

# 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

## Fish and Wildlife Technician/Technology (52709/62709)

### 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:

#### Diploma

- Fleming has consistently drawing in the largest number of registrations each year (**Avg. is 105/year**)
- Sault is second with an average of **57 students** per year

#### Advanced Diploma

- Fleming has a mean growth rate of **46%** and an average registration of **45 students**, however the enrollment level has been **decreasing** the past 2 years

#### Diploma

Program: 52709 - FISH AND WILDLIFE TECHNICIAN														
	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
COLLÈGE BORÉAL	18	19	6	19	16	-16	16	28	75	28	18	-36	7	20
FLEMING	108	82	-24	82	107	30	107	117	9	117	113	-3	3	105
SAULT	38	65	71	65	62	-5	62	62	0	62	57	-8	15	57
Total	164	166	1	166	185	11	185	207	12	207	188	-9	4	182

#### Advanced Diploma

Program: 62709 - FISH AND WILDLIFE TECHNOLOGY														
	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	17	45	165	45	67	49	67	50	-25	50	48	-4	46	45
Total	17	45	165	45	67	49	67	50	-25	50	48	-4		

<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

• **STRONG**

### Employment Ontario<sup>2</sup>

#### Biological Technologists and Technicians( NOC- 2221)

- Employment Ontario Rating (2009-2013):
  - **Average**
- Education and Training
  - “Completion of a three-year or equivalent program for biological technologists or a two-year or an equivalent program for biological technicians is usually required. Several different educational backgrounds can provide entrance to an occupation within this classification. Certification in biological technology or in a related field is available through provincial associations of engineering and applied science. In Ontario, the Ontario Association of Certified Engineering Technicians and Technologists (OACETT) certifies biological technologists and technicians. The certification process includes a period of supervised work experience, usually up to two years, and a professional practice examination.”
- Demand
  - “Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013. Ontario has a vibrant biotechnology sector with strengths in the bio-medical, pharmaceutical, medical devices, agricultural-biotechnology and biomaterials field. The number of new graduates should meet industry needs. Businesses in Canada have turned to foreign workers in times of economic boom, to fill labour shortages. During an economic downturn however, large job losses can occur since biotech companies are highly dependent on well-functioning capital markets and are vulnerable to market slowdowns.”
  - “Computer-based competencies such as bioinformatics and molecular modelling are becoming more important as companies and researchers deal with the integration of traditional and information sciences. Co-op programs are the preferred approach for many companies. In Ontario, the focus is on biosciences/life sciences, pharmaceutical medical devices, human health and the environment. People who work in these occupations require ongoing retraining and professional development to keep abreast of new information and changing technology. Increasingly, individuals in this field will require certification at a Masters or PhD level. Candidates with strong business and project management skills will have the best job prospects in a tight labour market.”

<sup>2</sup> "2221 Biological Technologists and Technicians." *Employment Ontario*. N.p., n.d. Web. 25 July 2012. <[http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/2221\\_e.pdf](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/2221_e.pdf)>.

# Key Research Findings

## HRSDC<sup>3</sup>

### Biological Technologists and Technicians( NOC- 2221)

- Job Openings (2011/2020): **18,006**
- Job Seekers(2011/2020): **15,255**
- Post Secondary Education Graduates: **14,998 (98%)**
- “Based on projections and considering that labour supply and demand for this occupation were balanced over the 2008-2010 period, it is expected that the number of job seekers in this occupation will continue to be sufficient to fill the job openings over the 2011-2020 period. The majority of job openings will result from retirements, the retirement rate being higher than employment growth. Nevertheless, employment growth will be higher than average, benefiting from the continuing increase in landscaping and horticulture spending. With regard to labour supply, the majority of job seekers will come from the school system.”

## US Bureau of Labour<sup>4</sup>

### Biological Technicians (SOC – 19-4021)

- Employment Growth (2010/2020): **Increase 14%**
  - **80,200(2010) to 91,100(2020)**
- “Employment of biological technicians is projected to increase 14 percent from 2010 to 2020, as fast as the average for all occupations. Greater demand for biotechnology research is expected to increase the need for these workers.”
- “Biotechnology research plays a key role in scientific advancements that improve our way of life. Biological technicians will be needed to help scientists develop new medicines and treatments for diseases such as cancer and Alzheimer’s.”
- “In agriculture, biotechnology research will be used to create genetically engineered crops that provide greater yields and require less pesticide and fertilizer. In addition, efforts to discover new and improved ways to clean and preserve the environment will continue to add to job growth. Finally, biological technicians will be needed to help develop alternative sources of energy, such as biofuels and biomass.”
- “Strong competition for jobs is expected. There have been large increases in the number of bachelor’s degrees in biology and other life sciences awarded each year, and this trend is expected to continue. Applicants who have laboratory experience, either through coursework or previous work experience, should have the best opportunities.”

<sup>3</sup> "Technical Occupations In Life Sciences (222)." Human Resources and Skills Development Canada. N.p., n.d. Web. 25 July 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=39>>.

<sup>4</sup> Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Biological Technicians, on the Internet at <http://www.bls.gov/ooh/life-physical-and-social-science/biological-technicians.htm> (visited July 25, 2012).

# Key Research Findings

## Zoologists and Wildlife Biologists (SOC – 19-1023)

- Employment Growth (2010/2020): **Increase 7%**
  - **19,800(2010) to 21,300(2020)**
- “Employment of zoologists and wildlife biologists is projected to grow by 7 percent from 2010 to 2020, slower than the average for all occupations. More zoologists and wildlife biologists will be needed to study the impact of population growth and development on wildlife and their habitats. However, demand for zoologists and wildlife biologists in local, state, and federal government agencies, such as the United States Fish and Wildlife Service, will vary based on the budgets for these agencies.”
- “As the population grows and expands into new areas it will expose wildlife to threats such as disease, invasive species, and habitat loss. Increased human activity causes problems, such as pollution and climate change, that endanger wildlife. For example, changes in climate patterns can be detrimental to the migration habits of animals, and increased sea levels can destroy wetlands. Zoologists and wildlife biologists will be needed to research, develop, and carry out wildlife management and conservation plans that combat these threats and protect our biological resources.”
- “Zoologists and wildlife biologists should have good job opportunities. In addition to job growth, many job openings will be created by zoologists and wildlife biologists who retire, advance to management positions, or change careers.”

## Sector Council Report<sup>5</sup>

### Final Recovery Strategies

- On June 15, 2012, [final recovery strategies](#) were completed for six species: American Chestnut, Drooping Trillium, Heart-leaved Plantain, Lake Chubsucker, Large Whorled Pogonia and Prothonotary Warbler. The public and Aboriginal communities are invited to review these recovery strategies, and submit comments on the goals and actions that the Government of Ontario should consider committing to in the government response statements. Comments should be submitted through the policy proposal notice posted on [Ontario's Environmental Registry](#) (search number 011-6528).

### Finalized Habitat Regulations

- The Government of Ontario has put in place [regulations defining the habitat](#) for the following 11 species at risk: Bent Spike-rush, Rapids Clubtail, Common Five-lined Skink (Carolinian population), Eastern Foxsnake (Carolinian population), Gray Ratsnake (Carolinian population), Eastern Foxsnake (Georgian Bay population), Gray Ratsnake (Frontenac Axis population), American White Pelican, Northern Barrens Tiger Beetle, Pale-bellied Frost Lichen, and Virginia Mallow. For additional information regarding these habitat regulations, please reference the Environmental Registry website at [ontario.ca/eb](http://ontario.ca/eb) (ER #011-5306 and #011-5625). For additional information describing how Ontario protects habitat for species at risk in general please refer to the [Protecting Species at Risk Habitat](#) fact sheet (PDF).

<sup>5</sup> "Ontario's Species at Risk Program." *Ministry of Natural Resources*. N.p., n.d. Web. 26 July 2012. <[http://www.mnr.gov.on.ca/en/Business/Species/index.html?CSB\\_ic-name=specialInitiatives&CSB\\_ic-info=speciesAtRisk\\_Eng](http://www.mnr.gov.on.ca/en/Business/Species/index.html?CSB_ic-name=specialInitiatives&CSB_ic-info=speciesAtRisk_Eng)>.

# Key Research Findings

## Ontario's Woodland Caribou Conservation Plan Progress Report

- Ontario's Woodland Caribou Conservation Plan (CCP) Progress Report is now publicly available. This progress report provides an update on achievements made since the release of the Ontario's Woodland Caribou Conservation Plan in 2009.
- Please view the information notice posted on [Ontario's Environmental Registry](#) (Registry #011-5943) and download the full [Ontario's Woodland Caribou Conservation Plan Progress Report](#) (PDF Size: 1.0 MB)

## Guidance to assess the likelihood that an activity will 'damage' or 'destroy' habitat protected under the Endangered Species Act, 2007

- In April 2011, the public was invited to review and submit comments on the draft policy entitled [Categorizing and Protecting Habitat under the Endangered Species Act](#) (PDF). This policy provides an overview of the approach and considerations that the Ministry of Natural Resources will use in determining whether an activity is likely to damage or destroy habitat protected under subsection 10(1) of Ontario's Endangered Species Act, 2007. The comments received have been considered in finalizing the policy. A summary of the comments received is available on [Ontario's Environmental Registry](#) (search number 011-2841).

## Guidance for ESA 17 (2)(c) overall benefit permitting

- With the posting of a decision notice on the Environmental Registry in February 2012, the guidance document entitled "[Endangered Species Act \(ESA\) Submission Standards for Activity Review and 17\(2\)\(c\) Overall Benefit Permits](#)" took effect. This guidance has been developed to provide policy, process and submission information for proponents seeking permits under clause 17(2)(c) of the ESA. The following forms have been developed to assist proponents through the permitting process:
- [Information Gathering Form and guide](#),
- [Avoidance Alternatives Form and guide](#) and the
- [C-Permit Application Form and guide](#).

**Note:** Before completing the Information Gathering Form, proponents are strongly encouraged to contact their local MNR office species at risk representative for a preliminary screening of their proposed activities. Please [view the decision notice posted on Ontario's Environmental Registry](#) (Registry #011-2842).

## Interim Protocol for the Review of Project Proposals that may affect Aquatic Species at Risk in Ontario 2011

- The public is invited to review and submit comments on a draft protocol between the Ontario Ministry of Natural Resources and the federal Department of Fisheries and Oceans entitled the [Interim Protocol for the Review of Project Proposals that may affect Aquatic Species at Risk in Ontario 2011](#). Please [view the policy proposal notice posted on Ontario's Environmental Registry](#) (Registry 011-5661).

# Key Research Findings

## Employment Profile<sup>6</sup>

In 2010-2011, 13.2% of graduates in the Fish and Wildlife Technician program and 22.2% of the Fish and Wildlife Technology program were employed in a full time position which related to this program of study provincially

### Resources

<b>Total Graduates:</b>	948	<b>Total Graduates in Survey:</b>	684	<b>Response Rate:</b>	72.7%
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<sup>6</sup> 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.

### Programs in Resources

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Blasting Techniques	1 Year	18	15	12	Sir Sandford Fleming
Ecosystem Surveys-Field Skills	1 Year	2	2	2	Sault
Environmental Control	Post Diploma	103	81	72	Conestoga, Niagara, Seneca, Sheridan
Environmental Studies	Post Diploma	38	29	26	Niagara
Environmental Technician	2 Years	217	138	94	Canadore, Centennial, Loyalist, Mohawk, Niagara, Northern, Sault, Seneca, Sheridan, Sir Sandford Fleming, St. Lawrence
Environmental Techniques	1 Year	25	18	13	Georgian
Environmental Technology	3 Years	134	94	84	Centennial, Durham, Fanshawe, Georgian, Humber, Loyalist, Seneca, Sir Sandford Fleming
Fish And Wildlife Technician	2 Years	105	76	32	Boréal, Northern, Sault, Sir Sandford Fleming
Fish And Wildlife Technology	3 Years	22	18	9	Boréal, Sir Sandford Fleming
Forest Management Technology	3 Years	34	29	22	Sault, Sir Sandford Fleming
Forest Recreation Technician	2 Years	6	5	3	Sault
Forestry Technician	2 Years	94	66	51	Algonquin, Confederation, Sault, Sir Sandford Fleming
Forestry Technology	3 Years	4	2	2	Boréal
Integrated Environmental Site Remediation – Bachelor Of Applied Technology	4 Years	1	1	1	Seneca
Renewable Resource Technician	2 Years	59	46	25	Sir Sandford Fleming
Resources Technician – Drilling	2 Years	37	26	26	Sir Sandford Fleming
Water And Waste Water Technician	2 Years	49	38	31	Algonquin, Durham

<sup>6</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>>.

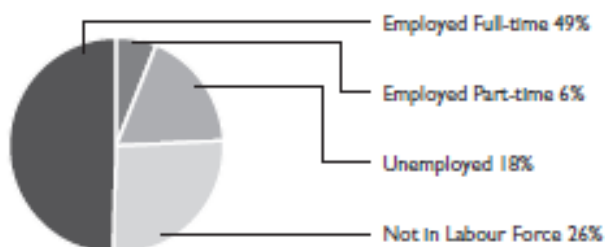
## Resources

## Summary of Survey Data

	Program Cluster	All Programs
Survey Population	684	50,622
Labour Force Participation	74%	74%
<b>Employment Rate<sup>a</sup></b>	<b>75%</b>	<b>83%</b>
Employed Part-time <sup>a</sup>	9%	18%
Employed Full-time <sup>a</sup>	67%	65%
<b>Average Annual Earnings – Total</b>	<b>\$36,549</b>	<b>\$33,199</b>
Average Annual Earnings – Female	\$33,231	\$31,897
Average Annual Earnings – Male	\$38,403	\$34,607
Graduate Satisfaction	71%	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

	#	%
Professional, Scientific and Technical Services	76	20.7%
Utilities	28	7.6%
Administrative and Support Services	25	6.8%
Federal Government Public Administration	18	4.9%
Local, Municipal and Regional Public Administration	18	4.9%

## Top Five Occupational Categories

	#	%
Civil Engineering Technologists and Technicians	29	7.8%
Water and Waste Plant Operators	19	5.1%
Inspectors in Public and Environmental Health and Occupational Health and Safety	15	4.1%
Forestry Technologists and Technicians	14	3.8%
Natural and Applied Science Policy Researchers, Consultants and Program Officers	13	3.5%

# Key Research Findings

## Resources

### 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	
	#	%	#	%	#	%	#	%	#	%	#	%
Blasting Techniques	2	13.3	6	40.0	1	6.7	1	6.7	2	13.3	3	20.0
Environmental Control	29	35.8	22	27.2	2	2.5	4	4.9	15	18.5	9	11.1
Environmental Studies	18	62.1	5	17.2	1	3.4	—	—	2	6.9	3	10.3
Environmental Technician	31	22.5	30	21.7	1	0.7	9	6.5	23	16.7	44	31.9
Environmental Techniques	4	22.2	3	16.7	—	—	1	5.6	5	27.8	5	27.8
Environmental Technology	43	45.7	15	16.0	2	2.1	6	6.4	18	19.1	10	10.6
Fish And Wildlife Technician	10	13.2	11	14.5	1	1.3	1	1.3	9	11.8	44	57.9
Fish And Wildlife Technology	4	22.2	2	11.1	—	—	—	—	3	16.7	9	50.0
Forest Management Technology	9	31.0	3	10.3	2	6.9	—	—	8	27.6	7	24.1
Forestry Technician	16	24.2	18	27.3	—	—	1	1.5	16	24.2	15	22.7
Renewable Resource Technician	8	17.4	3	6.5	2	4.3	2	4.3	10	21.7	21	45.7
Resources Technician – Drilling	20	76.9	2	7.7	1	3.8	1	3.8	2	7.7	—	—
Water And Waste Water Technician	11	28.9	7	18.4	1	2.6	2	5.3	10	26.3	7	18.4
<b>All Programs in Cluster*</b>	<b>205</b>	<b>30.4</b>	<b>127</b>	<b>18.8</b>	<b>14</b>	<b>2.1</b>	<b>28</b>	<b>4.2</b>	<b>123</b>	<b>18.2</b>	<b>177</b>	<b>26.3</b>

\* Does not include 4 programs with fewer than 5 graduates in the labour force.

### Earnings of Full-time Employed Participants

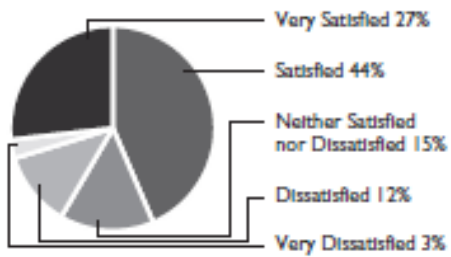
Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Blasting Techniques	—	\$41,683	—	\$38,064	\$41,683	\$38,064
Environmental Control	\$41,980	\$38,268	\$38,554	\$37,000	\$39,994	\$38,000
Environmental Studies	\$32,889	\$36,705	\$27,375	\$37,543	\$34,103	\$31,384
Environmental Technician	\$31,121	\$36,900	\$28,288	\$35,457	\$34,467	\$30,034
Environmental Techniques	—	\$42,222	—	\$41,537	\$42,222	\$41,537
Environmental Technology	\$33,478	\$38,248	\$29,200	\$34,800	\$36,054	\$31,494
Fish And Wildlife Technician	\$25,249	\$29,979	\$19,374	\$27,114	\$28,665	\$26,854
Fish And Wildlife Technology	—	—	—	—	—	—
Forest Management Technology	\$29,296	\$33,126	\$26,072	\$35,457	\$30,892	\$31,000
Forestry Technician	\$24,480	\$34,193	\$22,291	\$34,545	\$32,479	\$33,632
Renewable Resource Technician	\$28,392	\$42,875	\$20,759	\$43,018	\$34,975	\$30,243
Resources Technician – Drilling	—	\$54,525	—	\$50,839	\$54,525	\$50,839
Water And Waste Water Technician	—	\$36,000	—	\$36,500	\$38,996	\$39,107
<b>All Programs in Cluster*</b>	<b>\$33,526</b>	<b>\$38,475</b>	<b>\$31,286</b>	<b>\$37,413</b>	<b>\$36,671</b>	<b>\$35,197</b>

\* Does not include 4 programs with fewer than 5 graduates in the labour force.

# Key Research Findings

## Program Cluster Satisfaction

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



\* 650 graduates participated in this question.

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



\* 73 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	81.4%	81.9%	80.2%	80.6%	80.3%	83.5%	86.1%	81.2%	74.2%	75.2%
Percentage Employed Full-time	75.3%	73.5%	73.7%	74.1%	75.1%	75.5%	78.5%	75.8%	63.5%	66.7%
Percentage Employed Full-time Related Jobs	49.9%	49.2%	50.9%	47.2%	49.1%	48.7%	56.5%	52.3%	38.1%	41.2%
Average Annual Salary Full-time Related Jobs	\$31,073	\$31,781	\$31,524	\$33,431	\$34,855	\$34,372	\$37,034	\$38,831	\$38,526	\$40,526

# Key Research Findings

## Working in Canada<sup>7</sup>

### Biological Technologists and Technicians( NOC- 2221)

- Ontario Rating: **Not Available (except for Limited in the Northeast region)**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	14.95	23.00	32.82
Hamilton--Niagara Peninsula Region	N/A	N/A	N/A
Kingston - Pembroke Region	N/A	N/A	N/A
Kitchener--Waterloo--Barrie Region	15.65	20.00	27.75
London Region	N/A	N/A	N/A
Muskoka-Kawartha Region	14.95	23.00	32.82
Northeast Region	14.95	23.00	32.82
Northwest Region	14.95	23.00	32.82
Ottawa Region	N/A	N/A	N/A
Stratford--Bruce Peninsula Region	14.95	23.00	32.82
Toronto Region	14.95	23.00	32.82
Windsor-Sarnia Region	14.95	23.00	32.82

## Competitive Analysis<sup>8</sup>

- **MODERATE**

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

### Diploma

- Fleming has consistently had the largest application and registration data every year, however College Boreal has had the best conversion rate each year
- Northern has application job for each year however registration data was unavailable

### Advanced Diploma

- Fleming has maintained between **3:1** and **4:1** conversion ratios for the past 5 years

<sup>7</sup>"Biological Technologists and Technicians."Working in Canada.N.p., 25 May 2012. Web. 13 June 2012.  
<<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=2221&action=final&source=allnoc&titleKeyword>>.

<sup>8</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

## Diploma

Program: 52709 - FISH AND WILDLIFE TECHNICIAN															
	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
COLLÈGE BORÉAL	66	18	4:1	46	19	2:1	51	16	3:1	68	28	2:1	58	18	3:1
FLEMING	355	108	3:1	314	82	4:1	367	107	3:1	409	117	3:1	416	113	4:1
NORTHERN	63			62			67			63			15		
SAULT	188	38	5:1	238	65	4:1	244	62	4:1	286	62	5:1	284	57	5:1
Total	672	164	4:1	660	166	4:1	729	185	4:1	826	207	4:1	773	188	4:1

## Advanced Diploma

Program: 62709 - FISH AND WILDLIFE TECHNOLOGY															
	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
FLEMING	75	17	4:1	156	45	3:1	189	67	3:1	176	50	4:1	200	48	4:1
Total	75	17	4:1	156	45	3:1	189	67	3:1	176	50	4:1	200	48	4:1

## Financial Analysis

• **STRONG** / • **MODERATE**

Source: Program Costing Analysis 2010/2011

### Fish and Wildlife Technician

Contribution to Overhead: 40.2%

Program Weight: 1.40

Funding Unit: 2.30

### Fish and Wildlife Technology

Contribution to Overhead: 32.5%

Program Weight: 1.40

Funding Unit: 3.40

# Key Research Findings

## Key Performance Indicators

• **STRONG**

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

<b>Fish and Wildlife Technician</b>	KPI1-Graduation Rate	+6% above system
	KPI2-Working	+6% above system
	KPI3-Working Related	Even with system
	KPI4-Grad. Satisfaction	+2% above system
	KPI8-Student Satisfaction-Learning	+2% above system
	KPI9-Student Satisfaction- Teachers	Even with system
	KPI11-Grad. Satisfaction-Program	Even with system

<b>Fish and Wildlife Technology</b>	KPI1-Graduation Rate	+1% above system
	KPI2-Working	-9% below system
	KPI3-Working Related	-5% below system
	KPI4-Grad. Satisfaction	+5% above system
	KPI8-Student Satisfaction-Learning	+4% above system
	KPI9-Student Satisfaction- Teachers	+3% above system
	KPI11-Grad. Satisfaction-Program	+3% above system

## Resource Analysis

### Equipment

The following information was extracted from the 2012 program review:

- Hire a full time position for the wildlife portion of the program and an additional position to deliver the advanced and research related courses in third year.

### 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.**

### Overview of the Profession:

**NOC: 2221**

**Biological Technologists and Technicians (NOC 2221)**

**Muskoka-Kawartha Region, Ontario**

[http://www.workingincanada.gc.ca/print\\_report-eng.do?noc=2221&area=8792](http://www.workingincanada.gc.ca/print_report-eng.do?noc=2221&area=8792)

### Labour Market Information Dashboard

#### Description

Biological technologists and technicians provide technical support and services to scientists, engineers and other professionals working in fields such as agriculture, resource management, environmental protection, plant and animal biology, microbiology, cell and molecular biology and health sciences, or may work independently in these fields. They are employed in both laboratory and field settings by governments, manufacturers of food products, chemicals and pharmaceuticals, biotechnology companies, health, research and educational institutions, environmental consulting companies and resource and utilities companies.

#### Included Job Titles

aquaculture technician  
biological laboratory technologist  
botanical technician  
fish hatchery technician  
fisheries technician  
microbiology quality control technologist  
wildlife biology technician.

#### Job Duties

Biological technologists perform some or all of the following duties:

- Set up and conduct biological, microbiological and biochemical tests and laboratory analyses in support of research and quality control in food production, sanitation, pharmaceutical production, biotechnology and other fields
- Apply methods and techniques such as microscopy, histochemistry, chromatography, electrophoresis and spectroscopy
- Perform experimental procedures in agriculture, plant breeding, animal husbandry, biology and biomedical research
- Conduct field research and surveys to collect data and samples of water, soil, and plant and animal populations
- Conduct environmental monitoring and compliance activities for the protection of fisheries stock, wildlife and other natural resources
- Analyze data and prepare reports
- Conduct or supervise operational programs such as fish hatchery, greenhouse and livestock production programs.

# Key Research Findings

Biological technicians perform some or all of the following duties:

- Assist in conducting biological, microbiological and biochemical tests and laboratory analyses
- Perform limited range of technical functions in support of agriculture, plant breeding, animal husbandry, biology, biomedical research and environmental protection
- Assist in conducting field research and surveys to collect data and samples of water, soil, and plant and animal populations
- Assist in analysis of data and preparation of reports.

## Labour Market

### Working in Canada

1. Employment potential for the Kawartha Region is N/A (Working in Canada)

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=2221&area=8792&titleKeyword=biological+technician&regionKeyword=Peterborough,Ontario&source=0&action=final>

### HRDSC

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

<http://www23.hrdsc.gc.ca/occupationsummarydetail.jsp?&tid=39>

This occupation (Fish & Wildlife Technician) is part of a larger occupational group called **Technical Occupations in Life Sciences (NOC 222)**

<b>Occupations in this group</b>	Biological Technologists and Technicians (2221) Agricultural and Fish Products Inspectors 2222) Forestry Technologists and Technicians (2223) Conservation and Fishery Officers (2224) Landscape & Horticultural Technicians & Specialists (2225)
<b>Employment (non-student) in 2010</b>	39,195
<b>Median Age of workers in 2010</b>	39.5 years old
<b>Average Retirement Age in 2010</b>	59 years old

3. Estimated that there will be more job seekers in this field than job openings for the 2011-2020 periods (job openings are expected to total 18,006. It is expected that 15,255 job seekers will be available to fill these job openings). Nearly all job seekers will come from the school system (98%) with 10% from immigration and (-8% other)
4. Over the 2008-2010 period, employment in this occupation declined
5. According to Employment Ontario the Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013.
6. According to Employment Ontario (Estimates 2006), 4% of workers in this group were self-employed, and 85% Full-Time
7. Local wage for Peterborough/Kawartha Region 2010:
  - o Low: \$14.95      Average: \$23.00      High:\$ 32.82

[http://www.workingincanada.gc.ca/print\\_report-eng.do?noc=2221&area=8792](http://www.workingincanada.gc.ca/print_report-eng.do?noc=2221&area=8792)

### US Bureau of Labour

<http://www.bls.gov/ooh/Life-Physical-and-Social-Science/Biological-technicians.htm>

**Job Outlook (very broad field of Biological Technicians)**

## Key Research Findings

Employment of biological technicians is projected to increase 14 percent from 2010 to 2020, as fast as the average for all occupations. Greater demand for biotechnology research is expected to increase the need for these workers.

Biotechnology research plays a key role in scientific advancements that improve our way of life.

Biological technicians will be needed to help scientists develop new medicines and treatments for diseases such as cancer and Alzheimer's.

In agriculture, biotechnology research will be used to create genetically engineered crops that provide greater yields and require less pesticide and fertilizer. In addition, efforts to discover new and improved ways to clean and preserve the environment will continue to add to job growth. Finally, biological technicians will be needed to help develop alternative sources of energy, such as biofuels and biomass.

### Job Prospects

Strong competition for jobs is expected. There have been large increases in the number of bachelor's degrees in biology and other life sciences awarded each year, and this trend is expected to continue. Applicants who have laboratory experience, either through coursework or previous work experience, should have the best opportunities.

Employment projections data for biological technicians, 2010-20						
Occupational Title	SOC Code	Employment, 2010	Projected Employment, 2020	Change, 2010-20		Employment by Industry
				Percent	Numeric	
SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program						

### For the Field of Zoologist and Wildlife Biologists

#### Job Outlook

#### Zoologists and Wildlife Biologists

Percent change in employment, projected 2010-20

#### Life, Physical, and Social Science Occupations

16%

#### Total, All Occupations

14%

#### Zoologists and Wildlife Biologists

7%

Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment of zoologists and wildlife biologists is projected to grow by 7 percent from 2010 to 2020, slower than the average for all occupations. More zoologists and wildlife biologists will be needed to study the impact of population growth and development on wildlife and their habitats. However, demand for zoologists and wildlife biologists in local, state, and federal government agencies, such as the United States Fish and Wildlife Service, will vary based on the budgets for these agencies.

As the population grows and expands into new areas it will expose wildlife to threats such as disease, invasive species, and habitat loss. Increased human activity causes problems, such as pollution and climate change, that endanger wildlife. For example, changes in climate patterns can be detrimental to the migration habits of animals, and increased sea levels can destroy wetlands. Zoologists and wildlife biologists will be needed to research, develop, and carry out wildlife management and conservation plans that combat these threats and protect our biological resources.

# Key Research Findings

## Job Prospects

Zoologists and wildlife biologists should have good job opportunities. In addition to job growth, many job openings will be created by zoologists and wildlife biologists who retire, advance to management positions, or change careers.

Year to year, the number of job openings available in local, state, and federal government agencies, such as the [United States Fish and Wildlife Service](#), will vary based on the budgets for these agencies.

Employment projections data for zoologists and wildlife biologists, 2010-20						
Occupational Title	SOC Code	Employment, 2010	Projected Employment, 2020	Change, 2010-20		Employment by Industry
				Percent	Numeric	
SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program						

### Professional Associations:

EcoCanada

[www.eco.ca](http://www.eco.ca)

American Fisheries Society

[www.fisheries.org](http://www.fisheries.org)

Wildlife Society

<http://www.wildlife.org/>

Ontario Federation of Anglers and Hunters

<http://www.ofah.org/>

Ontario Association of Certified Engineering Technicians and Technologists

[www.oacett.org](http://www.oacett.org)

### Employment requirements

- Completion of a two- to three-year college program in a field related to agriculture, biology, microbiology, wildlife or resource management is usually required for employment as a biological technologist.
- Completion of a one- to two-year college program in a related field is required for employment as a biological technician.
- Certification with provincial associations is available, but voluntary.

[http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/2221\\_e.pdf](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/2221_e.pdf)

### Education/Training

Completion of a three-year or equivalent program for biological technologists or a two-year or an equivalent program for biological technicians is usually required. Several different educational backgrounds can provide entrance to an occupation within this classification. Certification in biological technology or in a related field is available through provincial associations of engineering and applied science. In Ontario, the Ontario Association of Certified Engineering Technicians and Technologists (OACETT) certifies biological technologists and technicians. The certification process includes a period of supervised work experience, usually up to two years, and a professional practice examination.

[http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/2221\\_e.pdf](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/2221_e.pdf)

# Key Research Findings

## Educational Competitors

Fleming College

Fish & Wildlife Technician

<http://flemingcollege.ca/programs/fish-and-wildlife-technician>

Fish & wildlife Technology

<http://flemingcollege.ca/programs/fish-and-wildlife-technology>

Sault College

Fish & Wildlife Conservation Technician

<http://www.saultcollege.ca/Programs/Programs.asp?progcode=5214&cat=overview&groupcode=NRS#bd-header>

Boreal

Techniques de Forestrerie et de Gestion de la Pêche et de la Faune

<http://www.collegeboreal.ca/programmes-cours/etudes-a-temps-plein/techniques-de-foresterie/>

Boreal

Technologie de gestion de la Pêche et de la Faune

<http://www.collegeboreal.ca/programmes-cours/etudes-a-temps-plein/technologie-de-gestion-de-la-peche-et-de-la-faune/>

College	APS	APS Title	MTCU	MTCU Title	WT	FU	TF
BORE	1043	Fish And Wildlife Technician	52709	Fish And Wildlife Technician	1.40	2.30	2.00
NORT	1199	Natural Resource Technician	52709	Fish And Wildlife Technician	1.40	2.30	2.00
SAUL	1109	Fish And Wildlife Conservation Technician	52709	Fish And Wildlife Technician	1.40	2.30	2.00
SSFL	1048	Fish And Wildlife Technician	52709	Fish And Wildlife Technician	1.40	2.30	2.00
BORE	1067	Fish And Wildlife Technology	62709	Fish And Wildlife Technology	1.40	3.40	3.00
SSFL	1019	Fish And Wildlife Technology	62709	Fish And Wildlife Technology	1.40	3.40	3.00

## Employment Postings:

**Job Number:** 6445879

**Title:** Wildlife technician (Fish and Wildlife Technician Student) (**NOC: 2221**)

**Terms of Employment:** Seasonal, Part Time, Weekend, Day, Evening

**Salary:** \$10.25 Hourly for 30 hours per week

**Anticipated Start Date:** 2012/07/03

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

**Skill Requirements:**

**Education:** Some college/CEGEP/vocational or technical training

# Key Research Findings

**Credentials (certificates, licences, memberships, courses, etc.):** Not applicable

**Experience:** Experience an asset

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

**Area of Specialization:** Biology, Botany, Zoology, Aquaculture

**Type of Work Experience:** Basic research, Applied research, Field research and surveying, Data analysis and interpretation, Equipment safety assessment, Environmental monitoring

**Type of Technical Experience:** Animal care and field studies work, Fresh water ecosystems

**Specific Skills:** Conduct field research and surveys, Assist in conducting field research and surveys, Analyze data and prepare reports, Assist in analysis of data and preparation of reports, Conduct or supervise operational programs

**Additional Skills:** Know and use computer hardware and software

**Transportation/Travel Information:** Own transportation, Parking paid by employer, Own vehicle, Public transportation is not available

**Work Site Environment:** Outdoors

**Work Conditions and Physical Capabilities:** Work under pressure, Attention to detail, Ability to distinguish between colours, Sitting, Combination of sitting, standing, walking, Standing for extended periods

**Work Location Information:** Rural area, Remote location

**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:** 8 week contract ending by Sept 2012. [www.hullettmarsh.com](http://www.hullettmarsh.com)

**Employer:** Friends of Hullett

**How to Apply:**

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 Mail:**

PO Box 1520

Clinton, Ontario

N0M 1L0

**In Person between 8:30 and 16:30:**

41378 Hydro Line Rd

Clinton, Ontario

N0M ,1L0

# Key Research Findings

**By E-mail:** fohoffice@tcc.on.ca

**Advertised until:** 2012/06/07

Nature Interpretation Technician, f/t term, City of Lethbridge, Lethbridge, Alberta

Date posted to [GoodWorkCanada.ca](http://GoodWorkCanada.ca): Jul 20 2012

## EMPLOYMENT OPPORTUNITY

Position: Nature Interpretation Technician - Term - Posting # 12-108

Type: full-time one year term

Organization: City of Lethbridge <http://www.lethbridge.ca>

Location: Lethbridge, Alberta

The City of Lethbridge, Recreation and Culture Department is accepting applications for the term position of Nature Interpretation Technician at the Helen Schuler Nature Centre. The position is responsible for coordinating the development, implementation and evaluation of personal and non-personal nature interpretation at the Nature Centre.

The Nature Interpretation Technician performs a variety of duties including:

- Overseeing the development, delivery and evaluation of environmental education and place-based interpretive programs at the Helen Schuler Nature Centre and assisting with the delivery of programs
- Monitoring the work of Program Leader staff
- Assisting with training and mentoring of volunteers and staff
- Scheduling and arranging group visits and programs
- Assisting with management and operation of the Helen Schuler Nature Centre
- Researching and writing interpretive literature; compiling background information for exhibits and programs
- Participating in outreach and networking activities (presentations, meetings and community events).
- Providing natural history information to the public, media, various groups, volunteers and staff
- Maintaining and organizing the Nature Centre's collections and resource materials (artifacts, wildlife and plant sightings database, library, program props, etc.)

We are looking for someone who has ALL of the following qualifications:

- Degree or two-year diploma in a related field (e.g. biology, environmental science, geography)
- Minimum of two years related experience, including interpretation, environmental education and working with children and youth
- Strong working knowledge in ecological concepts and the identification of local flora and fauna
- Ability to use a variety of computer software to analyze and communicate information
- Class 5 driver's license and a current First Aid Certificate

As a successful candidate, you would be described as:

- Passionate and committed to sound environmental stewardship
- Enjoying and capable of working outdoors in a variety of weather conditions
- Planning and delivering creative interpretive programs and training workshops
- Highly organized and self-directed, who has consistently demonstrated the ability to manage and

## Key Research Findings

complete a diverse and complex workplan

- Skilled at planning and prioritizing work
- Having the proven ability to lead and manage projects, including experience in needs assessment research and evaluation
- Possessing excellent leadership, interpersonal, and verbal and written communications skills

Term: Beginning around October 1, 2012, for approximately one year

Wage: \$30.58 per hour

Hours: 40 hours per week (some weekend and evening work is required)

If you require further information regarding this position, contact Coreen Putman, Nature Interpretation Coordinator, Helen Schuler Nature Centre at 403-320-3064.

Resumes or application forms (quoting posting #12-108) can be forwarded to the City of Lethbridge, Human Resources Department, 910 -- 4th Avenue South, 6th floor, Lethbridge, AB, T1J

OP6; Faxed to (403) 320-9369; or E-mailed to [humanresources@lethbridge.ca](mailto:humanresources@lethbridge.ca)\*

Applications are accepted until 4:30pm on Monday, August 27, 2012.

While all applicants are thanked for their interest, only those considered for an interview will be contacted.

When applying, please indicate that you saw this posting at GoodWorkCanada.ca.

### INTERNSHIP OPPORTUNITY

Position: Freshwater Stewardship Intern

Type: paid, full-time, 24 week internship

Organization: Eastern Charlotte Waterways <http://www.ecwinc.org>

Location: Blacks Harbour (Saint John area), New Brunswick

#### Position Summary:

Eastern Charlotte Waterways Inc. (ECW) is a not-for-profit environmental resource and research centre in Southwestern New Brunswick. In partnership with the Government of Canada's Science Horizons Youth Internship Program, ECW is seeking candidates for a six-month temporary position. The successful candidate will assist with the development of a provincial volunteer lake monitoring program in New Brunswick. The internship will be based at the ECW office in Blacks Harbour.

#### Duties:

- Prepare a jurisdictional review of volunteer water monitoring programs in North America
- Consult with the provincial Department of Environment and Local Government to ensure that recommendations are in line with established quality assurance protocols
- Consult with established NB lake associations to determine volunteer capacity and knowledge gaps

## Key Research Findings

- Assist groups in the Fredericton area currently involved with a pilot volunteer monitoring program, and assess this pilot program's effectiveness
- Prepare a final report that will analyze the feasibility of a provincial volunteer lake monitoring project and propose the appropriate next steps
- Assist with the organization of, and present findings at, the 2nd Annual New Brunswick Lakes Workshop
- Contribute to other ECW environmental projects when necessary
- Assist with ECW clerical tasks as directed

### Preferred Qualifications:

- Prior experience in stakeholder engagement
- Knowledge of current freshwater concerns in New Brunswick
- Experience with freshwater environmental monitoring
- Experience with analyzing environmental policy and/or monitoring methodology
- Strong written and oral communication skills suitable to present technical concepts
- Experience organizing and executing public events
- Fluency in both English and French

### Mandatory Qualifications:

- Have graduated with a degree or diploma from a university, college, post-secondary school of technology, post-secondary institution or CEGEP. These may be privately or publicly funded institutions.
- Are not attending school.
- Are unemployed or under-employed (working in a position that requires less than a person's knowledge, skill or ability).
- Are not in receipt of Employment Insurance during their internship.
- Are aged 30 years or under (at the commencement of the project).
- Are legally entitled to work in Canada (includes individuals who are Canadian citizens, those with permanent Canadian residency status, those with a valid Canadian work permit to work on a full time basis, or persons who have been granted refugee status in Canada).
- Will complete and submit the Personal Identification Form and Employer/Intern Letter of Understanding (templates provided by Environment Canada).
- Will make available to Environment Canada any models developed and data gathered while undertaking the project.
- Will consent to participate in the assessment of the project.
- Will submit a final project report to the employer by the completion of the project.

These mandatory qualifications are established by Science Horizons.

For more information visit: <http://www.ec.gc.ca/scitech/default.asp?lang=En&n=B58899DC-1>

### Details:

The deadline to apply is 4:00PM ADT on August 3rd, 2012.

The internship will begin on August 13th, 2012 and conclude on January 25th, 2013.

The salary for the internship is \$14/hr for 37.5 hours/week over 24 weeks.

Please submit a current CV and cover letter to ECW's Executive Director:

Donald Killorn.

Eastern Charlotte Waterways Inc.

## Key Research Findings

881 Main Street  
Blacks Harbour NB E5H 1E6  
Ph: (506) 456-6001  
Fx: (506) 456-6187  
<http://www.ecwinc.org>  
info[at]ecwinc.org

When applying, please indicate that you saw this posting at GoodWorkCanada.ca.

### INTERNSHIP OPPORTUNITY

Position: Adopt-A-Stream Program Assistant  
Type: paid internship/contract  
Organization: Ontario Streams <http://www.ontariostreams.on.ca>  
Location: Aurora, Greater Toronto Area, Ontario

Ontario Streams is looking for an energetic, enthusiastic and reliable individual to assist in the delivery of the York--Simcoe Adopt-A-Stream Program. This is a 33-week contract position which reports to the Adopt-A-Stream Program Coordinator and is based in Aurora, Ontario.

### DUTIES AND RESPONSIBILITIES

- Develop a stream assessment and monitoring protocol appropriate for the experience level of Adopt-A-Stream volunteer groups
- Work with Adopt-A-Stream volunteer groups to implement this protocol and conduct assessments and monitoring at Adopt-A-Stream sites
- Develop a catalogue of pre-restoration conditions at Adopt-A-Stream sites
- Assist program coordinator in the planning and implementation of a stewardship training program for Adopt-A-Stream participants
- Assist program coordinator in development and delivery of an environmental education curriculum
- Supervise volunteers and liaise with staff from our project partners
- Serve as a spokesperson for the Adopt-A-Stream Program and Ontario Streams
- Other duties as assigned

### QUALIFICATIONS

Ontario Streams is seeking a motivated, dynamic individual with a minimum of a Bachelor's degree in Sciences, Environment Studies, Environmental Education, or a related field. Computer proficiency and analytical skills are essential. Position requires excellent oral and written communication skills. Potential candidates will be required to demonstrate their ability to work under minimal supervision. Valid Ontario driver's license required.

## Key Research Findings

Applicants that can demonstrate knowledge and experience in electrofishing, benthic invertebrate sampling and identification, stream rehabilitation techniques, public outreach and education, and the identification of native and invasive species are preferred.

This position is funded in part by Environment Canada's Science Horizons Youth Internship Program. As such, successful applicants must:

- Have graduated with a degree or diploma from a university, college, post-secondary institution or CEGEP
- Not be attending school
- Be unemployed or under-employed (working in a position that requires less than a person's knowledge, skill or ability)
- Not be in receipt of Employment Insurance over the duration of the internship
- Be 30 years of age or under (at the commencement of the internship)
- Be legally entitled to work in Canada (includes Canadian citizens, those with permanent Canadian residency status, those with a valid Canadian work permit to work on a full time basis, or persons who have been granted refugee status in Canada)

### TERMS OF EMPLOYMENT

The successful candidate will be offered a 33-week contract position beginning on August 13, 2012. Contract is based on a 37.5-hour work week at \$13 per hour. Successful candidate will be expected to work occasional weekends, evenings and holidays.

### HOW TO APPLY

Send resume, cover letter and references, by July 31, 2012 to:

Deborah Silver, Adopt-A-Stream Program Coordinator

e-mail: [deborah.silver@ontariostreams.on.ca](mailto:deborah.silver@ontariostreams.on.ca)\*

Ontario Streams  
50 Bloomington Road West  
Aurora, Ontario L4G 3G8  
phone: (905) 713-7399  
fax: (905) 713-7361  
<http://www.ontariostreams.on.ca>

We thank all applicants for their interest; Ontario Streams will only contact those individuals selected for an interview.

When applying, please indicate that you saw this posting at GoodWorkCanada.ca.

**Job Number:** 6555145

**Title:** Fisheries officer (Native Fisheries Officer) ([NOC: 2224](#))

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

## Key Research Findings

**Salary:** \$10.15 to \$20.00 Hourly for 40 hours per week

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

**Location:** Bishopville, Nova Scotia (1 vacancy)

**Skill Requirements:**

**Education:** Completion of high school

**Credentials (certificates, licences, memberships, courses, etc.):** Not required

**Experience:** Experience an asset

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

**Type of Work Experience:** Fishing industry

**Specific Skills:** Check registrations and licences of fishing vessels

**Additional Skills:** Gather resource data

**Security and Safety:** Bondable

**Work Conditions and Physical Capabilities:** Attention to detail

**Essential Skills:** Reading text, Document use, 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:** Knowledge of First Nations Fisheries Operations. Supporting, coordinating and advising Captain and Crew with quotas, fleets, licenses, maintenance of the vessels, sales, expenses and record keeping.

**Employer:** Glooscap First Nation

**How to Apply:**

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 Mail:**

PO BOX 449

Hantsport, Nova Scotia

B0P 1P0

**By E-mail:** lpeters@glooscapfirstnation.com

**Web Site:** <http://www.glooscapfirstnation.com>

**Advertised until:** 2012/08/02

## Key Research Findings

### Aquatic Technician, Community Services

Job Order #: 5220895

**Employer** City of Saskatoon

**Name:**

**Wage/Salary** \$3,560.08 to \$3,924.96 /month (pro-rated PT)

**Info:**

**Posted** 18-Jul-2012

**Date:**

**Location:** SASKATOON

**# of** 1

**Positions:**

**Employment** Full Time

**Terms:**

**How to Apply?:** [www.saskatoon.ca/DEPARTMENTS/HumanResources/Employment%20and%20Compensation/Employment](http://www.saskatoon.ca/DEPARTMENTS/HumanResources/Employment%20and%20Compensation/Employment)

Description

Go to [www.saskatoon.ca](http://www.saskatoon.ca) to view the complete description of the Aquatic Technician

Community Services Department

Leisure Services Branch

Posting No. 392(59)

**HOURS OF WORK:**

Shift work and weekend work are involved.

To be considered for this competition, your completed resume or application must be received in the Human Resources Department (City Hall) by 5:00 p.m. by the apply by date listed.

Please forward a detailed resume to:

Human Resources, City Hall

222 Third Ave N

Saskatoon SK S7K 0J5

Fax: (306) 975-3073

Email: [careers@saskatoon.ca](mailto:careers@saskatoon.ca)

### P/T Aquatic Technician, Community Services

Job Order #: 5220893

**Employer** City of Saskatoon

**Name:**

**Wage/Salary** \$3,560.08 to \$3,924.96 /month (pro-rated PT)

**Info:**

# Key Research Findings

**Posted** 18-Jul-2012

**Date:**

**Location:** SASKATOON

**# of** 1

**Positions:**

**Employment** Part Time

**Terms:**

**How to Apply?:** [www.saskatoon.ca/DEPARTMENTS/HumanResources/Employment%20and%20Compensation/Employment](http://www.saskatoon.ca/DEPARTMENTS/HumanResources/Employment%20and%20Compensation/Employment)

Description

Go to [www.saskatoon.ca](http://www.saskatoon.ca) to view the complete description of the Aquatic Technician Community Services Department Leisure Services Branch (Part-time) Posting No. 391(59)

**HOURS OF WORK:**

Shift work and weekend work are involved.

To be considered for this competition, your completed resume or application must be received in the Human Resources Department (City Hall) by 5:00 p.m. by the apply by date listed.

Please forward a detailed resume to:

Human Resources, City Hall  
222 Third Ave N  
Saskatoon SK S7K 0J5  
Fax: (306) 975-3073  
Email: [careers@saskatoon.ca](mailto:careers@saskatoon.ca)

For further information regarding this position, contact: Human Resources at 975-3261.

**Job Number:** 6543536

**Title:** Fisheries technician ([NOC: 2221](#))

**Terms of Employment:** Permanent, Full Time

**Salary:** \$18.00 to \$19.00 Hourly for 40 hours per week, Mileage Paid, Medical Benefits, Dental Benefits, Disability Benefits, Life Insurance Benefits, Group Insurance Benefits, Vision Care Benefits

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

**Location:** Mission, British Columbia (1 vacancy)

**Skill Requirements:**

**Education:** Completion of high school, Completion of college/CEGEP/vocational or technical training, Completion of university

**Credentials (certificates, licences, memberships, courses, etc.):** Certification by a provincial or territorial association

# Key Research Findings

**Experience:** 3 years to less than 5 years

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

**Area of Specialization:** Biology, Aquaculture

**Type of Work Experience:** Field research and surveying, Data analysis and interpretation, Environmental monitoring

**Specific Skills:** Conduct field research and surveys, Analyze data and prepare reports, Assist in analysis of data and preparation of reports

**Additional Skills:** Know and use computer hardware and software

**Security and Safety:** Basic security clearance, Criminal record check

**Transportation/Travel Information:** Own transportation, Own vehicle

**Work Site Environment:** Outdoors

**Work Conditions and Physical Capabilities:** Work under pressure, Tight deadlines, Attention to detail, Combination of sitting, standing, walking

**Work Location Information:** Urban area, Rural area, Various locations, Remote location

**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:** Interested candidates are invited to visit our web-site - [www.scottres.ca](http://www.scottres.ca) for further details on the position and instructions on how to submit their application.

**Employer:** Scott Resource Services

**How to Apply:**

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.

**Online:** <http://www.scottres.ca>

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

**Advertised until:** 2012/07/31

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