

Scenario 1

Participant Details

Firm	Registrants	Offices
Medium-sized manufacturing firm (215 staff)	32, including 18 in training	1 in Interior BC
Sustainability Maturity Level	Program Application	Years of Practice
Beginner <i>(self-assessed)</i>	Whole firm	48 years
Motivation	Sectors & Areas of Practice	
Respond to evolving expectations, market advantage, reduce business risk	Manufacturing, heavy industrial, mechanical, electrical, process, software engineering	
Existing Sustainability Initiatives		
Most projects aim to reduce emissions through decarbonization, electrification and energy efficiency for heavy emissions industries		

Potential Participation Outcomes

- Provide foundational climate and sustainability training for registrants and technical staff, with onboarding materials that connect sustainability expectations to professional practice responsibilities
- Develop practical guidance for registrants on how to identify when climate, emissions, energy efficiency, life-cycle impacts, or resilience considerations should be raised during engineering work
- Introduce project-stage prompts or checklists so sustainability considerations are documented during options analysis, design reviews, procurement decisions, and project close-out
- Clarify roles and expectations for who reviews sustainability-related assumptions, risks, and recommendations on projects involving heavy industrial processes or energy-intensive systems
- Create a shared library of relevant guidance, tools, examples, and lessons learned so registrants can apply consistent approaches across projects
- Support registrants in communicating the professional practice rationale for sustainable options to internal decision-makers and clients, including risk, efficiency, resilience, and long-term value considerations
- Support registrants in developing business cases for sustainability and resilience focused initiatives
- Support registrants in developing sustainability committees and advancing sustainability initiatives internally

Scenario 2

Participant Details

Firm	Registrants	Offices
Small environmental consulting firm (25 staff)	10, including 4 in training	2 (1 in Lower Mainland, 1 on Vancouver Island)
Sustainability Maturity Level	Program Application	Years of Practice
Developing (self-assessed)	Whole firm	14 years
Motivation	Sectors & Areas of Practice	
Talent attraction and retention, ethical responsibility	Environmental engineering, geoscience, hydrogeology, construction monitoring, water resources management	
Existing Sustainability Initiatives		
• Support local organizations working on wildlife rescue, food bank, cycling • Has a sustainability committee • Mindful of organizational environmental footprint • Sustainability considerations are incorporated into project discussions and recommendations		

Potential Participation Outcomes

- Establish clearer decision-making frameworks that define roles, responsibilities, review points, and approval pathways for sustainability-related recommendations in professional work
- Develop internal guidance to help registrants determine which sustainability standards, climate data sources, regulatory drivers, and professional practice guidelines are relevant to different project types
- Maintain a current inventory of best practices, standards, frameworks, and lessons learned relating to sustainability and climate resilience that registrants can use to support consistent project delivery
- Strengthen documentation of sustainability considerations, including how risks, trade-offs, uncertainty, and professional judgment were considered in project recommendations
- Support registrants in developing business cases for sustainability and resilience-based project recommendations
- Provide registrants with practical messaging and examples to explain the professional practice rationale for more sustainable solutions, including risk management, regulatory expectations, client needs, and long-term value
- Support respectful engagement practices where Indigenous knowledge, community priorities, or local context may inform sustainable project outcomes
- Use peer learning opportunities to compare approaches with other firms and refine internal supports for registrants over time

Scenario 3

Participant Details

Firm	Registrants	Offices
Local government engineering department within a mid-sized municipality (120 staff in engineering and public works)	52, including 6 in training	1 municipal office with multiple field operations sites
Sustainability Maturity Level	Program Application	Years of Practice
Developing <i>(self-assessed)</i>	For engineering department(s)	Ongoing public-sector service
Motivation	Sectors & Areas of Practice	
Strengthen climate resilience, improve consistency in infrastructure decision-making, and support public-interest outcomes	Municipal infrastructure, asset management, water, wastewater, roads, drainage, parks infrastructure	
Existing Sustainability Initiatives		
• Community climate action plan and asset management planning are in place • Some projects consider future climate conditions, flood risk, heat, and extreme weather impacts • Sustainability requirements are included in some procurement documents, but not consistently applied		

Potential Participation Outcomes

- Develop prompts for considering climate risk and resilience at planning, design, procurement, and asset management stages
- Provide registrants with clearer direction on when and how to use future climate data in professional work
- Build internal guidance for registrants on when nature-based solutions, green infrastructure, or hybrid infrastructure approaches should be considered alongside conventional infrastructure options
- Strengthen documentation of how nature-based solutions are assessed in professional work, including feasibility, long-term maintenance, climate resilience benefits, risk, trade-offs, and alignment with community objectives
- Strengthen documentation of sustainability-related decisions to support transparency and continuity over time
- Improve alignment between climate action, capital planning, procurement, and professional practice responsibilities
- Access peer examples from other firms and organizations working through similar implementation challenges

Scenario 4

Participant Details

Firm	Registrants	Offices
Medium-sized geoscience-focused consulting firm (68 staff)	31, including 9 in training	3 across the Lower Mainland, Interior BC, and Northern BC
Sustainability Maturity Level	Program Application	Years of Practice
Establishing (self-assessed)	Whole firm	28 years
Motivation	Sectors & Areas of Practice	
Better integrate climate hazard and sustainability considerations into professional practice and support consistent client communication	Geoscience, geohazards, hydrogeology, mining, natural resources, land development, infrastructure resilience	

Existing Sustainability Initiatives

- Project teams consider climate-related hazards on some projects, including wildfire, flooding, slope stability, and water availability
- Some staff use climate data portals and external guidance, but approaches are not standardized
- The firm has experience engaging with Indigenous communities on select projects

Potential Participation Outcomes

- Develop clearer internal guidance on when climate data and future climate scenarios should be considered in geoscience work
- Maintain a shared library of climate data sources, hazard assessment guidance, standards, and relevant case studies
- Support registrants in communicating uncertainty, climate risk, and sustainability considerations to clients and project partners
- Support registrants in developing business cases for sustainability and resilience-based project recommendations
- Strengthen respectful engagement practices where Indigenous knowledge may inform sustainable and resilient solutions
- Use peer workshops to compare approaches with firms working in engineering, infrastructure, and natural resource contexts