

# WATER CANADA DOWNSTREAM



## 2022 REPORT

# Building Connections Downstream

Speed networking event brings current and future generations of water experts together



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# OUR PARTNERS



# Partnering with Purpose

Downstream plants foundational seeds with young professionals to pursue careers in the water sector



ERIC MELITON

As a 15-year water professional with experiences in cleantech, government, and private sector engagement, and now working in the sustainability sector for an academic institution such as Wilfrid Laurier University, the opportunity to purposefully align my professional universe with my industry passion came about through facilitating Laurier's sponsorship of Downstream.

I remember hearing about this idea at a friendly industry dinner and was immediately hooked on how this concept would engage students and young professionals at an earlier stage in their professional career to explore entering the water industry.

Fast forward to June 2022 and Laurier's Sustainability Office provided the funding to sponsor the inaugural Downstream event and pay for 10 Laurier students to attend the Canadian Water Summit in Niagara Falls, Ontario.

While participating in the inaugural event, our students and those from 10 other academic institutions across Southern Ontario interacted with roundtable facilitators from industry, nonprofit, and government to learn about opportunities, challenges, and trends in the water sector. Each of these seven roundtable discussions provided an opportunity for students and experts to share insight into research, specialties, and passions enabling facilitators to gain a fulsome understanding of what it takes to attract and retain new talent.

Laurier's student participants represented an array of degree backgrounds such as water science, environmental science, integrated biology, business, and international public policy. As the largest group from the participating universities, our Laurier students were able to showcase their research and identify ways to access water-themed opportunities within their academic program.

My hope as a long-standing water steward and industry advocate is that the inaugural Downstream and future themed events Laurier is able to participate in, will plant the foundational seeds with these young professionals to pursue research or industrial themed careers in the water sector.

Eric Meliton,  
Manager, Sustainability Office,  
Wilfrid Laurier University



# Building Connections Downstream

Newly launched networking event brings current and future “water nerds” together



CORINNE LYNDS

**actualmedia**

Have you ever had a great idea, and thought: “Huh, somebody should really get on that!” Well, that’s pretty much how *Water Canada’s* Downstream program was born.

Past *Water Canada* editors, in conversation with industry partners, found themselves commiserating about how difficult it is to attract and retain young talent in the Canadian water sector. But how could we connect students with industry experts in a meaningful way?

Fast forward to June 2022, where we celebrated the successful launch of Downstream: A speed networking event designed to bring current and future generations of water industry professionals (affectionately, “water nerds”) together to cultivate an inclusive, diverse, and thriving water sector.

The goal of Downstream is to immerse early career professionals in the industry to expand their personal networks and open them up to all the potential career paths within the water sector, in turn creating a thriving industry and beginning to close that ever-scary skills gap.

The first in a series of networking events to be held across Canada, Downstream kicked off in Niagara Falls, Ontario, as part of *Water Canada’s* 14<sup>th</sup> annual Canadian Water Summit. Generously sponsored by Wilfrid Laurier University, Downstream was the ultimate collaboration between industry and academia.

Corinne Lynds,  
Content Director,  
Actual Media



Mark Gloutney, Ducks Unlimited leads a discussion on Canadian wetlands.

## HOW DOES IT WORK?

Similar to speed dating, speed networking is designed to help early career professionals and industry experts efficiently meet several quality contacts in a short period of time. The event was structured as seven 15-minute roundtable discussions facilitated by experienced water professionals.

For an event like this to be successful, it is imperative to begin with an excellent match of experts and participants.

The team at *Water Canada* decided the best way to ensure quality connections were made was to create an invitation-only event where early career professionals were personally invited or recommended by program directors and industry organizations. Although this approach was much more laborious than simply putting out mass invitations at local post-secondary institutions and associations, the result was a targeted group of engaged students, motivated to learn and make connections.

“I was very impressed with the level of engagement of the young professionals and their focus on not accepting things the way they are,” said David Unrau, director of public works at Town of Petawawa, and leader of the discussion on cleantech. “The future of the water sector is in good hands!”

To make the event as meaningful as possible for the students, the editorial team at *Water Canada* initiated many conversations with both our partners in academia and with the students themselves, to figure out which experts would be most beneficial. What we learned from those meetings is that while early career professionals know a lot about certain channels of the water industry, there are other areas in which they are not as knowledgeable.

### STUDENTS

Participants hailed from Wilfrid Laurier University, Toronto Metropolitan University, University of Toronto, Seneca College, Western University, and Waterloo University; and early career professionals were a mix of scholarship winners, and graduate and undergraduate students in chemical or civil engineering programs. A few of our participants were also interns from Students On Ice, Ontario Clean Water Association, and Ducks Unlimited Canada.



Farokh Kakar, Brown and Caldwell, leads a discussion on making meaningful connections.

We began our search for experts that would represent a variety of streams in the Canadian water sector. What we came up with was a group of experts that specialize in the following areas: Indigenous collaboration, emerging contaminants, career networking, cleantech, source water protection, opportunities in the north, and wetlands.

## STREAMING SERVICE

On the day of the event, experts lead participants through a series of roundtable discussions designed to address three key topics: trends, challenges, and opportunities for early career professionals. And the feedback from experts and early career professionals alike was overwhelmingly positive.

Una Isherwood, a recent graduate from Sault College in Fish and Wildlife Conservation Technology, was invited to attend Downstream through her internship with Students On Ice's Blue Futures Pathways. She says that "The most exciting part of it all was meeting people who were also incredibly passionate about water and the environment, to ask people who had the jobs I dreamed of all the questions I could think of. I'm incredibly grateful for the opportunity and I would absolutely encourage anyone able to get a similar opportunity to grab it with both hands. You definitely won't regret it!"

The early career professionals weren't the only ones that found the event valuable. Yogendra Chaudhry, vice president of professional services and ESG at ECO Canada, and the expert who led the conversation on collaborating with Indigenous communities, was enthusiastic about the connections he made. "It was a valuable experience," he says. "It provided me with some useful insights on how we can enhance our engagement with students and young professionals."

As part of their invitation to Downstream, participants were also invited to take part in the full day of sessions at the Canadian Water Summit. This included a networking breakfast, panel discussion on Driving Diversity, and a keynote luncheon by Simon Jackson, founder of the Spirit Bear Youth Coalition.

## NOTETAKERS

In order to capture the key learnings from the Downstream event, a notetaker was assigned to each of the seven participating experts. Much of the information you will read in the following pages is the direct result of those carefully curated notes. Thank you to our volunteer notetakers:

- Angela Gismondi, Staff Writer, Daily Commercial News
- Jen Smith, Editor of Water Canada magazine
- Connie Vitello, Editor of Environment Journal.ca
- Nick Krukowski, VP Sales and Operations, Actual Media
- Jackie Pagaduan, Business Development Manager, Water Canada
- Claire Latham, Marketing Intern, Actual Media
- Jenevieve Bowerbank, Marketing Intern, Actual Media

# 10 characteristics to attract early career professionals



Anna Naylor, Students On Ice, talks to early career professionals about opportunities in the north.

Emerging water professionals are in high demand, so what's it going to take to attract them to your organization?

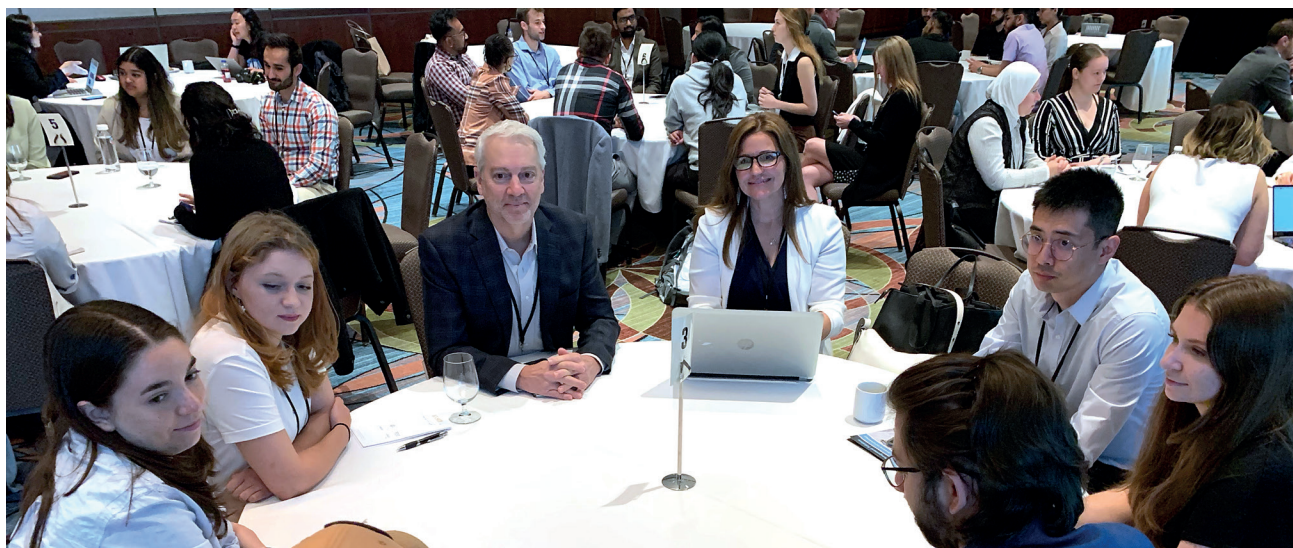
The following findings were pulled from the roundtable discussions, feedback from the followup event questionnaire, and from one-on-one conversations with Downstream participants following the event.

## EXPECTATIONS

No one mentioned salary expectations, but when asked directly about financial compensation, early career professionals indicated that they expect their salaries to be reflective of their professional designations and of the demand for professionals with their in-demand skill sets. Flexibility and work-life balance was by far the most prominent factor in what attracts them to one organization over another.

- 1 ALIGNMENT BETWEEN PERSONAL AND CORPORATE VALUES
- 2 CULTURE
- 3 PERSONAL, PROFESSIONAL, AND ACADEMIC SUPPORT
- 4 A SENSE OF BELONGING/INCLUSIVITY
- 5 REMOTE WORK
- 6 FLEXIBLE HOURS
- 7 TRAVEL
- 8 INDEPENDENCE
- 9 OPPORTUNITIES FOR CAREER ADVANCEMENT
- 10 FAIR WAGES





John Radtke, Coca-Cola, leads a discussion on source water protection.

## Topics and Experts

Seven experts, seven opportunities to learn about a new stream in Canada's water sector

Taking advantage of the fact that leaders from across Canada had come together for the Canadian Water Summit in Niagara Falls, Downstream's table experts hailed from coast to coast. Below is a list of the topics and experts that hosted the discussions, and in the following pages you will find breakdowns of the key trends, challenges, and opportunities that were identified in each stream.

### Collaborating with Indigenous Communities

Yogendra Chaudhry, ECO Canada

### Emerging Contaminants

Robert Haller, Canadian Water and Wastewater Association

### Making Meaningful Connections

Farokh Laqa Kakar,  
Young Water Professionals

### The Role of Cleantech

Indra Maharjan, Ontario  
Clean Water Association

### Protecting Source Water

Jon Radtke, Coca Cola

### Opportunities in the North

Anna Naylor, Students on Ice

### Reasons to Love Canadian Wetlands

Mark Gloutney, Ducks Unlimited Canada

**STREAM 1**

## COLLABORATING WITH INDIGENOUS COMMUNITIES

### CHALLENGES

Indigenous engagement and skills development are important topics that are attracting fresh talent to the field, yet communication and engagement within Indigenous communities continue to be the two biggest hurdles. “There is always resistance to change whether it’s in an Indigenous community or not,” said Chaudhry. “Sometimes resistance is as simple as being afraid of change.”

Education and building relationships within First Nations communities are necessary to alleviate fears and build trust. Chaudhry recommends working with community Elders and leaders early on and finding youth that are excited to champion a project or initiative. “A lot of times they have unique solutions and when you start talking to them, they start sharing. This is what you are trying to address, this is how traditionally we have been doing it and when you bridge that they become the champion, they become the spokesperson,” explained Chaudhry.

Another key challenge is resources. Even once local Indigenous groups become interested in pursuing careers in the environment or water sectors, they are not necessarily comfortable traveling great distances to do the training. And although many programs are now offered online, access to computers and high-speed Internet is still a real challenge for many of these communities.

Access to education is increasingly important as the necessary skills themselves are constantly changing. “Skills that were needed five or 10 years ago may not be the same skills that are needed today”.

### OPPORTUNITIES

Bringing new water technologies to Indigenous communities is an opportunity for early career professionals that are interested in collaborating with Indigenous communities. The greatest need lies in roles that involve consultation and engagement.



#### MEET THE EXPERT

**Yogendra (Yogi) Chaudhry** is vice president, Professional Services & ESG, with ECO Canada, and leads ECO Canada’s Accreditation Program, Professional Certification Program, Corporate Training, Technical and Professional Services, ESG initiatives and ECO Canada’s Indigenous programs focused on Indigenous training and employment.

Chaudhry also pointed out that a working knowledge in the policy area will be an advantage. “Even if you are not working in the policy area you will still need to know the high-level policies because that will give you the direction of your career... what new laws are coming that will require certain skill sets.”

The resources sector is another area of opportunities. The Government of Canada is currently focused on trying to correct previous environmental damage. Chaudhry points to a mine remediation project in the Northwest Territories as an example of a billion-dollar project. “Jobs will come on those remediation assessments and then monitoring.”

Many of these resource-type projects happen in remote locations that impact Indigenous communities. According to Chaudhry there will be a need for teams that can answer the following questions:

- HOW DO WE CREATE LOCAL ECONOMIC DEVELOPMENT?
- HOW DO WE INCLUDE MORE INDIGENOUS COMMUNITIES ON THE JOB?
- HOW DO WE CREATE TRAINING AND EMPLOYMENT FOR LOCAL PEOPLE?
- HOW DO WE MAKE SURE MOST OF THE IMPACT IS BORNE BY LOCAL PEOPLE?

**STREAM 2**

## EMERGING CONTAMINANTS

### CHALLENGES

The push to identify, prevent, and remediate toxins in our water dominated these conversations that included topics such as PFAS, pharmaceuticals in wastewater, the need for innovation, and maintaining the public's confidence in drinking water.

According to Haller, one of the biggest challenges is confirming, or quantifying, a genuine threat to the public without unnecessarily frightening them and putting them off drinking safe tap water. "We need to keep looking for and testing for possible contaminants, but we also need to understand the quantity, the frequency, and the threat to health (acute or accumulative) – differentiating what is going out in the wastewater versus what is coming in the drinking water intake that cannot be treated," he explained.

Haller also emphasized the need to address contaminants before they are in the water.

PFAS, the "forever chemicals" are widely used in many everyday household products, as well as industries such as aerospace, construction, electronics, the military, and fire-fighting. The health effects of PFAS from foods or drinks build up in your body and stay there for a long time. Some studies suggest that high levels of PFAS can lead to high cholesterol levels, developmental effects or delays in children, immune deficiency, thyroid problems, higher risk of different kinds of cancer, and the list goes on.

Downstream participants felt that there wasn't adequate information or guidelines at present to mandate how emerging contaminants should be handled or regulated. It is a two-fold challenge. On one hand, there needs to be ways to reduce/eliminate toxins up the pipe, prior to water entry. On the other hand, innovations at plant level are also required to reuse, capture, and/or eliminate these substances, which is tricky because municipalities are often risk-averse.



### MEET THE EXPERT

**Robert Haller** is the executive director of the Canadian Water and Wastewater Association and the national voice for water and wastewater in Ottawa. Promoting collaboration among all water organizations across Canada, Haller has also served on several national roundtables representing the utility sector to the federal government.

The same is true for the increasing number of pharmaceuticals being found in our wastewater. More research is needed to figure out if and how it can be captured. And all of this needs to be done without scaring the public.

### OPPORTUNITIES

Emerging contaminants pose several significant challenges to the water industry, but there are also opportunities.

"There is certainly a need for research into testing for contaminants and for understanding any human or environmental risks," said Haller. "We also need treatment technologies to address threats, but most importantly, legislative stewardship and communications experts to address contaminants *before* they enter the water."

Three key areas of opportunity identified during the roundtable discussions:

- **RESEARCH** A better understanding of the volume, impact and threat that emerging contaminants pose
- **TREATMENT** There is a significant shortage of wastewater treatment plant operators
- **POLICY** Science and technology are important, but so too is establishing guidelines and communicating with the public, both for safety of and confidence in their tap water

**STREAM 3**

## MAKING MEANINGFUL CONNECTIONS

### CHALLENGES

Whether you're just starting out in the industry or a seasoned veteran, making meaningful connections is critical to thriving in Canada's water sector. And who better to guide early career professionals through a series of intimate conversations on making meaningful connections than Farokh Kakar?

In her time at university, Kakar presented at more than 25 industry conferences, volunteered with numerous industry and women's groups, and won several awards for her presentations and academic accomplishments. Anecdotally, one only needs to check out her profile on LinkedIn to see that she is *everywhere!*

By far the biggest challenge preventing Downstream participants from making meaningful connections to date, has been a lack of opportunity. The COVID-19 global pandemic hasn't helped. Further, most Canadian water industry conferences are not designed to be inclusive for students and early career professionals. And, even if they are, the cost, logistics, and timing are problematic for those who have class, internships, and job placements to attend.

But making connections is critical for job seekers. After all, Kakar points out that "25 per cent of jobs are filled through formal hiring processes, and 75 per cent is through word of mouth."

Many companies post jobs internally, but if you haven't fostered relationships and connections with others, you simply will not learn about those opportunities.

Networking isn't easy, and not everyone is a natural. Simply shaking hands and exchanging business cards does not guarantee your name at the top of the list. After all, building relationships takes time.



### MEET THE EXPERT

**Farokh Kakar** is a recent Ph.D. graduate from the civil engineering department of Toronto Metropolitan University. A Vanier scholar, Kakar recently became an associate environmental engineer at Brown and Caldwell. Among other things, she is founder of Blue College, president of IWA YWP Canada, vice president of Canadian Association for Water Quality, and global ambassador of the Society of Women Engineers.

### OPPORTUNITIES

There is good news: Even if you're not a natural at networking, there are other ways you can make meaningful connections in the Canadian water sector.

Volunteering is a great one! "Volunteering versus meeting people at a conference allows you to put yourself in a position where you can show off your skills," explained Kakar.

When you volunteer your time, you get to spend days, weeks, months, and sometimes even years working alongside your industry peers. It's a great way to gain experience and an incredible way to develop deep relationships within the industry. According to Kakar, when you think about how you can add to your community, rather than what you can get out of it, that's when the truly meaningful connections begin to form.

And, as the world has opened back up more, so too has the number of in-person industry events. Going to conferences and attending events provides an excellent opportunity for early career professionals to connect with experts and peers. Kakar recommends introducing yourself and grabbing email addresses and business cards. Following up and strengthening relationships through social media with peers and volunteer mates could lead to potential future collaborations and resources.

**STREAM 4**

## THE ROLE OF CLEANTECH

### CHALLENGES

The term cleantech was a new one for most participants, and as such began with a discovery conversation aimed at defining what role cleantech plays in the Canadian water industry. Ultimately participants agreed that “cleantech is a relative term, and any technology that moves you closer to net zero than where you were previously, could be interpreted as cleantech.” They also pointed out that funding, education, and acceptance of new technologies are the biggest obstacles to adoption. And depending on who you talk to, the ranking of those challenges will change.

Different stakeholders have different motivations. For business, it could be a financial cost. For elected officials, it could be risk aversion. For people who make their living in certain industries (i.e., oil and gas) cleantech could be a threat to their livelihoods.

In addition, there was discussion around the fact that accepting clean technology is at times a financial decision and at others a moral one. As such appealing to specific audiences, or “What is in it for them?” will be critical to adoption.

Legacy systems also present a challenge. After significant investments of time, resources, and money into a system, companies and municipalities alike are reluctant to abandon the original technology, even if they know it’s not the best option.

Uncertainty in using a new technology that doesn’t have decades of proven success is also a hindrance. Downstream participants agreed that one possible solution to the cost barrier could be incrementalism: the idea of starting with low-cost pilot projects or trials and scaling up from there.



### MEET THE EXPERT

**David Unrau** is the director of Public Works for the Town of Petawawa. He also sits on the Ottawa River Energy Solution Board and national/provincial committees on Asset Management, Active Transportation, and Vision Zero.

### OPPORTUNITIES

Canadian clean technology companies are growing, advancing, and tackling the climate crisis. There is no shortage of job opportunities in this space. That said, in the water industry, the biggest challenge is also the biggest opportunity.

More education and advocacy are needed to drive adoption of new technologies. Risk aversion, lack of funding, fear of the unknown, and skills shortages are all very real obstacles that the industry faces. There is an opportunity for policy-minded early career professionals to create the regulatory environment that will essentially force cleantech adoption.

Environmental engineers, scientists, technicians, operators, researchers, conservationists, entrepreneurs, and communications specialists—there are opportunities for everyone in this stream.

**STREAM 5**

## PROTECTING SOURCE WATER

### CHALLENGES

Radtke led informative discussions on how source water protection applies to Coca-Cola. Topics included water stewardship, the critical role of corporations to be good environmental stewards, pollution management, PFAS, microplastics, greenwashing, nature-based solutions, and of course handling criticism about the beverage industry.

Dealing with negative criticism about the beverage industry is a big challenge for Coca-Cola. Specifically, issues surrounding ongoing water scarcity, bottle plastics consumption, and waste controversies. Several students were quick to ask about this.

Radtke conceded that they struggled a little early on, and cited the example of previous water sourcing in India. Coca-Cola was sourcing from a deep-water aquifer, but the perception was that the company was tapping into the community well water, which was undergoing drought conditions at the time.

From that experience, the company learned it needed to do a better job engaging with local communities and has since launched the Sourcewater Vulnerability Assessment Program. John explained that this experience taught the company to look outside its four walls and be proactive, not reactive.

As a result, there are now several external projects underway that are connected to watersheds, and they all start with community partnerships that include a needs assessment, financial support, and collaboration from start to finish.



### MEET THE EXPERT

**Jon Radtke** is the Water and Agriculture Sustainability Program director for Coca-Cola North America where he manages the company's water stewardship and sustainable ingredient-sourcing programs. Primary areas of focus include water conservation in manufacturing, source water protection, community water partnerships, sustainable agriculture initiatives, and marine litter strategies.

There are also challenges related to wastewater treatment. Managing waste from water treatment (wastewater discharge) is important because of the sugars and chemicals needed to clean water before the beverages are made. Onsite treatment is a solution – Coca-Cola strives for consistency and has robust treatment processes. “Treatment is a big deal,” says Radtke. “Ideally more contaminants will be stopped at the source, by best practices in agriculture, making sure not to over fertilize, reducing runoff (no till and cover crops), managing pesticides and herbicides through precision agriculture.”

### OPPORTUNITIES

According to Radtke there are a couple of ways that early career professionals can approach a career in source water. A degree in science, engineering, or hydrogeology, or public policy or governance are good starting points. There are a variety of existing jobs in environmental management and remediation and there are emerging opportunities in the corporate social responsibility (CSR) and environmental social governance (ESG) areas, in bridging technical departments with public policy departments. There are also an increasing number of opportunities in academia, government, NGOs and in consulting firms.

**STREAM 6**

## OPPORTUNITIES IN THE NORTH

### CHALLENGES

Career opportunities in the water sector come in a variety of roles from science and engineering to governance and communication. They also come in a variety of locations. Early career professionals looking to broaden their horizons and experience something a bit different are looking to the North.

The Blue Futures Pathways program, led by the Students on Ice Foundation connects youth across Canada with education, employment, and funding opportunities to inspire and support them in developing a successful career in the Sustainable Blue Economy. Special emphasis is being placed on engaging under-represented youth with a view to diversifying Canada's ocean and water sectors.

Key discussions focused on collaboration between all levels of government and industry, with many early career professionals observing that the challenge usually seems to be in convincing municipal governments to be open to change.

There was also quite a bit of discussion around the lack of career awareness for jobs within waste management. Naylor and early career professionals agreed that waste management needs to go through a marketing campaign to attract young talent. Naylor observed "I found that many 'accidentally' fell into waste management, based on who they knew when going through their education pathway."

Funding was also identified as a key challenge. Offering internship and training programs for youth is critical for the future of the Canadian water industry, but it takes funding both from different levels of government and through industry partnerships.



### MEET THE EXPERT

**Anna Naylor** is the program manager for Blue Futures Pathways at the Students on Ice Foundation. Naylor brings experience in project management, program development, and youth engagement in the Sustainable Blue Economy. She is also co-founder of OCEANS-NS, a registered not-for-profit organization that seeks to enhance and strengthen ocean education in Nova Scotia.

### OPPORTUNITIES

Blue Futures Pathways' internship programs support youth in Canada ages 18-30 as they explore careers in the sustainable blue economy. Youth can access learning, mentorship, training, view job opportunities, and receive support to help develop work-ready skills within the water sector.

As part of the Blue Futures Pathways' Port (a resource portal), there is also a Job Board where early career professionals can find out about the latest job opportunities, internships, and co-op placements. The job board is curated for 18-30-year-olds and is updated regularly.

**STREAM 7**

## REASONS TO LOVE CANADIAN WETLANDS

### CHALLENGES

Gloutney hosted discussions focusing on the recent influx of funding and emphasized that now is a good time to get involved with Canadian wetlands. Finding and retaining skilled labour is fast becoming the biggest obstacle. New programs, initiatives, and growing communities all demand the right people with the right skills.

Recruitment, the impact of housing innovations, communication, working with policy makers, and collaborating with Indigenous communities are some of the challenges currently being addressed in the wetlands field.

Housing innovations is an interesting challenge that was discussed. Everyone needs a place to live, but the more land that is developed, the more it encroaches on natural habitats. Working with development industries to build smarter and understand the consequences of not building responsibly is a key area of focus.

Like many other categories in the Canadian water sector, getting buy-in and implementing more sustainable options continues to be a challenge. “You can have the best ideas, but if you can’t convince others of your ideas, then it’s never going to happen,” said Gloutney. “You need to understand the direction of the government and where their values are. Then present them with the right pressure and the right people to influence policy change.”

Collaborating with Indigenous communities has also been an area of challenge, but more and more project leaders are reaching out from the start to engage and collect Indigenous perspectives. So, progress is being made on this front. “When you lay perspectives together, you begin to see new ones,” explained Gloutney. “It’s incredibly valuable.”



### MEET THE EXPERT

**Mark Gloutney**, is the director of operations at Ducks Unlimited Canada (DUC) and manages the conservation program for DUC across the six Eastern provinces and British Columbia. He has been actively involved in and has supported DUC involvement in invasive species issues for more than 20 years.

### OPPORTUNITIES

In June, the Government of Canada announced a \$5.6-million investment over three years with Ducks Unlimited Canada. The funds will be used to increase long-term carbon storage and enhance biodiversity by conserving wetland and coastal marshes across Eastern Canada.

With funding comes career opportunities. NGOs are growing, communities are growing, governments are expanding and driving to make changes, conservation authorities are expanding. With this range of growth, there is a need for very diverse skills:

- FINANCIAL SUPPORT
- BIOLOGISTS
- ECOLOGISTS
- ENGINEERING (CIVIL)
- POLICY (CONSERVATION)
- COMMUNICATIONS AND MARKETING

“We need a whole array of expertise and there are a lot of opportunities. There is more opportunity in education and outreach multifaceted,” said Gloutney. “We need all of these to drive success.”





## WHAT ECPS FOUND VALUABLE ABOUT DOWNSTREAM

"The in-person networking experience was very different (in a good way) than the zoom networking events I have done in the past, and I valued this a lot!"

"I found that being able to hear from leaders in the industry and being able to speak with them and ask them questions was incredibly valuable in enhancing my knowledge on the water industry."

"I enjoyed learning about the opportunities I have as I start my career in the coming years."

"The variety of speakers."

"Being able to freely move around at lunch and in downtime and talk to people, for the event itself, being able to meet a variety of industry professionals from a range of fields was awesome."

"I walked away with one connection I will pursue in the future for sure."



## WHAT EXPERTS FOUND VALUABLE ABOUT THE EVENT

"As a manager / leader we have an important role and are given a huge responsibility when interacting with young professionals that can shape them professionally, but also affects them out of the workplace. We need to understand the whole person and this can only be accomplished by intentional and genuine discussion on goals and objectives of the relationship."

"It was a valuable experience. It provided me with some useful insights on how we can enhance our engagement with students and young professionals."



## THE FUTURE OF DOWNSTREAM

The *Water Canada* team is taking Downstream on the road! First stop is the East Coast this November where we are partnering with the **National Water and Wastewater Association's** annual conference to bring this networking opportunity to the Atlantic provinces' future water experts.

In 2023, Downstream will be at **Wilfrid Laurier University** in April where the networking event will be paired with a reception and tour of the university's Centre for Cold Regions and Water Science.

Downstream will also visit the nation's capital as part of the **14th Annual Water Canada Summit** in partnership with the Canadian Water and Wastewater Association's Window on Ottawa in June. Early career professionals will once again have the opportunity to immerse themselves in the full conference experience.

And where Downstream goes after that... Well, it might be up to you! Cultivating a diverse and thriving water sector for future generations of water nerds to unite needs all hands on deck.

There are three ways to get involved:

- **NOMINATE** an early career professional  
[corinne@actualmedia.ca](mailto:corinne@actualmedia.ca)
- **VOLUNTEER** as an expert  
[corinne@actualmedia.ca](mailto:corinne@actualmedia.ca)
- **PARTNER** with Downstream as a sponsor  
[jackie@actualmedia.ca](mailto:jackie@actualmedia.ca)



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