

# Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
<b>Student Demand</b>	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Fall Enrollment Trend</a></p>	<ul style="list-style-type: none"> <li>● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3%</li> <li>● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9%</li> <li>● Weak = Fleming enrolment growth is less than the system demand and is less than 1%</li> </ul>
<b>Labour Market</b>	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> <li>● Strong = Between 5-6 positive labour market indicators</li> <li>● Moderate = Between 3-5 positive labour market indicators</li> <li>● Weak = Between 1-2 or no positive labour market indicators</li> </ul>
<b>Competitive Analysis</b>	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Fall Conversion Report</a></p>	<ul style="list-style-type: none"> <li>● Strong = Fleming conversion ratio is greater than 2 below the system</li> <li>● Moderate = Fleming conversion ratio is 1 above, below or equal to the system</li> <li>● Weak = Fleming conversion ratio is greater than 2 above than the system</li> </ul>
<b>Financial Analysis</b>	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Costing Analysis</a></p>	<ul style="list-style-type: none"> <li>● Strong = CTO is greater than 35%</li> <li>● Moderate = CTO is between 30 - 34%</li> <li>● Weak = CTO is between 20 – 30%</li> </ul> <p><b>No Contribution = 19% or less</b></p>

## Key Research Findings

<b>Key Performance Indicators</b>	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p><b>Click Below to Access Full Source Document:</b> <a href="#">Key Performance Indicators</a></p>	<ul style="list-style-type: none"><li>● Strong = Above system average in 6-7 indicators</li><li>● Moderate = Above system average in 3-5 indicators</li><li>● Weak = Above system average in 0-2 indicators.</li></ul>
<b>Resource Analysis</b>	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

# Key Research Findings

## Emergency Management (73009)

### Student Demand<sup>1</sup>

- **STRONG**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

#### Graduate Certificate

- Fleming and Sheridan are the only two programs that offer this program with complete registration data
- Fleming's program has a higher mean growth rate **(19%)** than the system **(3%)**, and Sheridan has the lowest rate **(-10%)**
- Fleming has the highest average registration of **19 students**, and Sheridan has the lowest with **16 students**

#### Graduate Certificate

Program: 73009 - EMERGENCY MANAGEMENT

	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
FLEMING	25	10	-60	10	16	60	16	17	6	17	29	71	19	19
SHERIDAN	20	16	-20	16	16	0	16	15	-6	15	13	-13	-10	16
Total	45	26	-42	26	32	23	32	32	0	32	42	31	3	35

<sup>1</sup> Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

# Key Research Findings

## Labour Market

• **MODERATE**

### HRSDC<sup>2</sup>

#### Natural and Applied Science Policy Researchers, Consultants and Program Officers (NOC – 4161)

- Job Openings (2011/2020): **85,229**
- Job Seekers(2011/2020): **100,407**
- Post Secondary Education Graduates: **77,077 (77%)**
- “Based on projections and considering that there was a shortage of labour supply in this occupation, it is expected that the number of job seekers will remain insufficient to fill job openings over the 2011-2020 period. Although employment growth will remain relatively high over the projection period, it will slow down significantly compared to the strong growth recorded in recent years. One of the main reasons for this slowdown is the budget freezes or cuts put in place by the federal government and some of the provincial governments. The slowdown will, however, be partially offset by the increase in the need to replace workers who retire. With regard to labour supply, the number of school leavers, who represent the vast majority of the job seekers, and immigrants will continue to increase; however, mobility will be more limited because fewer workers from other occupations will be attracted to this occupation as a result of the deterioration of its labour market conditions.”

Other job titles included under this code include:

- Disaster Emergency Response Planner
- Emergency Management Analyst
- Emergency Preparedness Planner

### US Bureau of Labour<sup>3</sup>

#### Emergency Management Directors (SOC – 11-9161)

- Employment Growth (2010/2020): **Increase 13%**
  - **12,100** (2010) to **13,700** (2020)
- “Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.”

### Sector Council Report

[Canadian Centre for Emergency Preparedness](#)

[Emergency Management Ontario](#)

[Ontario Association of Emergency Managers](#)

[International Association of Emergency Managers](#)

<sup>2</sup> "Policy And Program Officers, Researchers And Consultants (416)." *Human Resources and Skills Development Canada*. N.p., n.d. Web. 17 Aug. 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=60>>.

<sup>3</sup> Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Data for Occupations Not Covered in Detail, on the Internet at <http://www.bls.gov/ooh/about/data-for-occupations-not-covered-in-detail.htm> (visited August 17, 2012).

# Key Research Findings

## Employment Profile<sup>4</sup>

In 2010-2011, **28%** of graduates were employed in a full time position which related to this program of study provincially

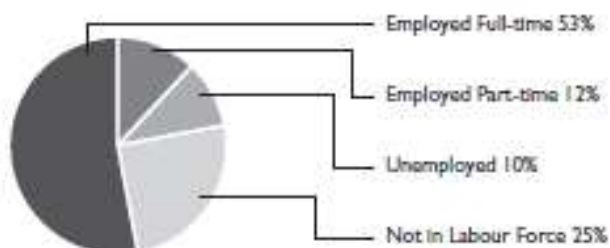
<b>Law and Security</b>					
<b>Total Graduates:</b>	4,051	<b>Total Graduates in Survey:</b>	2,813	<b>Response Rate:</b>	69.6%
<small>           594 graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.         </small>					
<b>Programs in Law and Security</b>					
Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Advanced Security Management	Post Diploma	72	48	41	Canadore, Conestoga, Durham, Mohawk
Community And Justice Services	2 Years	425	286	215	Algonquin, Boreal, Cambrian, Canadore, Centennial, Humber, La Cité, Loyalist, Niagara, Sheridan, Sir Sandford Fleming, St. Lawrence,
Emergency Management	Post Diploma	36	25	23	Sheridan, Sir Sandford Fleming
Information Security Technology	3 Years	24	15	15	La Cité, Sir Sandford Fleming
Information Systems Security	Post Diploma	19	13	13	Algonquin, Georgian
Investigation – Public And Private	2 Years	31	20	17	Sheridan
Law And Security – Basic	1 Year	12	8	4	Cambrian, La Cité
Law And Security Administration	2 Years	672	468	340	Cambrian, Conestoga, Confederation, Durham, Fanshawe, Georgian, Lambton, Loyalist, Mohawk, Niagara, Sault, Sheridan, Sir Sandford Fleming, St. Clair, St. Lawrence
Natural Resources – Law Enforcement	Post Diploma	15	9	9	Sir Sandford Fleming
Police Foundations	2 Years	2,634	1,856	1,370	Algonquin, Boreal, Cambrian, Canadore, Centennial, Conestoga, Confederation, Durham, Fanshawe, Georgian, Humber, La Cité, Lambton, Loyalist, Mohawk, Niagara, Northern, Sault, Seneca, Sheridan, Sir Sandford Fleming, St. Clair, St. Lawrence
Police Studies – Bachelor Of Applied Human Services	4 Years	31	20	20	Georgian
Protective Security	1 Year	3	1	–	La Cité
Security And Alarms Systems Technician	2 Years	2	1	1	Sir Sandford Fleming
Security Management	2 Years	39	23	18	Algonquin, La Cité
Youth Corrections And Interventions	Post Diploma	36	20	15	Durham

<sup>4</sup> "Employment Profile." Ontario. N.p., 2011. Web. 19 July 2012.  
<http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>.

**Law and Security****Summary of Survey Data**

	Program Cluster	All Programs
Survey Population	2,813	50,622
Labour Force Participation	75%	74%
<b>Employment Rate<sup>a</sup></b>	<b>87%</b>	<b>83%</b>
Employed Part-time <sup>a</sup>	16%	18%
Employed Full-time <sup>a</sup>	71%	65%
<b>Average Annual Earnings – Total</b>	<b>\$30,254</b>	<b>\$33,199</b>
Average Annual Earnings – Female	\$29,369	\$31,897
Average Annual Earnings – Male	\$30,584	\$34,607
Graduate Satisfaction	79%	79%
Employer Satisfaction	95%	93%

a. As a percentage of graduates in the labour force.

**Graduate Outcomes for Program Cluster (as a percentage of all respondents)****Top Five Industries of Employment**

	#	%
Administrative and Support Services	432	24.9%
Food Services and Drinking Places	160	9.2%
Food and Beverage Stores	101	5.8%
General Merchandise Stores	70	4.0%
Local, Municipal and Regional Public Administration	68	3.9%

**Top Five Occupational Categories**

	#	%
Security Guards and Related Occupations	394	22.5%
Retail Salespersons and Sales Clerks	142	8.1%
Community and Social Service Workers	83	4.7%
Other Protective Service Occupations	63	3.6%
Customer Service, Information and Related Clerks	51	2.9%



# Key Research Findings

## Law and Security

### Summary of Graduate Outcomes by Program

	Full-time Employed, Program Related		Full-time Employed, Program Unrelated		Part-time Employed, Program Related		Part-time Employed, Program Unrelated		Unemployed		Not in Labour Force	
	#	%	#	%	#	%	#	%	#	%	#	%
Advanced Security Management	15	31.3	15	31.3	2	4.2	5	10.4	4	8.3	7	14.6
Community And Justice Services	71	24.8	64	22.4	12	4.2	29	10.1	39	13.6	71	24.8
Emergency Management	7	28.0	10	40.0	1	4.0	1	4.0	4	16.0	2	8.0
Information Security Technology	10	66.7	4	26.7	—	—	1	6.7	—	—	—	—
Information Systems Security	6	46.2	3	23.1	1	7.7	—	—	3	23.1	—	—
Investigation – Public And Private	7	35.0	2	10.0	1	5.0	3	15.0	4	20.0	3	15.0
Law And Security Administration	102	21.8	126	26.9	18	3.8	45	9.6	49	10.5	128	27.4
Natural Resources – Law Enforcement	2	22.2	1	11.1	1	11.1	—	—	5	55.6	—	—
Police Foundations	426	23.0	566	30.5	59	3.2	157	8.5	162	8.7	486	26.2
Police Studies – Bachelor Of Applied Human Services	10	50.0	6	30.0	2	10.0	1	5.0	1	5.0	—	—
Security Management	10	43.5	8	34.8	—	—	—	—	—	—	5	21.7
Youth Corrections And Interventions	6	30.0	3	15.0	1	5.0	2	10.0	3	15.0	5	25.0
<b>All Programs in Cluster*</b>	<b>672</b>	<b>24.0</b>	<b>808</b>	<b>28.8</b>	<b>98</b>	<b>3.5</b>	<b>244</b>	<b>8.7</b>	<b>274</b>	<b>9.8</b>	<b>707</b>	<b>25.2</b>

\* Does not include 3 programs with fewer than 5 graduates in the labour force.

### Earnings of Full-time Employed Participants

Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Advanced Security Management	\$25,592	\$30,291	\$26,235	\$30,000	\$28,248	\$29,200
Community And Justice Services	\$29,031	\$31,176	\$26,593	\$27,117	\$29,896	\$27,000
Emergency Management	—	\$45,292	—	\$45,000	\$41,722	\$40,000
Information Security Technology	—	\$40,832	—	\$46,000	\$40,273	\$40,000
Information Systems Security	—	\$45,604	—	\$41,000	\$44,014	\$40,000
Investigation – Public And Private	—	\$27,988	—	\$27,900	\$28,757	\$28,800
Law And Security Administration	\$26,096	\$27,890	\$23,993	\$25,000	\$27,331	\$25,000
Natural Resources – Law Enforcement	—	—	—	—	—	—
Police Foundations	\$30,723	\$30,276	\$25,996	\$26,280	\$30,357	\$26,280
Police Studies – Bachelor Of Applied Human Services	—	\$36,074	—	\$31,286	\$35,143	\$31,286
Security Management	—	\$35,338	—	\$29,826	\$35,176	\$29,930
Youth Corrections And Interventions	—	\$32,552	—	\$29,349	\$31,356	\$28,770
<b>All Programs in Cluster*</b>	<b>\$29,314</b>	<b>\$30,579</b>	<b>\$25,941</b>	<b>\$27,054</b>	<b>\$30,271</b>	<b>\$27,000</b>

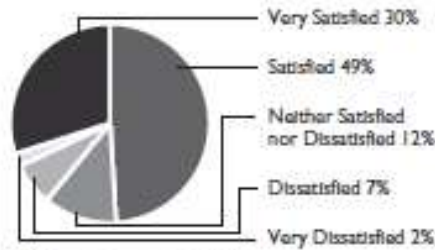
\* Does not include 3 programs with fewer than 5 graduates in the labour force.

# Key Research Findings

## Law and Security

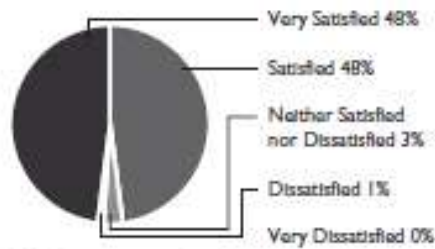
### Program Cluster Satisfaction

**Graduate Satisfaction** with the usefulness of his/her college education in achieving his/her goals after graduation:\*



\* 2,607 graduates participated in this question.

**Employer Satisfaction** with employee overall college preparation for the type of work he/she was doing:\*



\* 388 employers participated in this survey.

### Program Cluster Historical Data

	00-01 Grads	01-02 Grads	02-03 Grads	03-04 Grads	04-05 Grads	05-06 Grads	06-07 Grads	07-08 Grads	08-09 Grads	09-10 Grads
Percentage Employed	92.1%	90.2%	90.3%	90.8%	91.4%	92.3%	92.8%	91.2%	87.6%	87.0%
Percentage Employed Full-time	81.6%	79.1%	77.8%	78.8%	78.5%	79.5%	79.0%	79.2%	70.2%	70.7%
Percentage Employed Full-time Related Jobs	46.9%	45.7%	40.6%	36.9%	36.3%	37.9%	41.0%	41.3%	33.1%	32.1%
Average Annual Salary Full-time Related Jobs	\$29,337	\$29,909	\$28,501	\$29,131	\$29,446	\$29,696	\$32,638	\$33,606	\$33,146	\$32,715



# Key Research Findings

## Working in Canada<sup>5</sup>

Natural and Applied Science Policy Researchers, Consultants and Program Officers (NOC – 4161)

- Ontario Rating: **Not Available**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	22.84	37.02	52.20
Hamilton--Niagara Peninsula Region	22.84	37.02	52.20
Kingston - Pembroke Region	N/A	N/A	N/A
Kitchener--Waterloo--Barrie Region	N/A	N/A	N/A
London Region	N/A	N/A	N/A
Muskoka-Kawartha Region	22.84	37.02	52.20
Northeast Region	22.84	37.02	52.20
Northwest Region	N/A	N/A	N/A
Ottawa Region	28.72	39.49	52.82
Stratford--Bruce Peninsula Region	22.84	37.02	52.20
Toronto Region	22.84	37.02	52.20
Windsor-Sarnia Region	22.84	37.02	52.20

## Competitive Analysis<sup>6</sup>

- **STRONG**

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

### Graduate Certificate

- Fleming's ratio (**2:1**) was higher to the system's (**4:1**) in 2011, and Sheridan, the only direct competitor with a ratio, had a lower ratio than both Fleming and the system (**7:1**)

<sup>5</sup> "Natural and Applied Science Policy Researchers, Consultants and Program Officers (NOC 4161)." *Working in Canada*. N.p., n.d. Web. 17 Aug. 2012. <<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4161&action=final&ln=p@ionKeyword=Peterborough%2C+Ontario&s=1&source=2&titleKeyword=environmental+impact+analyst#wages>>.

<sup>6</sup> Application data obtained from OCAS College Count Cube October 19, 2011

Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS

Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

# Key Research Findings

## Graduate Certificate

Program: 73009 - EMERGENCY MANAGEMENT															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	0			0			0			5			16		
DURHAM	17			39			14			33			6		
FLEMING	67	25	3:1	39	10	4:1	57	16	4:1	50	17	3:1	52	29	2:1
NIAGARA	17			24			0			0			0		
SHERIDAN	70	20	4:1	67	16	4:1	76	16	5:1	86	15	6:1	89	13	7:1
Total	171	45	4:1	169	26	7:1	147	32	5:1	174	32	5:1	163	42	4:1

## Financial Analysis

**NO CONTRIBUTION**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 18.6%
- Program Weight: 1.00
- Funding Unit: 1.00

## Key Performance Indicators

• **WEAK**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	Even with system
KPI2-Working	-2% below system
KPI3-Working Related	-3% below system
KPI4-Grad. Satisfaction	-1% below system
KPI8-Student Satisfaction-Learning	-8% below system
KPI9-Student Satisfaction- Teachers	-6% below system
KPI11-Grad. Satisfaction-Program	Even with system

## Resource Analysis

### Equipment

### Staffing

### Space

# Key Research Findings

## Appendix

**The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.**

**Emergency Management**

**Overview of the Profession:**

**NOC 4161: Natural & Applied Science Policy Researchers, Consultants & Program Officers**

The following is a summary of main duties for some occupations in this group:

- Ergonomists or human factors specialists conduct research and advise on, and intervene in the physical, social and psychological interrelationships between persons, their equipment and working or living environments to ensure that the design, configuration and use of equipment, procedures and environmental conditions maximize safety, productivity and comfort.
- Occupational or industrial hygienists study, evaluate and control physical, chemical and biological hazards and stresses in the workplace. They report and document investigations and conclusions, suggest changes to work environments and processes and provide information to workers and managers or employers on methods to reduce the risk of injury or illness from specific occupational hazards. They may also teach safe work procedures, participate in emergency response planning, testify at hearings and report findings at scientific conferences or in scientific journals.
- Patent agents advise clients on elements of patent law and on the patentability of inventions, conduct patent searches, prepare patent applications and represent clients before the patent office.
- Science policy and program officers conduct research and advise on policies or develop or administer programs related to transportation, communications, natural resources, agriculture, the environment, energy, land use, recycling and other scientific fields. They promote public awareness and education on such issues as utilization of natural resources, the environment, and reprocessing and reduction of waste.

### **Common Job Titles**

- energy policy analyst
- environmental impact analyst
- environmental issues lobbyist
- ergonomist
- fisheries analyst
- human factors specialist (except engineer)
- industrial hygienist
- natural resources policy analyst
- occupational hygienist
- patent agent
- program officer
- natural and applied sciences
- recycling program co-ordinator
- scientific consultant
- supervisor

# Key Research Findings

- environmental program development
- transportation program analyst
- transportation safety analyst

## Other Job Titles

source:

<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/SearchNocCodeResult.aspx?val17=416&val18=1&val19=0>

- disaster emergency response planner
- emergency management analyst
- emergency preparedness planner

## Typical Employers

- federal, provincial and municipal governments
- computer and office furniture manufacturers
- educational institutions
- research organizations
- consulting firms
- environmental and conservation organizations
- self-employed

## Labour Market

### Working in Canada

1. Employment potential for the Kawartha/Muskoka Region is Not Available (Working in Canada)

### HRDSC

2. National Outlook      10 Year Projection (2011-2020)

<b>Occupations in this Group</b>	Health and Social Policy Researchers, Consultants and Program Officers (4160), Natural and Applied Science Policy Researchers, Consultants and Program Officers (4161), Economists and Economic Policy Researchers and Analysts (4162), Economic Development Officers and Marketing Researchers and Consultants (4163), Social Policy Researchers (4164), Health Policy Researchers, Consultants and Program Officers (4165), Education Policy Researchers, Consultants and Program Officers (4166), Recreation and Sports Program Supervisors and Consultants (4167), Program Officers Unique to Government (4168), Other Professional Occupations in Social Science (4169)
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## Key Research Findings

Employment (non-student) in 2010	198,634
Median Age of workers in 2010	40.8
Average Retirement Age in 2010	62

3. For **Policy And Program Officers, Researchers And Consultants**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **85,200** and **100,407** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.
4. Over the 2008-2010 period, employment growth in this occupation was strong and the unemployment rate remained stable and very low (2.4% in 2010). According to key labour market indicators, the number of job seekers was insufficient to fill job openings in this occupation.
5. **This NOC Code is not found in Employment Ontario.**
6. **This NOC Code is not found in Employment Ontario.**
7. Local wage for Kawartha/Muskoka region 2010:  
 Low: \$22.84      Average: \$37.02      High: \$52.20  
[http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4161&action=final&regionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=ergonomist#report\\_tabs\\_container2](http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4161&action=final&regionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=ergonomist#report_tabs_container2)

### US Bureau of Labour

<http://www.bls.gov.oco/ocos211.htm#outlook>

**Job Outlook. Not Available.**

**Employment Change. Not Available.**

**From:** <http://www.bls.gov/ooh/About/Data-for-Occupations-Not-Covered-in-Detail.htm>

### Emergency Management Directors

(O\*NET [11-9161.00](#))

Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.

- 2010 employment: **12,100**
- May 2010 median annual wage: **\$55,360**
- Projected employment change, 2010-20:
- Number of new jobs: **1,600**
- Growth rate: **13 percent (about as fast as average)**

**No Sector Council report available.**

### Industry Standards:

This occupation does **not** require certification in **Ontario**. It is not regulated in any Canadian province or territory.

### Professional Associations:

# Key Research Findings

[Canadian Centre for Emergency Preparedness](#)  
[Emergency Management Ontario](#)  
[Ontario Association of Emergency Managers](#)  
[International Association of Emergency Managers](#)

**Educational Programs Leading to this Occupation: not available**

## Educational Competitors

### Individual Community College/Institute Information

(Click on Program Title to view college program page)

5 colleges currently offering this program under Emergency Management.

Includes Highlights of unique program characteristics.

### Algonquin

[Emergency Management](#) – Graduate Certificate

- Online and part time program

[Radiation Safety](#) – Certificate

- Optional co-op

### Fanshawe

[Emergency Management](#) – Graduate Certificate

- January start, 19 weeks

### Fleming

[Emergency Management](#) – Graduate Certificate

### Georgian

[Occupational Health & Safety Management](#) – Graduate Certificate

### Sheridan

[Emergency Management](#) – Graduate Certificate

Institution	APS #	Approved Program Name	MTCU Code	Program Weight	Funding Unit	Degree Factor
GRBR	1267	Safety, Security and Emergency Management	53015	1.00	2.10	2.00
ALGO	1404	(P-T) Emergency Management	73009	1.00	1.00	1.00
DURH	1170	Emergency Management	73009	1.00	1.00	1.00
FANS	1272	Emergency Management	73009	1.00	1.00	1.00



## Key Research Findings

NIAG	1198	Emergency Management	73009	1.00	1.00	1.00
SHER	1217	Emergency Management	73009	1.00	1.00	1.00
SSFL	1220	Emergency Management	73009	1.00	1.00	1.00

### Employment Postings:

On June 27, 2012, there was 1 local job posting. There were very few postings anywhere in Canada. A few examples from various job sites are provided below.

**Job Number:** 6514054

**Title:** General manager - health, education, social and community services and membership organizations (Emergency Management Director) ([NOC: 0014](#))

**Terms of Employment:** Permanent, Full Time, Weekend, Day, Evening

**Salary:** \$4,702.00 Monthly for 38 hours per week, Medical Benefits, Dental Benefits, Life Insurance Benefits, Group Insurance Benefits, Pension Plan Benefits, RRSP Benefits, Vision Care Benefits

**Anticipated Start Date:** As soon as possible

**Location:** Oshawa, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of university

**Experience:** 5 years or more

**Languages:** Speak English, Read English, Write English

**Work Conditions and Physical Capabilities:** Fast-paced environment, Work under pressure, Tight deadlines, Attention to detail, Large workload

**Transportation/Travel Information:** Valid driver's licence, Willing to travel, Willing to travel overnight, Willing to travel regularly, Willing to travel internationally, Travel expenses paid by employer

**Work Location Information:** Relocation costs not covered by employer

**Ability to Supervise:** 10 people or less, Working groups, Committees, Staff in various areas of responsibility, Contractors

**Essential Skills:** Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

**Other Information:** To provide leadership and technical management to ADRA Canada so that it fulfills its mission as the humanitarian agency of the Seventh-day Adventist Church. See <http://adra.ca/document.doc?id=192>

**Employer:** ADRA Canada

**How to Apply:**

## Key Research Findings

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By E-mail:** james.astleford@adra.ca

**Web Site:** <http://www.adra.ca>

**Advertised until:** 2012/07/23

Job Title: Emergency Response Coordinator

Job ID: 19666

Location: Edmonton,AB

Full/Part Time: Full-Time

Regular/Temporary: Regular

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# Key Research Findings

## Primary Focus

The Emergency Response/Security Coordinator is primarily accountable for provision of specialist advice and support to Western Region operations personnel in implementation of Enbridge Liquids Pipelines (LP's) Emergency Preparedness and Response (ER)/Security programs, processes, procedures and initiatives within Canada.

In addition, the Emergency Response/Security Coordinator assists and supports the development and maintenance of ER/Security programs, processes, and procedures as required ensuring their ongoing effectiveness and consistent application within LP.

## Responsibilities

Facilitate, coordinate and support implementation of ER/Security programs, processes, procedures and initiatives to ensure consistent and effective application across operating region.

Coordinate development and delivery of ER training to employees, contractors, external EPR agencies and other identified stakeholders across LP.

Assure an adequate supply of emergency response equipment and materials are readily available and are properly maintained as required to effectively respond to emergencies across the pipeline system.

Liaise with local emergency response, mutual aid organizations and neighboring facilities as required to assist Western Region in identifying their ER capabilities and limitations.

Assist Western Region in the development and maintenance of agreements with emergency response, mutual aid agencies and other companies with neighboring facilities as required and requested.

Assure ongoing compliance with regulatory requirements for ER/Security and liaise with regulators as requested and required in this regard.

Assist and support offices and Regions in development, execution and evaluation of emergency response exercises (table tops, notification, evacuation drills, fire scenarios, and land/water/ice deployment exercises, security etc.).

Coordinate larger scale internal exercises and Enbridge participation in larger scale exercises conducted by external agencies (government, mutual aid etc.).

Assure all required ER exercises are completed as required and that post exercise review meetings are held and that any learning are documented, effectively communicated, and followed up on as required across all of Liquids Pipelines.

Regularly assess operational emergency risks within the organization and ensure adequate preparedness to respond to and mitigate such risks.

Regularly assess the adequacy and effectiveness of ER/Security programs, processes,

## Key Research Findings

procedures and initiatives being implemented in the field and ensure corrective action plans are developed and followed up on as required.

Act as an on-site technical resource to incident commanders and crews responding to emergencies (spills, fires, etc.) as required and requested.

Assure proper post incident review meetings are held and that any learnings are documented, effectively communicated, and followed up on as required.

Provide specialist ER support and advice to management and operating regions and participate and act as a resource to internal committees as requested.

Assure ER programs adequately address ongoing operational emergency preparedness needs and adequately address and provide input to the ER Program Coordinator with ongoing development and maintenance of programs and initiatives to address identified needs.

Provide input to the ER Program Coordinator during development of ER/Security plans for new or expanding facilities as required by projects.

Monitor industry best practices by participating in external pipeline and emergency response committees and exercises, monitoring industry trends, and researching and identifying new ER/Security technologies, equipment and materials.

Coordinate purchase of ER equipment and materials within LP as required and requested.

Develop and maintain assigned operating and capital budgets items as required for ER training, exercises, and equipment and material purchases.

Directs, leads and ensures appropriate and timely response to stakeholders regarding reactive or proactive intervention regarding Security issues and threats

Supports Security Vulnerability Assessments in line with Corporate and LP Security

Supports Facility Critical Assessments and implementation of follow-up actions

Ensures all applicable Enbridge Corporate Security programs are adhered to in Regional operations

### **Qualifications**

A degree, diploma or certification related to occupational health and safety, environment or emergency response combined with a minimum of 7 \* 10 years of progressively responsible experience in roles involving emergency response within the oil and gas industry. Other combinations of education, training and experience will be considered.

Training and experience in incident command systems, response to oil spills on both land and water and response to high vapor pressure products releases is preferred.

## Key Research Findings

Training and experience in industrial fire fighting including tank fires would also be considered an asset.

Working knowledge and practical experience in utilizing industry best practices for responding to oil and gas facility and/or pipeline emergencies.

Understanding of applicable emergency response regulations and related standards within Canada.

Demonstrated problem solving and decision making skills in executing routine duties and during times of crisis.

Exceptional organizational, planning, interpersonal and communication skills.

Proven ability to innovative, influence change and deliver results.

Salary will be commensurate with qualifications and experience.

### Other Information

If you are interested in this exciting opportunity, please apply online through our website at [www.enbridge.com](http://www.enbridge.com) in complete confidence before July 5, 2012, 12 midnight Eastern Time, quoting JO # 19666. Only candidates being considered for interviews will be contacted.

Enbridge, where energy meets people was named one of Canada's Top 100 Employers and Alberta's Top 55 Employers for 2012.

Enbridge is an equal opportunity employer.

### Emergency Management/Response Specialist

ISR is currently looking to hire a highly motivated engineer/scientist/emergency planner with emergency management experience.

Some of the anticipated duties would include:

Project planning, management and scheduling; Preparing emergency response plans; and Writing emergency response "concept of operation" documentation.

Individuals with the following qualification are encouraged to apply:

B.Sc. degree in engineering or scientific discipline or a college degree in other discipline with experience in emergency preparedness, nuclear physics or related fields; 10 years of emergency preparedness and response experience; Experience developing and implementing radiological and nuclear emergency response plans and procedures; Ability to think independently and provide insight and solutions to complex situations; Bilingualism is considered an asset; Ability to obtain a security clearance through PWGSC; and Must be willing and able to travel internationally.

<b>Job Status :</b>	Full Time, Employee
<b>Company :</b>	International Safety Research Inc.
<b>Posting Date :</b>	May 24
<b>Closing Date :</b>	OPEN

# Key Research Findings

<b>Relevant Experience :</b>	10 Year(s)
<b>Number of Positions :</b>	1
<b>Location :</b>	Ottawa, Ontario
<b>Category :</b>	Emergency Planning

Disaster Recovery Coordinator, AIMIA  
 Mississauga, ON, CANADA; Toronto, ON, CANADA  
 Posted Jun 19, 2012 Share This Job:

Aimia is a global leader in loyalty marketing.

Our unique capabilities include proven expertise in building proprietary loyalty strategies, launching and managing coalition loyalty programs, creating value through loyalty analytics and driving innovation in the emerging digital and mobile spaces. We build and run loyalty programs for ourselves and for some of the world's best brands.

## SUMMARY OF POSITION DESCRIPTION:

Responsible for coordinating the development of advance arrangements and procedures to ensure the organization can respond to a disaster so that the critical business functions can be resumed within a defined time frame, the amount of loss can be minimized, and any stricken facilities can be repaired or replaced as quickly as possible. This responsibility includes coordinating the design, development, maintenance, and exercising (testing) of the overall disaster recovery plans for each critical functional area of the organization.

These disaster recovery plans must address three major elements of the recovery process:

- (1) the Emergency Response organization and procedures for reacting to and coordinating recovery efforts;
- (2) the Recovery Support procedures for restoring key organization resources; and
- (3) the Business Resumption procedures for the continuation of critical business processes. The Disaster Recovery Coordinator will also be responsible for participating in any actual disaster recovery effort.

## ROLES AND RESPONSIBILITIES:

- . Performs risk analysis for corporate functional areas to identify points of vulnerability and recommends disaster avoidance and reduction strategies. Provides guidance to and coordinates the efforts of staff members in the development of recovery procedures for key areas of the organization. Analyzes environmental and equipment configurations for critical corporate resources; recommends disaster avoidance measures and improved backup capabilities. Periodically reviews changes in corporate resources with the management of those areas to assure the effectiveness of the recovery procedures and backup capabilities.
- . Conducts business impact analyses and assists company units to determine critical business processes,



# Key Research Findings

identifies acceptable recovery time periods, and establishes resources required for the successful resumption of business operations in the event of a disaster. Assures records required for recovery are identified and properly maintained in the Vital Records Program. Coordinates the efforts of staff members in different functional areas in the development of procedures for the continuity of business processes in a disaster situation.

Establishes disaster recovery testing methodologies; plans and coordinates the testing of recovery support and business resumption procedures in different functional areas. Assures that recovery procedures are effective for the restoration of key corporate resources and for the resumption of critical business processes.

- . Conducts disaster recovery training for staff members in all functional areas. Provides instructional and informational materials on how staff are expected to respond during an emergency. Assists divisions in the assignment and training of staff. Develops and maintains standards and procedures for disaster recovery documentation. Maintains a library of recovery support and business resumption procedures.

- . Develops corporate emergency response procedures; distributes and updates emergency procedures to reflect changes in staff size, location, organization, and home office facilities. Monitors the effectiveness of procedures during evacuation drills and revises the procedures as necessary. Maintains a library of emergency response procedures.

- . Assists recovery support and business resumption staff during a disaster in the implementation of response and alternate operating strategies. Acts as a coordinator during an emergency situation.

- . Works with vendors of disaster recovery services and facilities; studies and recommends outside services for use during a disaster situation.

- . Maintains contact with outside organizations participating in reciprocal agreements.

- . Works with management to ensure that as new equipment, facilities, services, and systems are installed that the disaster recovery issues are addressed.

- . Maintains contact with outside contingency planning professional organizations and local/regional emergency response groups.

## LEADERSHIP ATTRIBUTES

### THOUGHT LEADERSHIP

- . Analysis & Decision Making - Analyzes problems and situations, and their impacts on the business and its global network. Delivers commercial, fact-based, forward thinking decisions.

- . Strategic Thinking - Brings to life our vision of becoming the recognized global leader in loyalty management. Aligns personal and workgroup activities to the organization's strategic goals and leverages its global network to provide value to the customer.

# Key Research Findings

## RESULTS LEADERSHIP

. Customer Centricity - Builds and delivers solutions for internal and external customers that meet and exceed their needs, identifying innovative opportunities that will benefit them, creating value added services, and working in partnership with customers to drive the business forward.

. Results Orientation - Manages performance, holding self and others accountable to effectively and efficiently complete work responsibilities. Demonstrates initiative, a strong commitment to achieving meaningful results, and acts on opportunities to create value.

## PEOPLE/PERSONAL LEADERSHIP

. Building Collaborative Partnerships - Encourages personal achievement and excellence. Plays a part in attracting, developing, and retaining top talent. Ensures that all talent receives mentoring, training, feedback, and development opportunities.

. Building Talent - Establishes authentic, genuine and open relationships inside and outside of the organization to build a foundation of influence. Fosters an inclusive culture that makes people feel valued and respected. Works effectively with others across the organization to achieve goals.

. ADAPTABILITY - RESPONDS RESOURCEFULLY AND SHOWS NIMBLENESS WHEN FACED WITH NEW CHALLENGES AND DEMANDS. EFFECTIVELY MANAGES THE PRESSURES AND COMPLEXITIES OF VARIOUS SITUATIONS. MOVES FORWARD POSITIVELY AND PRODUCTIVELY UNDER CONDITIONS OF CHANGE OR UNCERTAINTY.

Certified Business Continuity Planner (CBCP) or Associate Disaster Recovery Planner accreditation preferred.

Relevant Work Experience: 5

Job Category: Analyst, Computers, Computers-Support Services

Salary: \$ 60000 - 69999 CAD

Website: <http://www.aimia.com>

Education: Bachelors (Including Honours)

Job Type: Full Time

## Emergency Response Technician



## WORK WITH GREAT PEOPLE. ACCOMPLISH GREAT THINGS. CREATE YOUR CAREER PATH.

**At Canadian Natural, we are proud of the achievements of our people.**

Our goal has always been to run our business and run it well, executing on our projects and creating value for our shareholders. That is what we have focused on for the past twenty years, and it is what we continue to focus on. Today the efforts of over 5000 employees have helped us become a leading senior oil and gas exploration and production company.

Our phenomenal growth has been based on the fundamental principles of effective cost control, proactive balance sheet management and a defined operating strategy. Canadian

# Key Research Findings

Natural maintains a large, balanced portfolio of assets with production and development of both natural gas and crude oil.

**COMPETITIVE SALARY - STOCK OPTIONS - STOCK SAVINGS PLAN - ANNUAL BONUSES – BENEFITS!**

## Position Summary

### THE OPPORTUNITY:

The Emergency Response Technician will work within Canadian Natural's Emergency Management Program to ensure that current emergency response plans are in place for all facilities for the safety of residents local to our assets and for all employees who work at our facilities. The role will utilize both technical knowledge of Canadian Natural's operations and an understanding of regulatory requirements.

**This is a one year contract position**

### HOW WILL YOU MAKE YOUR MARK?

- Assist with the development, maintenance and distribution of Emergency Response Plans (ERPs)
- Gather well and pipeline data from various sources for input into ERPs (files, field personnel, Accumap, etc.)
- Assist with completing or validating calculations on data gathered to determine Emergency Planning Zones (EPZs) for sour wells, pipelines and production facilities
- Maintain information on residents located in EPZs (may require direct contact with residents to gather and update information)
- Develop and maintain accurate information on mapping required for ERPs
- Maintain and update ERP database
- Assemble and distribute ERPs
- Interact with Government agencies as required to maintain complete and accurate ERPs
- Periodic trips to the field may be required for gathering information

### QUALIFICATIONS:

- Typically 3+ years of related industry experience with High School Diploma or GED
- Familiarity with and understanding of:
  - o Working in oil and gas operations
  - o Working with GPS and mapping programs such as Accumap, Petro Lab and Arc View
  - o Working with the Microsoft Office Suite
  - o Gathering systems, gas analysis, pipeline flows, etc.

### HEALTH AND SAFETY:

At Canadian Natural, safety is a core value. We conduct all of our operations in a way that identifies, minimizes and mitigates harm to the health and safety of employees, contractors, the public and the environment.

Only those candidates selected for an interview will be contacted.

Canadian Natural Resources Limited - CNRL - is a publicly traded company on the TSX and NYSE as CN