responsible for advanced education, training, labour, and the environment)?
13. Will someone with a CCEP certification be recognized by government ministries?
14. Is the CECAB certification program, the CCEP competing with provincial certification processes?
15. Will CECAB provide a mechanism to coordinate and harmonize the activities/interests of provincial bodies?

## **Part III - Operational Issues**

### ***Discipline/Interdisciplinary***

16. Can a certified practitioner (CCEP) practice within several sub-sectors of environmental work?
17. Will people coming from an interdisciplinary program be able to get certified?
18. How will you designate/differentiate between people with a science, engineering, technical, humanities or social science background and the different levels of education attained?
19. Will people with differing academic backgrounds such as humanities and social sciences versus science, engineering and technology be considered equivalent?
20. Could someone apply directly upon graduating from a program, whether it be discipline specific or interdisciplinary?

### ***Certification Process and Procedures***

21. How many certifications will there be? How would practitioners be certified if they practice in more than one sub-sector?
22. The CCEP is for hands-on environmental practitioners with practical, technical expertise. Would an “Environmental Manager” qualify for the CCEP? Would an environmental practitioner, who moves into management be able to maintain the CCEP even though they no longer perform hands-on environmental work?
23. Will a college graduate have the same standing (certification level) as a B.Sc., M.Sc. graduate? How would a 2 year technician/technologist be recognized?
24. Is CECAB looking at different levels of experience, seniority, etc. Is a tiered system being considered?
25. How will people, particularly new graduates, identify where and what skill/competencies they’re missing so that they can work towards acquiring those skills?
26. How would work experience from a co-op program be classified/categorized or be recognized as work experience?
27. Will there be testing? How would it be done for each area of environmental work?

### ***Grandparenting***

28. How much experience would be required to be eligible for grandparenting?

### ***Disciplinary Action***

29. How will you structure or model the discipline process? Is it comparable to the Professional Engineers? Will there need to be reciprocal agreements with different professional bodies.

Disciplinary action and conflict between disciplinary bodies - which body takes precedence and which one has responsibility? The professional organization or CECAB? Conflict in codes of Practice?

If CECAB has a committee to deal with ethics and disciplinary action, who will sit on the committee? Will the members be elected or appointed? How will this committee coordinate its actions with professional associations that already have such committees? What will happen if there is a conflict between the CECAB committee and a committee of another organization?

Will there be adequate resources for ensuring the code of practice is enforced?

Will the public be protected by the certification process? Or, will each individual need errors/omissions insurance?

Concerned about the litigation costs. How will disciplinary issues be dealt with on a national basis? With certification, legal costs will be accrued for both sides.

30. How will CECAB handle credential renewal and what will qualify as professional development?

#### **Part IV – Accreditation Issues – Programs and Courses**

31. The National Occupational Standards (NOS) for environmental employment will form the basis of the CECAB certification program. What are the NOS?
32. Is it important that the National Occupational Standards(NOS) be integrated into the curricula of environment programs?
33. Has consideration been given to the impact a certification program could have on academic programs?
34. Will those involved in education need to become certified?
35. What is the status of the accreditation process and how does it fit in with the certification process?

#### **Part V – International Acceptance Issues**

36. Will the Canadian Certified Environmental Practitioner (CCEP) be recognized globally? And will reciprocity agreements be established?

## **APPENDIX B – Definition of Terms**

**Accreditation** – is the process applied by accrediting bodies to determine and recognize whether an educational course, program or institution has met pre-determined training criteria.

**CCEP – Canadian Certified Environmental Practitioner** - is available to anyone who can demonstrate, through a combination of formal training/education, professional development activities/continuing education and work experience, that they have acquired the competencies required to perform environmental work in the particular environmental sector in which they are employed. These competencies are defined in the national occupational standards.

**CCHREI – Canadian Council for Human Resources in the Environment Industry** - is an industry-initiated, not-for-profit Canadian corporation with a mission to “ensure an adequate supply of people with the demonstrated skills and knowledge required to meet the environmental human resources needs of the public and private sectors.”

**CECAB – Canadian Environmental Certification Approvals Board** - will develop, implement, and administer the certification program. CECAB will operate on a cost-recovery, not-for-profit basis. It will be professionally autonomous and governed by a Board of Directors. The program will be managed by an operating committee and several advisory committees responsible for the following: Grandparenting; Certification Process; Ethics and Disciplinary Action; Renewal/Professional Development.

**Certification** – is the process used by certifying bodies to assess an individual’s capabilities so as to recognize that the individual has met specified occupational standards. Certification is the formal way by which the education, training and experience of practitioners is recognized through the granting of a certificate. Candidates are generally approved for certification when they meet standards of a profession.

The certificate is the “proof” that an individual has successfully undergone the certification process and may take various forms: license; reserved title (right to title); vocational qualifications; and training qualifications.

**Competencies** – are defined as an individual’s measurable/verifiable abilities to perform a task, or range of tasks, in a specified way or to an acceptable level of proficiency. In the context of occupational standards, proficiency levels are generally related to employers’ expectations. The term “competencies” is used to refer to the work activities (for which frequency and level of proficiency have been identified) that environmental practitioners perform in the environmental sectors.

**Discipline** – As recognized by a professional society.

**Environmental employment – 15 sub-sectors**

## **Sector A: Environmental Protection**

- Sub-sectors:
1. Human and environmental health and safety
  2. Air quality protection
  3. Water quality protection
  4. Land quality protection
  5. Integrated Environmental Management

## **Sector B: Conservation and Preservation of Natural Resources**

- Sub-sectors:
6. Fisheries and wildlife management
  7. Parks and outdoor recreation
  8. Forestry
  9. Agriculture
  10. Mining and energy
  11. Integrated natural resources management

## **Sector C: Environmental Education, Communication and Research**

- Sub-sectors:
12. Environmental education
  13. Environmental communications
  14. Environmental research
  15. Integrated management in environmental education communication and research.

***Environmental Practitioner*** – refers to any person who performs environmentally-related work activities. Environmentally-related work activities may pertain to the production of environmental goods or to the supply of environmental services. They may be performed by private or public sector employees who work in the environment industry or by practitioners who work for industries and organizations whose business focus is not solely dedicated to environmental protection. Environmental work activities can be categorized into three sectors and fifteen subsectors.

***Licensure*** – provides the exclusive right to practice the occupation or set of tasks. Licensure is most commonly used in occupations where there is a distinct risk to public or worker health, safety or security if standards are not met. Canadian examples of occupational licenses include those of engineers, lawyers, physicians and chartered accountants.

***National occupational standards for environmental employment***  
***I - Technicians and Technologists Series***

A series of ten occupational standards which outline the skill-sets required by experienced technicians and technologists who do environmental work across Canada. These standards describe and classify the competencies of practitioners who perform specific environment-related work activities. They also indicate the type and level of knowledge and skills required. These standards were completed in 1996/97.

## **II – University-Level Professions**

CCHREI is currently preparing occupational standards which will outline the core competencies, skills and knowledge required of university-level professions involved in the environmental sectors across Canada. These multidisciplinary standards will be developed through extensive consultations with environmental practitioners, their employers and educators.

***Reserved title*** – sometimes called ‘right to title’, provides for the exclusive use of an occupational title but does not restrict those without the title from performing the task. Canadian examples include certified management accountants, certified technologists, and professional agrologists.

***Vocational qualifications*** – provides proof that a certain training and testing regime was undertaken and that the certificate holder has successfully attained the standards established for the program. Canadian examples include carpenters and many inspector occupations.

## **APPENDIX C - Glossary of Acronyms**

***AQVE*** – Association Québécoise de Vérification Environnementale

***AUCC*** – The Association of Universities and Colleges of Canada

***CAPMRC*** – Council for Accreditation of Pharmaceutical Manufacturers Representatives of Canada

***CCME*** – Canadian Council for Ministers of the Environment

***CEAA*** – Canadian Environmental Auditing Association

***CCEP*** – Canadian Certified Environmental Practitioner

***CEIA*** – Canadian Environment Industry Association

***CEPIT*** – Canadian Environmental Practitioner in Training

***QEP*** – Qualified Environmental Professional