

Green Careers Resource Guide



February 2009

Jim Cassio

Sustainable/Sustainability

A method of harvesting or using a resource so that the resource is not depleted or permanently damaged.

–MerriamWebster

Cover photo: Mount Shasta by Jim Cassio

Introduction to the Green Careers Resource Guide - February 2009

This guide on green and environmental careers began in 2007 as a free electronic resource guide for career and workforce development professionals. Before long, however, it was being used by students and career explorers of all types who were interested in finding meaningful work to match their green values. As I suggested in the original resource guide, one doesn't have to be an environmental activist to be interested in a green career; one only needs to be interested in work that involves preserving or protecting the environment. Of course, there are many others who are on a quest to save the planet, and certainly they look to green jobs/careers as an essential element in their lives. But others are interested in green careers simply because of their strong affinity for nature. These days it seems that green careers are of interest to nearly everyone. In fact, consider:

According to a 2007 MonsterTRAK study, 80 percent of young adults are interested in securing a job that impacts the environment in a positive way, and 92 percent give preference to working for a company that is environmentally friendly.

Soon after releasing the original *Green Careers Resource Guide*, with no other publication at the time addressing the broad scope of green careers, I immediately teamed up with friend and career counselor/author Alice Rush to begin work on a new career guidance book entitled *Green Careers: Choosing Work for a Sustainable Future*. That book is being published by New Society Publishers and should be on bookstore shelves by Spring 2009. If you can't find it in your favorite bookstore, please check my website: www.cassio.com (Also, please tell the bookstore to order some copies!)



So how does this free electronic *Green Careers Resource Guide* compare to the new book? In short, the new book has about 300 pages of occupational content that isn't in the free resource guide, including comprehensive career profiles that address 90 different occupations and Q&A interviews with 65 people who work in those job/career fields. In a perfect world, you would use the book for that rich occupational content, but use the resource guide for the most up-to-date resource descriptions and links.

There are now a handful of other books on the subject of green and environmental careers that have been published in the last year. However, none of them profile as many occupations with the same breadth and depth, and none *also* include the real people Q&A's which, in my opinion, is essential in making occupational information both interesting and useful.

I hope you find both the *Green Careers Resource Guide* (e-book) and the new *Green Careers: Choosing Work for a Sustainable Future* book to be helpful. Please let others know about both resources by directing them to my website.

Regards,

Jim Cassio

www.cassio.com

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What is a Green Career?

If you asked me four years ago “What is a green career?” - I would have said that green careers were for people with “green thumbs” – like gardeners, groundskeepers and landscapers. But today, green careers are associated with jobs that are environmentally friendly and responsible.

So what happened? Three different things converged a few years ago which really put life into the green movement as we know it today. Those three things included:

1. The devastation of Hurricane Katrina in 2005
2. Al Gore’s popular 2006 documentary on global warming, *An Inconvenient Truth*
3. A wave of respected scientists who made it clear that global warming was real

Before this convergence, the environmental movement had already made us aware of the damage we were doing to our planet and its species. Collectively, however, we were sleepwalking. The environmental debate left most of us in a skeptical or apathetic state. After the convergence, however, we were awakened from our slumber. Suddenly the masses were going green – even if a lot of it was more talk than action. And, with our newfound interest in being eco-friendly and responsible, came an interest in jobs and careers that matched those values. Values like:

- Environmental protection and preservation
- Sustainable design, development, and business practices
- Use of clean and renewable energy
- Clean technology (clean tech)
- Organic and natural products

So a green career is when your jobs reflect those types of values. For example:

Environmental protection and preservation	Those who protect and preserve nature, including our forests, our oceans, our wildlife, and our public lands
Sustainable design, development, and business practices	Those who bring sustainability values and education, and environmentally responsible planning to various organizations and groups
Use of clean and renewable energy	Those who work in clean and renewable energy industries, including solar and wind power
Clean technology	Those who work for businesses, including in manufacturing sectors, that have implemented clean tech and eco-friendly business practices
Organic and natural products	Organic and sustainable farmers and farm workers; Those who work for organic and natural food producers and eating places; Those who manufacture or sell clothing and accessories made from organic, natural and recycled material

Green careers also include:

- Entrepreneurs who start new organizations or reinvent old ones based on green values
- All jobs with employers who are genuinely committed to being green or sustainable

What is a Green Collar Job?

These days the term *green collar jobs* usually refers to skilled blue collar jobs that help the environment/planet. Sometimes the term is used interchangeably with green careers, but only when someone is applying a narrow definition of green careers. Green careers can include all types of jobs at all levels of education. In contrast, a green collar job typically refers to skilled jobs that don't require a college degree.

Some definitions of green collar jobs go even further – suggesting that they must be jobs that pay well, offer good benefits and working conditions, and provide good opportunities for career advancement.

Trivia: The first use of the term *green collar jobs* (as far as this author is aware) was from a 1999 book called *Green-Collar Jobs*, written by Alan Durning. The book was about the changing economic base of the rural Pacific Northwest, including topics such as timber extraction, sustainable forestry, ecosystem restoration, and tourism. This book did not define green collar jobs using the blue collar analogy.

What is a Sustainable Business/Organization?

There are many opinions and beliefs as to what it means for an organization to be considered sustainable. Perhaps the highest standard would be for an organization to achieve a Carbon-Neutral status. But perhaps a more reasonable way of defining a sustainable or green organization is to have the organization incorporate the following values into their everyday operations:

- Conserving energy
- Conserving water
- Preventing pollution
- Recycling
- Reducing waste
- Using renewable energy (when possible)

Where are the Green Jobs? What industries?

Although green jobs can be found in all industries, the majority of green jobs can be found in certain sectors of the following industries:

Advertising Services (Green)

Agriculture

Green sectors include:

- Sustainable/Organic Farms
- Sustainable/Organic Nurseries/Greenhouses
- Sustainable Aquaculture Farms/Fish Hatcheries

Alternative Fuel Vehicles

Green sectors include:

- Advanced Technology Vehicle (ATV) Manufacturers (hybrid and fuel cell technologies)
- Alternative Fuel Vehicle Manufacturers (vehicles designed to run on biodiesel, electricity, ethanol, hydrogen, natural gas and propane)
- Alternative Fuel Producers/Distributors/Retailers
- Alternative Fuel Vehicle Repair/Modification Services (technicians, first-responders)
- Alternative Fuel Vehicle Sales/Service
- Battery Manufacturers & Suppliers (for Alternative Fuel Vehicles)

Bicycles

Green sectors include:

- Bicycle Courier & Cargo Services
- Bicycle Manufacturers
- Bicycle Sales & Service

Biotech/Life Sciences

Green sectors include:

- Blue Biotechnology (marine and aquatic applications)
- Green Biotechnology (agricultural applications)
- Red Biotechnology (medical applications)
- White Biotechnology (industrial applications)
- Bioeconomy (investments and economic output)

Clean Tech

While “Clean Tech” is often used to describe a select group of industries, it is actually a reference to the clean technologies and eco-friendly business practices used in various industries in order to dramatically reduce the use of natural resources as well as the output of emissions and wastes.

Cleaning & Janitorial Services (Green Cleaning)

Clothing & Accessories (Organic/Natural/Recycled Material)

Green sectors include:

- Design
- Manufacturing
- Wholesale
- Retail

Ecotourism

Engineering Services

Green sectors include:

- Chemical
- Civil
- Construction Management Services
- Energy
- Environmental
- Land Planning
- Manufacturing/Production
- Surveying
- Transportation

Environmental Services

Green sectors include:

- Carbon Trading & Offsets
- Emissions Control Services
- Energy Auditing Services
- Environmental Consulting Services
- Environmental Health & Safety Services
- Environmental Monitoring/Compliance Services
- Hazardous Materials (HazMat) Services
- Environmental Engineering Services – see *Engineering Services*

Food Processing/Manufacturing (Natural/Organic Food Products)

Food Services (Natural/Organic Foods Eating Places)

Geography & GIS Services (Green)

Government Agencies

Green sectors include:

- Federal – *e.g. Army Corps of Engineers; Bureau of Land Management (BLM); Centers for Disease Control and Prevention (CDC); Department of Energy; Environmental Protection Agency; Fish and Wildlife Service; Forest Service; Geological Survey (USGS); National Oceanic and Atmospheric Administration (NOAA); National Park Service; Natural Resources Conservation Service (NRCS)*
- State – *e.g. Agriculture and Food Safety; Coastal Zone Management; Community and Economic Development; Emergency Services; Energy; Fisheries and Wildlife Protection; Parks and Recreation; Planning; Pollution Control and Prevention; Public Health; Water Resources*
- Local (cities, towns, counties, special districts) – *e.g. Air Quality Management; Conservation/Park Land Management; Electricity; Green Building; Green Business; Public Transportation; Recycling; Regional Planning; Waste Management; Water and Wastewater Treatment*

Green Building, Sustainable Design & Energy Efficiency

Green sectors include:

- Architectural Services
- Building Maintenance, Repair and Weatherization Services (including Handyman Services)
- Building Materials (Manufacturers, Suppliers and Retailers of Sustainable Building Materials)
- Building Performance Contractors
- Electrical Contractors
- Energy Efficiency Companies
- ESCO (Energy Service Companies)
- Furniture/Cabinet Makers (using environmentally certified/recycled wood)
- General Contractors
- HVAC (Heating, Ventilation and Air Conditioning) Contractors
- Interior Design Services
- LEED/Green Building Planning/Consulting Services
- Lighting Systems Design and Installation Services
- Plumbing Contractors
- Roofing Contractors
- Salvage & Deconstruction Services
- Solar Energy Systems Contractors
- Water/Wastewater Services (private conservation, treatment and collection)
- Other Specialty Contractors (stone, cement)

Investment Services (Sustainable/Socially Responsible Investing – aka SRI)

Journalism & Publishing (Green/Sustainable)

Landscaping & Habitat Restoration Services

Green sectors include:

- Arborist/Tree Services (certified)
- Gardening/Landscape Maintenance Services
- Habitat Restoration Services
- Landscape Architectural Services
- Landscape Contractors

Legal Services (Environmental and Land Use Law)

Natural Sciences Consulting Services

Specialties include:

- Atmospheric and Space Scientists
- Biochemists, Biophysicists, and Toxicologists
- Chemists and Forensic Toxicologists
- Environmental Scientists
- Epidemiologists
- Foresters and Forest Pathologists
- Geoscientists, Environmental Geologists, Hydrogeologists, and Marine Geologists
- Hydrologists and Water Resources Managers
- Microbiologists and Environmental Health Microbiologists
- Physicists and Health Physicists
- Soil and Plant Scientists
- Soil and Water Conservationists
- Zoologists, Wildlife Biologists, and Marine Biologists

Nonprofit Organizations (Green/Environmental)

Pesticide Services (Natural/Organic)

Printing (Green/Sustainable)

Public Relations Services (Green)

Recycling (Green)

Green sectors include:

- Electronics (cell phones, computers)
- Glass
- Metal
- Paper
- Plastics
- Textiles

Sad Fact: While recycling is one of the basic fundamentals of being green, many recycling companies are not green due to inefficient processes and GHG (greenhouse gas) emissions.

Renewable Energy

Green sectors include:

- Biomass
- Solar Energy Systems Manufacturing
- Solar Energy Systems Sales, Installation and Service
- Solar Power Plants (Utility Scale)
- Wind Turbines Manufacturing
- Wind Turbines Sales, Installation and Service
- Wind Farms (Utility Scale)
- Also small hydro/marine power and geothermal power

Utilities (Committed to Clean Energy and Energy Efficiency)

Green sectors include:

- Electric Power Generation, Transmission & Distribution
- Natural Gas Distribution
- Water Treatment

Other – Misc. Retail (Green/Sustainable/Organic Products)

Includes:

- Crafts/Artwork Made by Third–World Artisans
- Gardening Supplies
- Recycled, Reclaimed and Earth–Friendly Products
- Outdoor Apparel/Equipment
- Scooters

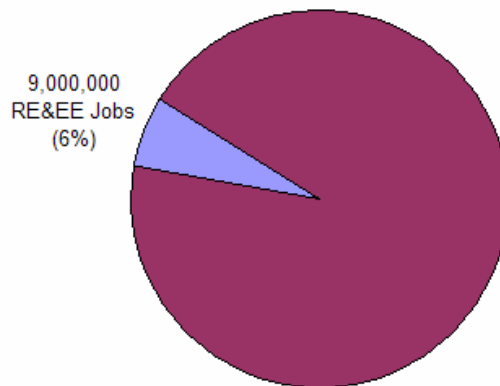
Where are the Green Employment Statistics?

Much of our green employment is in new and emerging industries and occupations. Therefore our traditional data sources aren't able to provide us with relevant employment statistics. However, there have been various attempts to estimate the employment and economic contributions of the new green economy and its various subsets. For those who love data, the most comprehensive listing of these national and regional studies can perhaps be found on the website of the California Employment Development Department's Labor Market Information Division: www.labormarketinfo.edd.ca.gov

Under the 'Most Popular Data' menu, select 'Understanding the Green Economy.'
Now look for the 'Digest of Green Reports and Studies' and then start by selecting 'Index to the Digest' which is a regularly updated PDF document that functions as a research bibliography.

The most significant work to-date for estimating green employment and economic contribution is perhaps by Roger H. Bezdek, commissioned by the American Solar Energy Society (ASES). Bezdek's work (in two reports thus far) specifically studies two industry clusters characterized as Renewable Energy (RE) and Energy Efficiency (EE). Bezdek's work is the first to identify a comprehensive set of industries (within those RE&EE clusters) and to reasonably estimate their employment and economic contributions to what might be called the green sector of the economy. Based largely on Bezdek's work, you can see from the pie chart below that about 6 percent of all jobs in 2007 would be considered RE&EE jobs. That's 9 million out of a total of (approximately) 150 million jobs across all industries.

150 Million Jobs in the U.S. in 2007



Does that mean that there were 9 million green jobs in 2007?

No. It means there were *more* than 9 million green jobs. That's because RE&EE industries (and jobs) comprise only a portion of the whole green economy (see *Where are the Green Jobs?*). Also keep in mind that any serious study of the green economy is going to count jobs that may not be considered *green jobs* by their workers or employers. For example, Bezdek counts all jobs associated with "insulation," but only a small percentage of the jobs associated with machinery manufacturing. This is reasonable for a study of the green economy, but can leave job seekers and others wondering why they don't see greater evidence of those millions of green jobs.

Why Occupational Research?

One cannot choose what one does not know, and many occupations are unknown to most of us. One may stumble into an appropriate occupation by sheer luck, but the wise choice of an occupation requires information about what occupations are available, what they require, and what they offer.

-Robert Hoppock

Occupational research is about getting answers to questions, and sometimes about learning what questions to ask. Occupational research is critical when you're exploring your career options, because it will a) increase your awareness of interesting career possibilities that you hadn't previously considered, and b) help you make informed decisions and realistic career plans. But occupational research is not only for career explorers. Virtually everyone needs to do some type of occupational research at various times in their lives – although they may not recognize it as *occupational research* per se.

For example, if you have ever looked into an occupation to find out its education requirements or how much it pays, then you've done occupational research.

If you've ever looked at employment statistics to see whether an occupation has any local jobs, you've done occupational research.

If you've ever gone to a career counselor or visited a career center, chances are you were encouraged to read about one or more occupations. They may have pointed you to a book, library, website, or software program.

The need to do occupational research may happen once in your lifetime, or once a year, or once a week.

Constructing a resume or preparing for a job interview benefits greatly from occupational research. Even an informal chat with your boss about your future career options would benefit from some prior occupational research.

Passive research generally means reading (and perhaps watching career videos).

Active research ranges from doing informational interviews (with people who are knowledgeable about a given occupation or industry) to doing volunteer work (to gain insight and experience).

What are the Best Resources for Occupational Research?

That depends on what (exactly) you're looking for, as there are dozens and dozens of good choices, including books, research data, and various types of websites with resources to help you. If you're reading the *Green Careers Resource Guide*, presumably you're looking for information on green jobs, or information on the occupations that can lead to green jobs. In that case, you may want to consider getting a copy of a new book entitled *Green Careers: Choosing Work for a Sustainable Future*. Of course, I'm biased since this is my own book (along with co-author Alice Rush), but where else are you going to find a career guidance book that is up-to-date, easy-to-read, wide-ranging in its scope of green careers, and comprehensive in its content?

There are a handful of other recently published books on the subject of green and environmental careers, but none of them profile as many occupations with the same breadth and depth, and none *also* include the real people Q&A's - which are essential in making occupational information both interesting and useful.



Green Careers: Choosing Work for a Sustainable Future is being published by New Society Publishers and should be on bookstore shelves by Spring 2009. If you can't find it in your favorite bookstore, please check www.cassio.com.

Are you wondering how this free *Green Careers Resource Guide* compares to the new book - besides the difference between free and \$20? It is true that almost all of the material in this resource guide (e-book) can also be found in the new paperback book. But the book has about 300 pages of content that isn't in the resource guide - namely comprehensive career profiles that address 90 different occupations, including Q&A interviews with 65 people who work in those job/career fields. Ideally, you would use the book for that rich occupational content, but use the resource guide for the most up-to-date resource descriptions and links.

Online Resources

There are three occupational information resource websites that can be easily recommended:

O*NET OnLine - <http://online.onetcenter.org>

O*NET (America's Occupational Information Network) contains information on hundreds of cross-occupation and occupation-specific descriptors (e.g. various knowledge, skills, abilities, work activities, values, etc) for about 1,000 different occupations. The database is continually updated by surveying a broad range of incumbent workers from each occupation.

Occupational Outlook Handbook (online edition) - www.bls.gov/oco/

The OOH includes information about the nature of work, working conditions, training and education, earnings, and job outlook for hundreds of different occupations. The OOH is updated every two years, along with its companion publication, the *Career Guide to Industries*. The current 2008-2009 edition was released in December 2007 and includes employment projections for the period 2006-2016. The next edition is expected in December 2009. The online edition of the OOH includes the same content as the print edition.

CareerOneStop - www.careeronestop.org

CareerOneStop is a system of websites that offer career resources and workforce information to job seekers, students, businesses, and workforce professionals. It includes two principal elements:

1. **America's Career InfoNet** – www.careerinfonet.org – designed to help individuals explore career options and to make informed employment and education choices. This site features user-friendly occupation and industry information, salary data, career videos, education resources, self-assessment tools, career exploration assistance, and other resources.
2. **America's Service Locator** – www.servicelocator.org – designed to connect individuals to employment and training services available at local One-Stop Career Centers throughout the U.S. This site provides contact information for a range of local work-related services, including unemployment benefits, career development, and educational opportunities.

*Tip for Veterans: Another excellent CareerOneStop website is **Key to Career Success** – www.careeronestop.org/militarytransition/ – designed to provide career information and work-related services to help veterans and military service members successfully transition to civilian careers.*

All of these occupational information resource websites are U.S. Department of Labor sites which use DOL data. Each site has its advantages, but all include occupational descriptions, wages, education/skill requirements, etc. O*NET goes the deepest in terms of knowledge, skill and ability information. The Occupational Outlook Handbook is the most readable, and probably the most appropriate for high school students. CareerOneStop uses the largest number of data sources and allows you to create customized occupational profiles.

For all of these and other occupational information resource sites, the ability to find useful information on green job types often depends on whether the jobs are linked to a traditional occupation (as defined by the Standard Occupational Classification system). If so, then these and other sources likely have data for the occupation in question – even if very little of it is green-centered. But if the occupation is not defined by the SOC (such as solar energy-related occupations), then it is not likely that you will find useful data for that occupation on any of these DOL sites. In that case, you would look for career resource sites that are occupation- or industry-specific (see the section on Green Niche Job Boards and Online Career Resources).

What Occupations Can Lead to Green Jobs?

The short answer to that question is “Virtually all occupations can lead to green jobs.” But with all the jobs in our economy grouped into about 1,000 occupations, that does little to help guide people through the occupational research that is necessary for smart, long-term career planning. On the other hand, short lists such as the *hot green jobs*, or the *top 10 green careers* are useful for getting attention, but they are far too limited in scope to help most career explorers and job seekers identify their best individual choices. So the list of 100 (or so) occupations that follows is intended to give people an idea of the types of occupations that can lead to green jobs and green careers. However, this is not to say that these are *green occupations*. Traditionally, occupations have not been defined on the basis of the greenness of their jobs. So, to one degree or another, virtually all occupations can lead to both green jobs and non-green jobs. Take the occupation of attorney, for example. Most jobs for attorneys are not green. But there are green attorneys. Most of them work in environmental or land use law. There are also attorneys in non-green jobs who are personally green, but that doesn’t make their jobs green unless they can apply their green values to their jobs. But what about a corporate attorney who works for an organization that is committed to sustainability? The answer probably depends on the degree to which the organization is sustainable.

Another useful example is the occupation of environmental scientist. Most jobs for this occupation are green jobs – perhaps even the vast majority. But what about the environmental scientist who works for a strip mining company? Is that a green job? To make that determination, you would have to look at the nature and purpose of that individual job. Just looking at job titles is inadequate at best.

After reviewing this list of occupations, you may be wondering why a certain occupation wasn’t on the list. Omission of an occupation from the list doesn’t mean that occupation can’t lead to a green job. It’s just that those jobs are, generally, few and far between.

ENGINEERING & MECHANICAL CAREERS

- Automotive Master Mechanics, Including Alternative Fuel Vehicle Service Technicians
- Chemical Engineers, including Green Chemical Engineers
- Civil Engineering Technicians
- Civil Engineers, including Green Building, Irrigation/Reservoir, and Waste Management Engineers
- Conservation, Biological, and Agricultural Engineers
- Drafters and CAD Technicians
- Electrical and Electronic Engineering Technicians
- Electrical Engineering Technicians, including Photovoltaic, Wind, and Biomass Energy Technicians
- Electrical Engineers, including Recycling, Solar/Photovoltaic, Wind, and Biomass Engineers
- Energy Engineers

- Engineering Managers
- Environmental Engineering and Pollution Control Technicians
- Environmental Engineering Professors
- Environmental Engineers, including Ecological and Air Quality Engineers
- Machinists
- Materials Engineers
- Mechanical Engineering Technicians
- Mechanical Engineers
- Sales Engineers, including HVAC Systems
- Sales Engineers, including Solar/Renewable Energy Systems
- Solar Energy Systems Designers/Engineers
- Team Assemblers

ENVIRONMENTAL HEALTH & SAFETY CAREERS

- Environmental Health & Safety Engineers
- Environmental Health & Safety Technicians
- Hazardous Materials (HazMat) and Asbestos Abatement Workers
- Industrial Hygienists and Environmental Health & Safety Analysts/Managers

GOVERNMENT REGULATIONS & PLANNING CAREERS

- Construction and Building Inspectors, including Green Building Inspectors
- Environmental and Regulatory Compliance Inspectors and Specialists
- Urban and Regional Planners, including City/County, Environmental/Land Use, and Transportation Planners
- Urban and Regional Planning Aides, Assistants, and Technicians

GREEN BUILDING, SUSTAINABLE DESIGN & ENERGY EFFICIENCY CAREERS

- Architects, including Green and Natural Building Architects
- Building Materials Specialists/Sales Reps/Salespersons (green/sustainable building materials)
- Drafters and CAD Technicians
- Electricians
- Energy Auditors
- Green Building/Construction Cost Estimators
- Green Building/Construction Managers and Consultants
- Green Building and Energy Efficiency Trades Workers and Supervisors (multiple occupations)
- HVAC Service Technicians & Installers
- Interior Designers

GREEN BUILDING, SUS. DESIGN & ENERGY EFF. CAREERS - CONTINUED

- Maintenance and Repair Workers, General
- Plumbers, Pipefitters, and Steamfitters
- Refuse and Recyclable Material Collectors, including Recycling Technicians
- Roofers
- Solar Energy Systems Service Technicians
- Solar Energy Systems Installers/Technicians
- Solar Energy Systems Installation Supervisors/Project Managers

GREEN BUSINESS & ENTERPRISING CAREERS

- Accountants, including Environmental Accountants
- Buyers and Purchasing Agents/Managers
- Financial Analysts, including Sustainability and Sustainable Investment Analysts
- Green Entrepreneurs and Consultants
- Marketing Managers, including Environmental Marketing Specialists
- Sales Representatives, including HVAC Salespersons
- Sales Representatives, including Natural/Organic Products
- Sales Representatives, including Solar/Renewable Energy Systems
- Vehicle Salespersons, including Alternative Fuel Vehicles

GREEN EDUCATION, COMMUNICATION & LAW CAREERS

- Customer Service Representatives, including Energy Efficiency Specialists
- Health Educators, including Environmental Health Educators and Sustainability Coordinators
- Health Specialties Instructors, including Environmental Health Education Instructors
- Lawyers, including Environmental and Regulatory Attorneys
- Public Relations Specialists, including Environmental/Sustainability Specialists
- Reporters and Correspondents, including Green Journalists
- Sustainability Coordinators
- Travel Guides, including Ecotourism Guides and Operators

LANDSCAPING CAREERS

- Drafters and CAD Technicians
- Landscape Architects, including Habitat Restoration Specialists
- Landscaping and Groundskeeping Workers (Eco-Friendly)

NATURAL & LAND RESOURCE MANAGEMENT CAREERS

- Fish and Game Wardens, including Wildlife Officers
- Park Naturalists, including Park Rangers and Interpreters
- Range Managers, including Natural Resource Managers

NATURAL SCIENCES CAREERS

- Atmospheric and Space Scientists, including Air Analysts, Environmental Meteorologists, and Climatologists
- Biochemists and Biophysicists, including Toxicologists and Ecotoxicologists
- Biological Technicians, including Environmental and Wildlife Technicians
- Chemical Technicians, including Environmental and Green Chemical Techs
- Chemists, including Environmental and Green Chemists and Forensic Toxicologists
- Earth Sciences Professors (multiple occupations)
- Environmental Science Technicians, including Lab Techs and Air Pollution Auditors
- Environmental Scientists, including Environmental Researchers, Analysts, and Investigators
- Epidemiologists, including Environmental Epidemiologists
- Forest and Conservation Technicians, including Soil Conservation and Biomass Technicians
- Forest and Conservation Workers, including Conservation and Reforestation Aides/Workers
- Foresters, including Environmental Protection Foresters and Forest Pathologists
- Geoscientists, including Environmental Geologists, Hydrogeologists, and Marine Geologists
- Hydrologists, including Environmental Hydrologists and Water Resources Managers
- Microbiologists, including Environmental and Public Health Microbiologists
- Physicists, including Health and Atmospheric Physicists
- Soil and Plant Scientists, including Agronomists
- Soil and Water Conservationists, including Ecologists and Erosion Specialists
- Tree Trimmers and Pruners, including Arborists
- Water Treatment Plant Operators
- Zoologists and Wildlife Biologists, including Marine Biologists

PHYSICAL GEOGRAPHY CAREERS

- Geographers, including Physical and Geographic Information Systems (GIS) Geographers
- Physical Geography Professors, including Geographic Information Systems (GIS) Instructors

SUSTAINABLE AGRICULTURE CAREERS

- Agricultural Science Professors, including Organic and Sustainable Agriculture Specialists
- Agricultural Technicians, including Organic and Sustainable Ag Techs
- Aquacultural Managers, including Sustainable Aquaculture Farm and Fish Hatchery Managers
- Farmers and Ranchers, including Organic and Sustainable Farmers and Ranchers
- Farmworkers, including Organic and Sustainable Farm and Ranch Workers
- Nursery and Greenhouse Managers, including Organic and Native Plant Specialists

Tips for Doing Informational Interviews

Informational interviews are an important, if not critical, part of the occupational research process, as well as the job search process. This is when you spend 15-30 minutes asking questions of someone who has the knowledge and experience necessary to provide good information about a job, career field, employer, or industry. It could even be about how to get a job in a specific industry, or with a specific employer. Or it could be specifically about a training or education program, or an internship or apprenticeship program. Informational interviews are initiated by the interviewer (you) and can be done face-to-face, or they can be done by phone. Sometimes they can even be done by email.

Tip: Don't start your occupational research by doing an informational interview. People are too busy. Do everyone a favor (including yourself) and start by doing some book or computer/internet research. You will get more out of your informational interviews if you have already done some homework before taking up someone else's valuable time.

How do you find someone with which to conduct an informational interview? There are several options here. One is to talk to your teacher, instructor, professor or counselor - or others in your network of friends, family and colleagues - and ask if they know of someone who would be good for you to interview. Be as specific as you can in terms of what occupation or industry you want to learn more about. That way, you minimize the chance of wasting anyone's time in the process.

Another option is to talk to a prospective employer and simply ask them:

"I'm interesting in getting into x field/profession/industry. Do you know anyone in this field that I could ask to do an informational interview with me?"

If you're in occupational research mode, you're more likely to want to interview someone who works in the occupation. If you're in job search mode, you're more likely to want to interview someone who supervises or makes the hiring decisions for that job. Sometimes you'll get referred to a human resources manager for that employer. If they agree to do an informational interview with you, they may or may not turn out to be the right person to answer your questions. But even if they aren't the right person, a brief interview with him/her may then result in you getting connected with the right person. Often the HR department is where everyone is referred when they have employment- or career-related questions.

Yet another option is to contact the professional association aligned with that specific career field and ask them for assistance. They may even have a list of association members who have indicated an interest in helping/advising prospective entrants to their profession. They may also have career information on their website; it would be good to check for that prior to asking them for a referral for an informational interview.

Also, be sensitive to the fact that if you approach someone for an information interview while they're working (on the job), they may have a difficult time saying yes to your request if they feel that they shouldn't be taking time out for that sort of thing while at work. Simply suggest scheduling a good time that is convenient for them (for the interview).

The ideal situation is to find someone in your local area so that your informational interview can be done in person. But the second best option is to do the interview by phone. Although email is a popular way of communicating, email doesn't lend itself to the kind of question and answer exchange that characterizes a good informational interview.

Just like each job you apply for deserves a custom-tailored resume, each informational interview you conduct deserves its own set of relevant interview questions. So, after you've done your homework, prepare a list of questions to use for the interview. You may find the following questions helpful in giving you some ideas for your own questions:

- How did you get into this field? What work history led you to this type of career?
- What is your training and education? What training/education would you recommend for me?
- What is a typical day/week like? What are your three most common/frequent tasks?
- What do you like most about your job? What do you like least about your job?
- What would be a high/low income range for this job in this type of industry?
- What are the critical skills needed to exceed in this career field? How are they acquired?
- What are your organization's most pressing, significant and immediate goals?
- What obstacles are getting in the way of achieving these goals?
- What professional association do you recommend joining?
- Who else would you recommend I talk to for learning even more about this occupation?

Try not to ask any question that they may have already answered within their response to a previous question. In other words, listen carefully and be engaged in the interview. Practice interviewing if you don't have much experience at it.

Avoid yes/no questions - unless yes or no is all you need to know.

If you ask a question and they give you an extremely short and inadequate response, it is sometimes effective to let a few seconds of silence go by. This is an old interviewer's trick, as the person being interviewed will usually volunteer additional information after a few seconds of silence. However, after about 5 seconds of silence, you might try rephrasing the question.

Take notes. Record the interview if possible. But don't let either get in the way of your interview (i.e. become a distraction).

Don't take up much of their time telling them about you unless they are clearly interested (as evidenced by them asking you direct questions). Spend your time asking them about them, their job, their employer, or their industry.

It is good courtesy and a nice sign of respect to follow up with a handwritten thank-you note for everyone you interview. Remember: They gave you some of their valuable time without asking anything in return. If possible, let them know specifically how they may have helped you. Try to keep in touch with them if you do proceed on a similar career path. (This is called networking!)

How many informational interviews should you do? That depends on many factors. For a given occupation, one could be enough, or a half-dozen could be inadequate. To maximize the validity of your results, you may want to do at least 2-3 interviews for each occupation that you are seriously considering for your career. Your first interview may turn out to be someone who is disgruntled, and they may paint a “gloomy” picture of a perfectly good profession. By interviewing 2-3 people, you’ll get a more representative perspective and be better able to determine the best direction for you.

Green Job Hunting Strategies and Resources: *Jobs that are Advertised*

The vast majority of employers now advertise their jobs online; however, it's still possible that your dream job can only be found if/when you look online *and* offline. The listing for your dream job may appear in a newspaper (usually a Sunday edition) without also appearing in the online edition. It may be listed in the printed journal of a professional or trade organization. It may be posted on the wall at a union hall or a postsecondary school, or it may be sitting on someone's desk at a local employment agency/office. It may also be one of many jobs that aren't advertised (see the following section on *The Hidden Job Market*).

Can you find a job by utilizing only online job search resources?

Of course, and many people do just that. But why limit your chances of finding the best possible job? Why not expand the possibilities and then focus on the best choices? You will expand the possibilities if you conduct your job search in both the online and offline worlds (as well as utilize the hidden job market).

What about job and career fairs?

These have become important events for the recruiters of many organizations who see them as an opportunity to meet large numbers of potential employees. If the employer representative is not too busy, this can also be a great opportunity to talk in more detail about the types of jobs they offer, the hiring requirements, and the best job hunting strategies for that particular employer. Job and career fairs are sponsored by all kinds of organizations, including chambers of commerce, schools, employment agencies, government agencies, nonprofit community-based organizations, and private corporations. They are usually advertised in the local media, but there is no single source you can use to find out about all of them.

Online job resources can be grouped into the following categories:

- Niche job board sites that specialize by career field or industry
- General purpose job boards (e.g. Monster, Yahoo! HotJobs, CareerBuilder, etc)
- Search engines for jobs (e.g. Indeed, Simply Hired, FlipDog, etc)
- Niche job board sites that specialize by geography (e.g. cities, counties, metropolitan areas)
- Job boards on individual employer's websites
- Professional or trade association websites that include job boards

According to a recent job board survey with more than 1,500 job seekers, when asked "In general, which job boards are most helpful?" – the responses were:

- 37% said niche sites that specialize by career field or industry;
- 36% said general purpose job boards;
- 11% said search engines for jobs;
- 7% said niche sites that specialize by geography;
- 5% said job boards at employers' sites; and
- 4% said association sites with job boards.

Job boards have much in common as they usually offer the same features to job seekers:

1. The ability to post resumes for employers to find
2. The ability to do your own search for current job openings
3. A resource center giving news and advice to help you with your job search

The vast majority of job boards offer these services free to job seekers – usually requiring only that you set up an account. Some sites will charge job seekers for bulk resume postings and/or for other premium services. But don't automatically rule out any subscription-based websites until you've checked them out. Some, like Green Career Central, will give you a free trial if you ask for it.

Top general purpose job boards:

- Monster.com – www.monster.com
- Yahoo! HotJobs.com – <http://hotjobs.yahoo.com>
- CareerBuilder – www.careerbuilder.com

Even though there has been a massive consolidation of general purpose job boards over the last decade, there remain hundreds of these job boards across the nation. The three listed above are consistently ranked at the top of most “Best Job Board” lists. Each of these sites serve as repositories for huge numbers of job listings posted by employers.

Another job board that deserves mention here is Craigslist. Most people don't think of Craigslist as a general purpose job board because it is decentralized into about 450 Craigslist websites in 450 different cities around the world. Craigslist also doesn't offer all three job board features described above. But in terms of its sheer number of job postings (on all its sites combined), Craigslist would probably rank as the top employment site on the web.

- Craigslist – www.craigslist.com

What about Green Job Boards?

Absolutely! There are dozens that are worth looking at, and perhaps more - depending on your industry or profession. See the section called *Green Niche Job Boards and Online Career Resources*. Keep in mind that there are general green niche sites (for all/many types of green jobs and careers), and then there are those that are industry or occupation specific.

How many job boards do the experts suggest using?

Whatever number and type of job boards you end up using, remember that experts consistently suggest using several of them. How many is several? That depends on you and your ability to remain organized (if you try to use too many, you can easily end up overwhelmed and frustrated). Use as many as you can handle.

What about Job Banks?

The first job board to reach one million job listings (at one time) was America's Job Bank. However, that site was closed in 2007 by its sponsor (the U.S. Dept. of Labor) because of "duplication of services" (i.e. the growth of the private job board industry). Nevertheless, each state continues to operate its version of America's Job Bank. See www.jobbankinfo.org to find the Job Bank for your state.

What about local/regional job boards?

These sites are often community-based or sponsored by the local workforce development consortium. To find out if a local job board exists in your area, check with your local One-Stop Career Center. (You can also try a Google search, but there are no reliable key terms for finding a local job board.) There are thousands of One-Stop Career Centers around the country, and at least one in every county, and sometimes several in a single city. Unfortunately, they seem to be called something different in every region, and not all are even called "career centers" (despite the fact that they *are* career centers). To find your local One-Stop Career Center (or other employment related resource), visit www.careeronestop.org/PeoplePlaces/PeoplePlaces.aspx

Join a job club? Green drinks, anyone? Do an internship?

Green Job Club: While visiting your local One-Stop Career Center, you might as well find out what information and services they can offer you! They might even sponsor a green job seeker's group that could be very helpful to you. Such "job clubs" give members an opportunity to get together on a regular basis to share information and job leads with other people looking for similar jobs, or jobs in similar industries. Job clubs often feature guest speakers and generally provide a very cooperative and educational environment for their members. If your local One-Stop Career Center doesn't have a green job club, ask them to start a sign-up list to see how many people would be interested in participating in such a group.

Green Drinks: There is a nationwide network called Green Drinks that serves as a social network for green and environmental people – with or without green jobs. Every month in cities all across the nation (and elsewhere), people meet up at informal sessions known as Green Drinks. Just ask, "Are you green?" and they will look after you and introduce you to whoever is there. It's a great way of catching up with people you know and for making new contacts. Everyone invites someone else along, so there are always new and different people to meet and talk to. Many Green Drinks groups also invite interesting and well-informed guest speakers. See the Green Drinks website to identify your local Green Drinks volunteer organizers: www.greendrinks.org

Internships: See Penny's Top Internship Sites on About.com for help in finding internships, including summer internships, fall internships, spring internships, paid internships, non profit internships, and internships abroad:

<http://internships.about.com/od/internsites/tp/internsites.htm>

Green Job Hunting Strategies and Resources: *The Hidden Job Market*

Is it best to look for jobs advertised online, offline, or neither?

Answer: All the above!

The Hidden Job Market refers to the vast world of job openings that get filled but are never advertised. While there are no statistics kept on this method of recruiting and hiring, many experts suggest that the Hidden Job Market accounts for at least half of all job openings. It is especially common among small employers who often find they can staff their business in whole or in part through word of mouth and/or referrals from employees who already work for them, supplemented with unsolicited job applicants. These employers learn to rely on referrals because it's easier, cheaper and, arguably, better. A common belief among employers who rely on referrals is that people tend to work harder when they are not only representing themselves, but also the person who helped them get the job.

Two ways to take advantage of the Hidden Job Market:

1. Utilize the information network between people and make it work to your advantage

Make it known that you're looking for work. This means network, network, network, and then network some more! Talk with your family members, friends, former supervisors and coworkers, and even new acquaintances to let them know you're looking for work. Be enthusiastic and positive. Briefly mention to each of them the kind of job you're looking for and why you'd be a good match for such a job. If you have the opportunity to do so, briefly mention a few of your skills or abilities that are relevant for this type of job. If you need a survival job, however, don't be too specific in identifying your job goal. (Even on your resume, there is always going to be a balancing act required as far as not being too specific or too broad in stating your job/career objectives.) Be sure they have a reliable way of reaching you if they hear or think of something. Leave them with your card or resume. Follow-up with them a week or two later to ask if they may have heard or thought of anything for you. (The real purpose of this follow-up contact is to remind them to keep you on their radar.) Don't become a pest, but also don't assume that mentioning it one time is all that's needed. People need to be reminded or they forget. Whenever someone tries to help, show your appreciation regardless of whether it works out or not. Simple thank-you notes are a nice touch. Remember that part time, temporary, freelance, and volunteer positions are excellent ways to network and gain valuable experience at the same time.

Depending on your skill set, a temporary staffing/placement firm can put you in several different worksite locations (temporarily) in just a few short weeks. Think of that as several opportunities to show someone you have what it takes. In a way, it's like getting paid for an interview. Temp jobs commonly lead to full-time employment if you can show that you have what they're looking for. Relevant volunteer work is especially important for green/sustainable employers. It shows that you are committed to being green and not just trying to greenwash your way into a job. If you find an employer that you really want to work for, you should consider all these options (including a volunteer position) for getting your foot inside their door. If none of these are possible, ask them what is possible. An informational interview? Job shadowing for a day? Applying at another location, or with a subcontractor?

2. Research and develop your own list of employers to pursue

There are many ways to develop such a list, depending on your needs and interests. Here is one way: Start by identifying your geographic area so that you can stay focused on the possibilities within your area. To do this, you'll need to carefully consider the transportation issue (to/from work) and whether you are interested in relocating. Next, try to decide whether you *need* to work for a green/sustainable employer. If you do, you'll need some way of identifying green/sustainable employers (in your area). This is not something you will find in the Yellow Pages, nor do you want to conduct a survey of 1,000 businesses to ask if they are eco-friendly. However, through one of many green/sustainable certification programs, there may be a list available to help you. Most are geographic area-based (e.g. local city or county); some are industry based (e.g. green restaurants). Or, depending on your geographic area and the type of employers you're looking for, there may not be any such list available (yet). In either case, it will help if you have an aptitude for research so you can learn more about your prospective employers in order to determine whether they would be a good fit for you. If your interest is more focused on the type of work rather than the type of employer, then you might consider identifying the industries that provide employment in your job interest area. Once you've identified the industries, you can then use one of many resources (ranging from the Yellow Pages to employer databases) to identify employers within those industries. How do you identify the industries? First, most sources of occupational information will include some details on the types of employers that provide the jobs (types of employers = industries). The U.S. Department of Labor also has a useful website for this purpose: www.bls.gov/emp/home.htm Look for the National Employment Matrix. Here you can either search by occupation, to see what industries provide the jobs, or search by industry, to see what occupations they provide employment in. (Note: this resource is most useful for traditional industries and occupations, and less useful for new and emerging fields.) Once you've identified your target industries, you can use whatever source of employer listings you're already familiar with, or you can check with your local library or career center and ask a professional for help. Your task here is to identify employers within the industries on your list. This process will require some work on your part, so don't expect it to be easy. Once you have your list, start with a search of the employer's website. If your list doesn't have their website address, a Google search with the employer's name and location (city) usually produces the website address. Lots of employers, however, use multiple organization names and/or have multiple locations, so this is not always an easy process. There are also plenty of employers who don't have websites, or who no longer maintain them. (Nevertheless, don't automatically rule out a potential employer just because they don't have an online presence!)

Once you've researched the employer through their website, you will likely do one of the following:

1. Cross them off your list (if you determine they won't be relevant in your job search);
2. Apply for a job through their website;
3. Contact them by phone or in person to see how and where they list their jobs, and how they recruit for the type of position you are interested in.

Even if it is possible to apply for a job through their website, it might still be a good idea to try #3 before you apply. You may avoid a mistake, or learn of some advantage that can be applied when you submit your online application.

Green Niche Job Boards and Online Career Resources: *General Sites*

Care2.com - www.care2.com

Care2 launched in 1998 and has grown to become a substantial “green lifestyle” website which seeks to make it easy for everyone to live a healthy, green lifestyle and to impact the causes they care about most. Care2 claims to have more than 50 employees and 9 million members, including 400 nonprofit partners. The Care2 JobFinder is powered by the job search engine, Simply Hired.

Clean Edge Jobs - <http://jobs.cleannedge.com>

Clean Edge is a clean tech research and publishing firm founded in 2000. Clean Edge Jobs is a new job website for clean-tech job seekers and employers.

Clean Loop - www.cleanloop.com

CleanLoop is a new clean tech job board and news site launched in 2008 by VentureLoop, which claims to be the worldwide leader in job postings focused on venture-backed companies.

CleanTech.org - www.cleantech.org

CleanTech.org is a portal for energy and environmental technology commercialization (clean tech) and includes a job board. It was founded by Jane Capital Partners, a merchant bank based in San Francisco, California that specializes in clean tech commercialization.

CoolWorks.com - www.coolworks.com

This website is about helping you find a seasonal job or career in a great place, such as a National or State Park, a ski resort, a theme park; or with one of the many state conservation corps or national conservation corps. Note that only *some* of their jobs would qualify as “protecting the environment.” The site includes a privacy policy. CoolWorks.com is based in Gardiner, MT.

Cyber–Sierra's Natural Resources Job Search - www.cyber-sierra.com/nrjobs/

Very helpful resource for job seekers created and maintained by Jean Saffell – originally to help her husband find a job in the environmental field!

EcoEmploy.com - www.ecoemploy.com

This environmental job board website is owned by David R. Brierley, an Environmental Analyst based in Malden, MA. The site includes a privacy policy and job seeker registration is not required. Includes a good list of links.

EnviroNetwork - www.environetwork.com

EnviroNetwork claims to be the web's leading environmental job board. However, the troubling thing about this site is that it lacks any disclosure information. It doesn't tell you who owns or operates it, and it provides no privacy policy or terms of use document. A check of the domain name registration indicates that the site is owned by Naturalist.com, Inc., based in New York, NY. This company operates a network of websites featuring news, job postings, product offerings (including weight-loss products), resources, and other content related to ecology, wildlife, and the environment.

Environmental Career Opportunities - www.ecojobs.com

ECO is an environmental job board website operated by Betty and Dan Brubach, based in Charlottesville, VA. Without a subscription, you can access 100 current job listings on their website. If you subscribe to their service (for less than \$1/day), you get 500 current job listings every two weeks. Registration is not required for non-subscribers.

Environmental Expert - www.environmental-expert.com

Environmental Expert claims to connect over 500,000 environmental industry professionals (from around the globe) to more than 11,400 companies that hire them. In a test search for environmental engineer job listings (in the US), results showed an impressive total of almost 100 jobs currently posted. However, a closer look at the job listings indicated that most of those were not actually for environmental engineer – which was the search term used. Even though the site’s job search tool does not work as efficiently as one might expect, the site is a rich source for industry-related information and resources, including publications, events, articles, and news. The site includes privacy policy and terms of use documents. Job seeker registration is not required, but you will need to provide the equivalent information if you try to apply for any of the jobs they have listed. Environmental Expert is based in Madrid, Spain.

Environmental-Jobs-Online - www.environmental-jobs-online.com

This website is actually a “portal” to WorkTree.com – a membership (fee) based job search site. WorkTree.com claims to be the largest job search portal in the world, but its fee-based approach makes it somewhat unusual – as job seekers are generally given free access to job listings while employers pay to post their job listings. On the other hand, the fees are actually quite minimal, so if WorkTree.com has found a way to add value that exceeds the competition (such as Monster.com), then they may be offering a fair deal to green career seekers.

Green Career Central - www.greencareercentral.com

If you’re looking for a green career, career counselor and author Carol McClelland created this subscription-based site to provide you with the guidance and support you need to match your passion for the environment, your skill set, and your experience. It includes tools to help you plan your career, find a job, and manage and advance in your career. McClelland is the author of *Your Dream Career for Dummies*.

Green Careers Center - www.environmentalcareer.com

The Green Careers Center operates EnvironmentalCareer.com and publishes the *Green Careers Journal*. 2009 marks the 14th year of operation for this environmental job board website. The site is owned by the Environmental Career Center, based in Hampton, VA, and its founder is John Esson. The site includes a privacy policy and job seeker registration is not required.

Green Dream Jobs - www.sustainablebusiness.com/jobs

Environmental job board website owned by SustainableBusiness.com, based in Huntington Station, NY. They also publish a monthly newsletter called the *Progressive Investor*. The site includes a privacy policy and job seeker registration is not required. The site also includes an excellent list of links.

Green Gigs - <http://greengigs.blogspot.com/>

This site is a niche within a niche. Created by Lori Stewart for those interested in virtual green/environmental jobs (where the work can be done at home).

Green Jobs Network - www.greenjobs.net

Offers a green job board, a green job e-mail list, a green collar jobs blog, and listings of green career events, other green job boards, and green recruiters.

GreenBiz.com - www.greenbiz.com/jobs

GreenBiz is a media company with a mission: To be the leading information resource on how to align environmental responsibility with business success. The site is owned by Greener World Media, Inc., based in Oakland, CA. The site includes a privacy policy and job seeker registration is not required.

GreenCareers (MonsterTRAK) - www.monstertrak.com/green_careers/

Monster.com started this new service in late 2007 in collaboration with ecoAmerica and the Environmental Defense Fund. They promote GreenCareers as the first service exclusively designed to promote the availability of green jobs for college students and recent graduates. It has an advice section with tips for job seekers, a green opportunity section that explains what a green career is, and it offers news on this emerging area of employment, including links & resources.

Land Trust Alliance - www.lta.org

The Land Trust Alliance is the national association that represents more than 1,600 land trusts across America. Their “Alliance Jobs” page may be a bit hard to locate, but this would be a good place to search for administrative positions with land trusts and related organizations.

National Registry of Environmental Professionals - www.nrep.org

The NREP is a registry that seeks to provide legal and professional recognition of individuals possessing education, training and experience as environmental professionals. Their website does include a “Job Bank,” although it has a very small number of job listings. The site does not include privacy policy or terms of use documents for non-registrants; however, job seeker registration is not required and non-registrants are able to access the job listings. The site also offers a “Recruiters” page with a listing of recruitment or headhunting firms that specialize in serving environmental professionals.

National Wildlife Federation - www.nwf.org

Use this website to learn about jobs, internships and volunteer opportunities with the National Wildlife Federation, whose revenues totaled \$115 million in 2006. Most of those resources are spent on programs that include conducting scientific, policy, and legislative research, educating the public on issues relating to wildlife conservation policy and legislation, and taking legal action against environmental polluters and violators that threaten wildlife and wildlife habitat.

The Nature Conservancy - www.nature.org/careers/

The Nature Conservancy has projects in all 50 states and in more than 30 different countries around the world. It employs people in a variety of jobs that protect the lands and waters that our plants, animals and natural communities need to survive.

New Scientist - www.newscientist.com

Environmental science news, blogs, and special reports from the website of *New Scientist* magazine. This site also has a job board called “New Scientist Jobs.” The site includes privacy policy and terms of use documents, and job seeker registration is not required.

North American Association for Environmental Education - www.naaee.org

Based in Washington D.C., NAAEE is a professional association for people involved in environmental education. Their website includes a job board called “EE Jobs,” which is a good place to search for jobs in the environmental education field. In addition, the NAAEE site is an excellent resource for identifying environmental–related education programs.

The Orion Society - www.orionsociety.org

The Orion Society is a non–profit organization based in Great Barrington, MA. Its mission is to inform, inspire, and engage individuals and grassroots organizations in becoming a significant cultural force for healing nature and community. They publish *Orion* magazine, which the Boston Globe calls "America's finest environmental magazine." The Orion Grassroots Network connects and empowers groups working for positive social and environmental change across North America and beyond. Orion’s Internship & Career Service has hundreds of job listings, internships, and AmeriCorps positions with members of the Orion Grassroots Network. The Orion Society also undertakes educational initiatives, including the Nature Literacy Series. Their job board does not include privacy policy or terms of use documents for non–members; however, job seeker registration is not required and non–members are able to access the job listings.

The School for Field Studies - www.fieldstudies.org

SFS is an international non–profit educational organization that provides environmental education and conducts research through its field–based programs. A small job board includes both academic/nonacademic job openings and internships in the U.S. and abroad.

TreeHugger - www.treehugger.com

TreeHugger describes itself as the leading media outlet dedicated to driving sustainability mainstream. With an impressive team of international writers, TreeHugger has become one of the most respected and visited environmental sites on the web in just 3 short years. In addition to the articles and the job board, TreeHugger offers green–themed blogs, weekly and daily newsletters, weekly video segments, and a weekly radio show. The site includes a privacy policy and job seeker registration is not required.

USAJOBS - www.usajobs.opm.gov

This is a website of the U.S. Office of Personnel Management and is the Federal Government's official one–stop source for Federal jobs and employment information.

Green Niche Job Boards and Online Career Resources: *Industry and Occupation Specific Resources*

Advertising Services (Green)

Resources and Associations:

- American Advertising Federation (AAF) – www.aaf.org
- American Association of Advertising Agencies (AAAA) – www.aaaa.org
- American Marketing Association (AMA) – www.marketingpower.com
- Career Guide to Industries: Advertising and Public Relations Services – www.bls.gov/oco/cg/cgs030.htm
- Sales & Marketing Executives International (SMEI) – www.smei.org

Agriculture

Resources and Associations:

- Agroecology Section, Ecological Society of America – www.esa.org/agroecology/
- American Fisheries Society – www.fisheries.org
- American Horticultural Society (AHS) – www.ahs.org
- American Nursery and Landscape Association (ANLA) – www.anla.org
- American Society for Horticulture Science (ASHS) – www.ashs.org
- American Society of Agricultural and Biological Engineers – www.asabe.org
- American Society of Farm Managers and Rural Appraisers – www.asfmra.org
- aquaculturejobs.com – www.aquaculturejobs.com
- Association of Environmental Engineering and Science Professors (AEESP) – www.aeesp.org
- ATTRA, National Sustainable Agriculture Information Service – www.attra.ncat.org
- California Native Plant Society (CNPS) – www.cnps.org
- Career Guide to Industries: Agriculture, Forestry, and Fishing – www.bls.gov/oco/cg/cgs001.htm
- Ecological Farming Association – <http://eco-farm.org>
- Global Aquaculture Alliance – www.gaalliance.org
- International Federation of Organic Agriculture Movements (IFOAM) – www.ifoam.org
- National Agricultural Library (NAL) – www.nal.usda.gov
- National Aquaculture Association (NAA) – www.thenaa.net
- National Campaign for Sustainable Agriculture – www.sustainableagriculture.net
- National FFA Organization – www.ffa.org
- National Sustainable Agriculture Information Service (ATTRA) – <http://attra.ncat.org>
- North American Fruit Explorers (NAFEX) – www.nafex.org
- Sustainable Agriculture Education Association (SAEA) – www.sustainableaged.org
- Sustainable Agriculture Research and Education (SARE) – www.sare.org
- U.S. Department of Agriculture (USDA) – www.usda.gov

Agriculture - Continued

- U.S. Trout Farmers Association – www.ustfa.org
- UC Santa Cruz, Center for Agroecology & Sustainable Food Systems – <http://casfs.ucsc.edu>
- United Farm Workers of America (UFW) – www.ufw.org
- World Aquaculture Society (WAS) – www.was.org

Alternative Fuel Vehicles

Resources and Associations:

- Career Guide to Industries: Motor Vehicle and Parts Manufacturing – www.bls.gov/oco/cg/cgs012.htm
- Electric Auto Association – www.eaaev.org
- Electric Vehicle Association of the Americas (EVAA) – www.evaa.org
- Fuel Cells 2000 from the Breakthrough Technologies Institute (BTI) – www.fuelcells.org
- Hybrid Cars & Alternative Fuels by Christine & Scott Gable – <http://alternativefuels.about.com>
- Hydrogen and Fuel Cell Job Board – www.hydrogenassociation.org/jobs/
- National Alternative Fuels Association – www.altfuels.us
- National Alternative Fuels Training Consortium (NAFTC) – www.naftc.wvu.edu
- National Hydrogen Association – www.hydrogenassociation.org
- SAE International (Society of Automotive Engineers) - www.sae.org
- Tesla Motors, Inc. – www.teslamotors.com

Bicycles

Resources and Associations:

- Bicycle Manufacturers Association of America – no website
- Bicycle Retailer & Industry News – www.bicycleretailer.com
- National Bicycle Dealers Association (NBDA) – <http://nbda.com>

Biotech/Life Sciences

Resources and Associations:

- BayBio – www.baybio.org
- BIO Career Guide – www.accessexcellence.org/RC/CC/bio_intro.php
- Biotechnology Industry Organization (BIO) – www.bio.org
- Career Guide to Industries: Pharmaceutical and Medicine Manufacturing – <http://stats.bls.gov/oco/cg/cgs009.htm>
- Career Guide to Industries: Scientific Research and Development Services – www.bls.gov/oco/cg/cgs053.htm
- GeneRef.com – <http://science.bio.org>
- Jobs in Biotechnology – www.bls.gov/opub/ooq/2002/fall/art03.pdf

Cleaning & Janitorial Services (Green Cleaning)

Resources and Associations:

- Association of Residential Cleaning Professionals (ARCSI) – www.arcp.us
- DestinationGreen – www.destinationgreen.com
- Global Cleaning Association, Cleaning and Janitorial Business Owner Forum – www.globalcleaningassociation.com/forums/
- Green Clean Schools – http://healthyschoolscampaign.org/campaign/green_clean_schools/
- Green Cleaning For Dummies – www.greencleaningfordummies.com
- Green Cleaning Network – www.greencleaningnetwork.org
- Institute of Inspection Cleaning and Restoration (IICRC) – www.iicrc.org
- International Janitorial Cleaning Services Association (IJCSA) – www.ijcsa.org
- International Window Cleaner Certification Institute – www.iwcci.org
- International Window Cleaning Association (IWCA) – www.iwca.org
- ISSA (Worldwide Cleaning Industry Association) – www.issa.com
- Power Washers of North America (PWNA) – www.pwna.org
- Zero Waste Alliance – www.zerowaste.org

Clothing & Accessories (Organic/Natural/Recycled Material)

Resources and Associations:

- Career Guide to Industries: Clothing, Accessory, and General Merchandise Stores – www.bls.gov/oco/cg/cgs022.htm
- Career Guide to Industries: Textile, Textile Product, and Apparel Manufacturing – www.bls.gov/oco/cg/cgs015.htm
- Career Guide to Industries: Wholesale Trade – www.bls.gov/oco/cg/cgs026.htm
- Organic Clothing News & Views from LotusOrganics.com – www.lotusorganics.com/NewsViews.aspx
- Organic Consumers Association – www.organicconsumers.org/clothes/
- Organic Directory from the Soil Association – www.whyorganic.org/involved_organicDirectory.asp
- Organic Trade Association (OTA) – www.ota.com
- Organic.org – www.organic.org

Ecotourism

Resources and Associations:

- EcoBusinessLinks – www.ecobusinesslinks.com
- International Ecotourism Society (TIES) – www.ecotourism.org
- Leave No Trace – www.lnt.org
- Planeta.com – www.planeta.com
- Tread Lightly! – www.treadlightly.org
- Tourism Concern – www.tourismconcern.org.uk

Engineering Services

Resources and Associations:

- Air & Waste Management Association (AWMA) – www.awma.org
- American Academy of Environmental Engineers (AAEE) – www.aeee.net
- American Association for Aerosol Research (AAAR) – www.aaar.org
- American Chemical Society (ACS) – www.acs.org
- American Geophysical Union (AGU) – www.agu.org
- American Institute of Chemical Engineers (AIChE) – www.aiche.org
- American Society of Agricultural and Biological Engineers – www.asabe.org
- American Society of Certified Engineering Technicians (ASCET) – www.ascet.org
- American Society of Civil Engineers (ASCE) – www.asce.org
- American Society of Mechanical Engineers (ASME) – www.asme.org
- American Solar Energy Society (ASES) – www.ases.org
- Association for Environmental Health and Sciences (AEHS) – www.aehs.com
- Association of Conservation Engineers (ACE) – <http://conservationengineers.org>
- Association of Environmental Engineering and Science Professors (AEESP) – www.aeesp.org
- Association of Environmental Professionals (AEP) – <http://califaep.org>
- Career Guide to Industries: Chemical Manufacturing – www.bls.gov/oco/cg/cgs008.htm
- Career Guide to Industries: Management, Scientific, and Technical Consulting Services – www.bls.gov/oco/cg/cgs037.htm
- Engineering Central – www.engcen.com
- EnvironmentalEngineer.com – www.environmentalengineer.com
- Green Chemistry Institute – www.chemistry.org
- Green Mechanical Council (GreenMech) – www.greenmech.org
- Institute of Electrical and Electronics Engineers – www.ieeeusa.org
- National Institute for Certification in Engineering Technologies (NICET) – www.nicet.org
- Natural Resources Conservation Service (NRCS) – www.nrcs.usda.gov
- National Society of Professional Engineers – www.nspe.org
- Solar Energy Industries Association (SEIA) – www.seia.org
- U.S. Green Building Council/LEED AP Certification – www.usgbc.org

Environmental Services

Resources and Associations:

- Academy of Certified Hazardous Materials Managers (ACHMM) – www.achmm.org
- American Academy of Forensic Sciences (AAFS) – www.aafs.org
- American Association for the Advancement of Science (AAAS) – www.aaas.org
- American Association of Pharmaceutical Scientists (AAPS) – www.aapspharmaceutica.com
- American Association of State Climatologists (AASC) – www.stateclimate.org
- American Association of Zoo Keepers (AAZK) – www.aazk.org

- American Board of Industrial Hygiene (ABIH) – www.abih.org
- American Chemical Society (ACS) – www.acs.org
- American Geological Institute (AGI) – www.agiweb.org
- American Geophysical Union (AGU) – www.agu.org
- American Industrial Hygiene Association (AIHA) – www.aiha.org
- American Institute of Biological Sciences (AIBS) – www.aibs.org
- American Institute of Hydrology (AIH) – www.aihydro.org
- American Institute of Physics (AIP) – www.aip.org
- American Meteorological Society (AMS) – www.ametsoc.org
- American Physical Society (APS) – www.aps.org
- American Society for Biochemistry and Molecular Biology (ASBMB) – www.asbmb.org
- American Society for Microbiology (ASM) – www.asm.org
- American Society of Agronomy (ASA) – www.agronomy.org
- American Society of Consulting Arborists (ASCA) – www.asca-consultants.org
- American Society of Plant Biologists (ASPB) – www.aspb.org
- American Society of Safety Engineers – www.asse.org
- American Water Works Association – www.awwa.org
- Association for Environmental Health and Sciences (AEHS) – www.aehs.com
- Association of American Geographers (AAG) – www.aag.org
- Association of Boards of Certification (ABC) – www.abccert.org
- Association of Consulting Foresters of America (ACF) – www.acf-foresters.org
- Association of Environmental & Engineering Geologists (AEG) – www.aegweb.org
- Association of Environmental Engineering and Science Professors (AEESP) – www.aeesp.org
- Association of Environmental Professionals (AEP) – www.califaep.org
- Association of Zoos and Aquariums (AZA) – www.aza.org
- Biophysical Society – www.biophysics.org
- Board of Certified Safety Professionals (BCSP) – www.bcsp.org
- Career Guide to Industries: Management, Scientific, and Technical Consulting Services – www.bls.gov/oco/cg/cgs037.htm
- Continuing Challenge Hazmat Workshop – www.hazmat.org
- Council on Certification of Health, Environmental, and Safety Technologists (CCHESST) – www.cchest.org
- Ecological Society of America (ESA) – www.esa.org
- Environmental Protection Agency (EPA) – www.epa.gov
- Environmental Sciences Research Institute (ESRI) – www.esri.com
- EnvironmentalEngineer.com – www.environmentalengineer.com
- Forest Guild – www.forestguild.org
- Geography Jobs (article) – www.bls.gov/opub/ooq/2005/spring/art01.pdf
- Global Association of Online Foresters (GAOF) – www.foresters.org
- Health Physics Society (HPS) – www.hps.org
- Indoor Air Quality Association (IAQA) – www.iaqa.org
- Indoor Environmental Institute (IEI) – www.ieinstitute.org

Environmental Services - Continued

- Institute of Inspection, Cleaning and Restoration Certification (IICRC) – www.iicrc.org
- INTECOL, the International Association for Ecology – www.intecol.net
- International Association for Environmental Hydrology – <http://hydroweb.com>
- International Association of Hazardous Materials Technicians (IAHMT) – www.iahmt.com
- International Association of Hydrogeologists (IAH) – www.iah.org
- International Association of Meteorology and Atmospheric Sciences (IAMAS) – www.iamas.org
- International Society for Environmental Epidemiology (ISEE) – www.iseepi.org
- International Society of Arboriculture (ISA) – www.isa-arbor.com
- International Society of Sustainability Professionals (ISSP) – <http://sustainabilityprofessionals.org>
- Journal of Exposure Science and Environmental Epidemiology – www.nature.com/jes/
- Marine Geology and Geophysics at MIT – <http://web.mit.edu/mit-who/ww/research/mgg/>
- NAEM – National Association for EHS Management – www.naem.org
- National Association of Conservation Districts (NACD) – www.nacdnet.org
- National Association of Environmental Professionals (NAEP) – www.naep.org
- National Environmental Health Association (NEHA) – www.neha.org
- National Oceanic and Atmospheric Administration (NOAA) – www.noaa.gov
- National Rural Water Association (NRWA) – www.nrwa.org
- National Safety Council (NSC) – www.nsc.org
- National Weather Service – www.nws.noaa.gov
- Natural Resources Conservation Service (NRCS) – www.nrcs.usda.gov
- Occupational Safety and Health Administration (OSHA) – www.osha.gov
- Pharmaceutical Research and Manufacturers of America (PhRMA) – www.phrma.org
- Restoration Industry Association (RIA) – www.ascr.org
- Society of American Foresters (SAF) – www.safnet.org
- Society of Environmental Toxicology and Chemistry (SETAC) – www.setac.org
- Society of Toxicology (ST) – www.toxicology.org
- Soil and Water Conservation Society (SWCS) – www.swcs.org
- Soil Science Society of America (SSSA) – www.soils.org
- Tree Care Industry Association (TCIA) – www.treecareindustry.org
- U.S. Dept. of Agriculture, Forest Service – www.fs.fed.us
- U.S. Dept. of Agriculture, National Resources Conservation Service – www.nrcs.usda.gov
- U.S. Environmental Protection Agency (EPA) – www.epa.gov
- U.S. Geological Survey – Water Resources of the United States – <http://water.usgs.gov>
- USAJOBS – www.usajobs.gov
- Water Environment Federation (WEF) – www.wef.org

Food Processing/Manufacturing (Natural/Organic Food Products)

Resources and Associations:

- American Fisheries Society – www.fisheries.org
- American Society of Agricultural and Biological Engineers – www.asabe.org
- American Society of Farm Managers and Rural Appraisers – www.asfmra.org
- aquaculturejobs.com – www.aquaculturejobs.com
- ATTRA, National Sustainable Agriculture Information Service – www.attra.ncat.org
- Career Guide to Industries: Food Manufacturing – www.bls.gov/oco/cg/cgs011.htm
- Global Aquaculture Alliance – www.gaalliance.org
- National Aquaculture Association (NAA) – www.thenaa.net
- Organic Trade Association (OTA) - www.ota.com

Food Services (Natural/Organic Foods Eating Places)

Resources and Associations:

- Career Guide to Industries: Food Services and Drinking Places – www.bls.gov/oco/cg/cgs023.htm
- Career Guide to Industries: Grocery Stores – www.bls.gov/oco/cg/cgs024.htm
- Green Restaurant Association (GRA) - www.dinegreen.com
- Organic Trade Association (OTA) - www.ota.com

Geography & GIS Services

Resources and Associations:

- Association of American Geographers (AAG) – www.aag.org
- Association of Environmental Engineering and Science Professors (AEESP) – www.aeesp.org
- Environmental Sciences Research Institute (ESRI) – www.esri.com
- Occupational Outlook Quarterly: Geography Jobs – www.bls.gov/opub/ooq/2005/spring/art01.pdf
- University Consortium for Geographic Information Science – www.ucgis.org

Government Agencies

Resources and Associations:

- American Academy of Forensic Sciences (AAFS) – www.aafs.org
- American Association for Health Education (AAHE) – www.aahperd.org/aahe/
- American Association of Pharmaceutical Scientists (AAPS) – www.aapspharmaceutica.com
- American Association of State Climatologists (AASC) – www.stateclimate.org
- American Chemical Society (ACS) – www.acs.org
- American Fisheries Society – www.fisheries.org
- American Geological Institute (AGI) – www.agiweb.org
- American Geophysical Union (AGU) – www.agu.org
- American Horticultural Society (AHS) – www.ahs.org

Government Agencies - Continued

- American Institute of Biological Sciences (AIBS) – www.aibs.org
- American Institute of Hydrology (AIH) – www.aihydro.org
- American Institute of Physics (AIP) – www.aip.org
- American Meteorological Society (AMS) – www.ametsoc.org
- American Physical Society (APS) – www.aps.org
- American Planning Association (APA) – www.planning.org
- American Society for Biochemistry and Molecular Biology (ASBMB) – www.asbmb.org
- American Society for Microbiology (ASM) – www.asm.org
- American Society of Agronomy (ASA) – www.agronomy.org
- American Water Works Association – www.awwa.org
- AmeriCorps – www.americorps.org
- Association for Environmental Health and Sciences (AEHS) – www.aehs.com
- Association of American Geographers (AAG) – www.aag.org
- Association of Boards of Certification (ABC) – www.abccert.org
- Association of Collegiate Schools of Planning (ACSP) – www.acsp.org
- Association of Environmental & Engineering Geologists (AEG) – www.aegweb.org
- Association of Environmental Engineering and Science Professors (AEESP) – www.aeesp.org
- Association of Environmental Health Academic Programs (AEHAP) – www.aehap.org
- Association of Environmental Professionals (AEP) – www.califaep.org
- Association of National Park Rangers (ANPR) – www.anpr.org
- ATTRA / National Sustainable Agriculture Information Service – www.attra.ncat.org
- Biophysical Society – www.biophysics.org
- Career Guide to Industries: Federal Government – www.bls.gov/oco/cg/cgs041.htm
- Career Guide to Industries: State and Local Government – www.bls.gov/oco/cg/cgs042.htm
- Centers for Disease Control and Prevention (CDC) – www.cdc.gov
- DOE Jobs ONLINE from the U.S. Department of Energy – <http://chris.doe.gov/jobs/>
- Ecological Farming Association – <http://eco-farm.org>
- Ecological Society of America (ESA) – www.esa.org
- Engineering Central – www.engcen.com
- Environmental Lawyers.com – www.environmentallawyers.com
- Environmental Sciences Research Institute (ESRI) – www.esri.com
- Forest Guild – www.forestguild.org
- Occupational Outlook Quarterly: Geography Jobs – www.bls.gov/opub/ooq/2005/spring/art01.pdf
- Global Aquaculture Alliance – www.gaalliance.org
- Global Association of Online Foresters (GAOF) – www.foresters.org
- Health Physics Society (HPS) – www.hps.org

- Institute for Public Relations (IPR) – www.instituteforpr.org
- International Association for Environmental Hydrology – <http://hydroweb.com>
- International Association of Hydrogeologists (IAH) – www.iah.org
- International Association of Meteorology and Atmospheric Sciences (IAMAS) – www.iamas.org
- International Code Council (ICC) – www.iccsafe.org/training/contract/insp-c.html
- International Network for Environmental Compliance and Enforcement (INECE) – www.inece.org
- International Society for Environmental Epidemiology (ISEE) – www.iseeipi.org
- International Society of Sustainability Professionals (ISSP) – <http://sustainabilityprofessionals.org>
- Journal of Exposure Science and Environmental Epidemiology – www.nature.com/jes/
- National Agricultural Library (NAL) – www.nal.usda.gov
- National Aquaculture Association (NAA) – www.thenaa.net
- National Association for Interpretation (NAI) – www.interpnet.com
- National Association of Conservation Districts (NACD) – www.nacdnet.org
- National Association of Environmental Professionals (NAEP) – www.naep.org
- National Campaign for Sustainable Agriculture – www.sustainableagriculture.net
- National Commission for Health Education Credentialing (NCHEC) – www.nchec.org
- National Environmental Health Association (NEHA) – www.neha.org
- National Oceanic and Atmospheric Administration (NOAA) – www.noaa.gov
- National Parks Conservation Association (NPCA) – www.eparks.org
- National Recycling Coalition (NRC) – www.nrc-recycle.org
- National Registry of Environmental Professionals (NREP) – www.nrep.org
- National Rural Water Association (NRWA) – www.nrwa.org
- National Society of Professional Engineers – www.nspe.org
- National Weather Service – www.nws.noaa.gov
- Natural Resources Conservation Service (NRCS) – www.nrcs.usda.gov
- North American Association of Environmental Education (NAAEE) – www.naaee.org
- North American Wildlife Enforcement Officers Association (NAWEOA) – www.naweo.org
- Occupational Safety and Health Administration (OSHA) – www.osha.gov
- Planetizen: The Planning & Development Network – www.planetizen.com
- Public Relations Society of America (PRSA) – www.prsa.org
- Recycler's World – www.recycle.net
- Society for Public Health Education (SOPHE) – www.sophe.org
- Society for Range Management (SRM) – www.rangelands.org/srm.shtml
- Society of American Foresters (SAF) – www.safnet.org
- Society of Environmental Toxicology and Chemistry (SETAC) – www.setac.org

Government Agencies - Continued

- Society of Toxicology (ST) – www.toxicology.org
- Soil and Water Conservation Society (SWCS) – www.swcs.org
- Soil Science Society of America (SSSA) – www.soils.org
- Solid Waste Association of North America (SWANA) – www.swana.org
- Sustainable Agriculture Education Association (SAEA) – www.sustainableaged.org
- Sustainable Agriculture Research and Education (SARE) – www.sare.org
- U.S. Army Corps of Engineers – www.usace.army.mil
- U.S. Department of Justice, Environment and Natural Resources Division (ENRD) – www.usdoj.gov/enrd/
- U.S. Dept. of Agriculture, Forest Service – www.fs.fed.us
- U.S. Dept. of Agriculture, National Resources Conservation Service – www.nrcs.usda.gov
- U.S. Department of Energy (DOE) – www.doe.gov
- U.S. Department of the Interior, Bureau of Land Management (BLM) – www.blm.gov
- U.S. Department of the Interior, National Park Service – www.nps.gov
- U.S. Environmental Protection Agency (EPA) Environmental Accounting Resources – www.epa.gov/oppt/library/pubs/archive/acct-archive/resources.htm
- U.S. Fish and Wildlife Service – www.fws.gov
- U.S. Forest Service – www.fs.fed.us
- U.S. Geological Survey – www.usgs.gov
- U.S. Geological Survey – Water Resources of the United States – <http://water.usgs.gov>
- U.S. Green Building Council/LEED AP Certification – www.usgbc.org
- UC Santa Cruz, Center for Agroecology & Sustainable Food Systems – <http://casfs.ucsc.edu>
- USAJOBS – www.usajobs.gov
- Water Environment Federation (WEF) – www.wef.org
- World Aquaculture Society (WAS) – www.was.org

Green Building, Sustainable Design & Energy Efficiency

Resources and Associations:

- American Institute of Architects (AIA) – www.aia.org
- American Society of Interior Designers (ASID) - www.asid.org
- American Solar Energy Society – www.ases.org
- Americas Glass Association – www.americasglassassn.org
- Architects/Designers/Planners for Social Responsibility (ADPSR) – www.adpsr.org
- Associated Builders and Contractors (ABC) – www.trytools.org
- Associated General Contractors of America (AGC) – www.agc.org
- Association of the Wall and Ceiling Industry (AWCI) – www.awci.org

- BigGreen Discussion Group (sustainable design and construction) – www.biggreen.org
- Building Industry Association (BIA) – www.bia.net
- Building Materials Reuse Association - www.bmra.org
- BuildingGreen.com – www.buildinggreen.com
- California Solar Energy Industries Association (CALSEIA) – www.calseia.org
- Career Guide to Industries: Construction – www.bls.gov/oco/cg/cgs003.htm
- Certified Floorcovering Installers Association (CFI) – www.cfiinstallers.com
- Council for Interior Design Accreditation - www.accredit-id.org
- Engineering Central – www.engcen.com
- Flooring Contractors Association (FCICA) – www.fcica.com
- Green Building Initiative (GBI) – www.thegbi.org
- Habitat for Humanity – www.habitat.org
- Home Builders Institute – www.hbi.org
- Independent Electrical Contractors (IEC) – www.ieci.org
- Insulation Contractors Association of America (ICAA) – www.insulate.org
- Intern Development Program (IDP) – www.aia.org/ep_home_getlicensed
- International Brotherhood of Electrical Workers (IBEW) – www.ibew.org
- International Union of Bricklayers and Allied Craftworkers (BAC) – www.bacweb.org
- International Union of Painters and Allied Trades (IUPAT) – www.iupat.org
- Mason Contractors Association of America (MCAA) – www.masoncontractors.org
- Masonry Institute of America (MIA) – www.masonryinstitute.org
- Master Painters and Decorators Association (MPDA) – www.paintinfo.com/assoc/mpda/
- National Association of Home Builders (NAHB) – www.nahb.org
- National Association of Schools of Art and Design (NASAD) - <http://nasad.arts-accredit.org>
- National Center for Construction Education and Research (NCCER) – www.nccer.org
- National Concrete Masonry Association (NCMA) – www.ncma.org
- National Council for Interior Design Qualification (NCIDQ) - www.ncidq.org
- National Council of Architectural Registration Boards (NCARB) – www.ncarb.org
- National Electrical Contractors Association (NECA) – www.necanet.org
- National Insulation Association (NIA) – www.insulation.org
- National Joint Apprenticeship Training Committee (NJATC) – www.njatc.org
- National Roofing Contractors Association (NRCA) – www.nrca.net
- National Society of Professional Engineers – www.nspe.org
- National Terrazzo and Mosaic Association (NTMA) – www.ntma.com
- National Tile Contractors Association (NTCA) – www.tile-assn.com
- Natural Building Network – www.naturalbuildingnetwork.org
- North American Board of Certified Energy Practitioners (NABCEP) – www.nabcep.org

Green Building, Sustainable Design & Energy Efficiency - Continued

- Operative Plasterers and Cement Masons International Association (OPCMIA) – www.opcmia.org
- Painting & Decorating Contractors of America (PDCA) – www.pdca.org
- Plumbing–Heating–Cooling Contractors Association (PHCC) – www.phccweb.org
- Solar Energy Industries Association – www.seia.org
- Solar Energy International (SEI) – www.solarenergy.org
- Solar Living Institute – www.solarliving.org
- Solar Rating and Certification Corporation (SRCC) – www.solar-rating.org
- U.S. Green Building Council/LEED AP Certification – www.usgbc.org
- United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry – www.ua.org
- United Brotherhood of Carpenters and Joiners of America (UBC) – www.carpenters.org
- United Union of Roofers, Waterproofers, and Allied Workers – www.unionroofers.org

Investment Services (Sustainable/Socially Responsible Investing – aka SRI)

Resources and Associations:

- Career Guide to Industries: Securities, Commodities, and Other Investments – www.bls.gov/oco/cg/cgs029.htm
- Social Investment Forum – www.socialinvest.org
- Ceres (Coalition for Environmentally Responsible Economies) – www.ceres.org
- Sustainable Investments Directory – www.ecobusinesslinks.com/sustainable-investments.htm

Journalism & Publishing (Green/Sustainable)

Resources and Associations:

- American Society of Newspaper Editors – www.asne.org
- Association of American Publishers – www.publishers.org
- Career Guide to Industries: Publishing – www.bls.gov/oco/cg/cgs013.htm
- Committee of Concerned Journalists (CCJ) – www.concernedjournalists.org
- Green Press Initiative – www.greenpressinitiative.org
- Magazine Publishers of America – www.magazine.org
- Newspaper Association of America – www.naa.org
- Project for Excellence in Journalism (PEJ) – www.journalism.org
- Society of Environmental Journalists (SEJ) – www.sej.org

Landscaping & Habitat Restoration Services

Resources and Associations:

- American Society for Horticulture Science (ASHS) – www.ashs.org
- American Society of Consulting Arborists (ASCA) – www.asca-consultants.org
- American Society of Landscape Architects (ASLA) – www.asla.org

- Association for Environmental Health and Sciences (AEHS) – www.aehs.com
- Association of Professional Landscape Designers (APLD) – www.apld.com
- California Native Plant Society (CNPS) – www.cnps.org
- California Society for Ecological Restoration (SERCAL) – www.sercal.org
- Council of Landscape Architectural Registration Boards – www.clarb.org
- International Society of Arboriculture (ISA) – www.isa-arbor.com
- North American Fruit Explorers (NAFEX) – www.nafex.org
- Occupational Outlook Quarterly: Careers in the Green Industry (for people with green thumbs) – www.bls.gov/opub/ooq/2005/spring/art03.pdf
- PLANET, the Professional Landcare Network – www.landcarenetwork.org
- Primer on Ecological Restoration from SER International – www.ser.org/pdf/primer3.pdf
- Professional Grounds Management Society (PGMS) – www.pgms.org
- Society for Ecological Restoration (SER) – www.ser.org
- Tree Care Industry Association (TCIA) – www.treecareindustry.org
- U.S. Department of Agriculture (USDA) – www.usda.gov

Legal Services (Environmental and Land Use Law)

Resources and Associations:

- American Bar Association (ABA) – www.abanet.org
- Earthjustice – www.earthjustice.org
- Environmental Law Alliance Worldwide (ELAW) – www.elaw.org
- Environmental Law and Policy Center (ELPC) – www.elpc.org
- Environmental Lawyers.com – www.environmentallawyers.com
- Law School Admission Council (LSAC) – www.lsac.org
- lawjobs.com Career Center – www.law.com/jsp/law/careercenter/index.jsp
- Lawyers Weekly Jobs – www.lawyersweeklyjobs.com
- National Association for Law Placement (NALP) – www.nalp.org
- U.S. Department of Justice, Environment and Natural Resources Division (ENRD) – www.usdoj.gov/enrd/

Natural Sciences Consulting Services

Resources and Associations:

- American Academy of Forensic Sciences (AAFS) – www.aafs.org
- American Association for the Advancement of Science (AAAS) – www.aaas.org
- American Association of Pharmaceutical Scientists (AAPS) – www.aapspharmaceutica.com
- American Association of State Climatologists (AASC) – www.stateclimate.org
- American Association of Zoo Keepers (AAZK) – www.aazk.org
- American Chemical Society (ACS) – www.acs.org
- American Geological Institute (AGI) – www.agiweb.org
- American Geophysical Union (AGU) – www.agu.org
- American Institute of Biological Sciences (AIBS) – www.aibs.org
- American Institute of Hydrology (AIH) – www.aihydro.org

Natural Sciences Consulting Services - Continued

- American Institute of Physics (AIP) – www.aip.org
- American Meteorological Society (AMS) – www.ametsoc.org
- American Physical Society (APS) – www.aps.org
- American Society for Biochemistry and Molecular Biology (ASBMB) – www.asbmb.org
- American Society for Microbiology (ASM) – www.asm.org
- American Society of Agronomy (ASA) – www.agronomy.org
- American Society of Plant Biologists (ASPB) – www.aspb.org
- Association for Environmental Health and Sciences (AEHS) – www.aehs.com
- Association of Consulting Foresters of America (ACF) – www.acf-foresters.org
- Association of Environmental & Engineering Geologists (AEG) – www.aegweb.org
- Association of Environmental Engineering and Science Professors (AEESP) – www.aeesp.org
- Association of Environmental Professionals (AEP) – www.califaep.org
- Association of Zoos and Aquariums (AZA) – www.aza.org
- Biophysical Society – www.biophysics.org
- California Native Plant Society (CNPS) – www.cnps.org
- Career Guide to Industries: Management, Scientific, and Technical Consulting Services – www.bls.gov/oco/cg/cgs037.htm
- Ecological Society of America (ESA) – www.esa.org
- Forest Guild – www.forestguild.org
- Global Association of Online Foresters (GAOF) – www.foresters.org
- Health Physics Society (HPS) – www.hps.org
- INTECOL, the International Association for Ecology – www.intecol.net
- International Association for Environmental Hydrology – <http://hydroweb.com>
- International Association of Hydrogeologists (IAH) – www.iah.org
- International Association of Meteorology and Atmospheric Sciences (IAMAS) – www.iamas.org
- International Society for Environmental Epidemiology (ISEE) – www.iseepi.org
- International Society of Sustainability Professionals (ISSP) – <http://sustainabilityprofessionals.org>
- Journal of Exposure Science and Environmental Epidemiology – www.nature.com/jes/
- Marine Geology and Geophysics at MIT – <http://web.mit.edu/mit-whoj/www/research/mgg/>
- National Association of Conservation Districts (NACD) – www.nacdnet.org
- National Association of Environmental Professionals (NAEP) – www.naep.org
- National Oceanic and Atmospheric Administration (NOAA) – www.noaa.gov
- National Weather Service – www.nws.noaa.gov
- Natural Resources Conservation Service (NRCS) – www.nrcs.usda.gov
- Pharmaceutical Research and Manufacturers of America (PhRMA) – www.phrma.org
- Society of American Foresters (SAF) – www.safnet.org
- Society of Environmental Toxicology and Chemistry (SETAC) – www.setac.org

- Society of Toxicology (ST) – www.toxicology.org
- Soil and Water Conservation Society (SWCS) – www.swcs.org
- Soil Science Society of America (SSSA) – www.soils.org

Nonprofit Organizations (Green/Environmental)

Resources and Associations:

- Acterra: Action for a Sustainable Earth – www.acterra.org
- Adirondack Mountain Club – www.adk.org
- Allegheny Land Trust – www.alleghenylantrust.org
- American Bird Conservancy (ABC) – www.abcbirds.org
- American Bison Society (ABS) – www.americanbisonsocietyonline.org
- American Clean Skies Foundation (ACSF) – www.cleanskies.org
- American Farmland Trust (AFT) – www.farmland.org
- American Forests – www.americanforests.org
- American Public Gardens Association (APGA) – www.publicgardens.org
- American Society for the Prevention of Cruelty to Animals – www.aspca.org
- Appalachian Mountain Club (AMC) – www.outdoors.org
- Appalachian Trail Conservancy (ATC) – www.appalachiantrail.org
- Appalachian Voices – www.appvoices.org
- Arbor Day Foundation – <http://arborday.org>
- As You Sow – www.asyousow.org
- Association of Environmental Professionals (AEP) – <http://califaep.org>
- Association of Northwest Steelheaders (ANWS) – www.nwsteelheaders.org
- Bark – www.bark-out.org
- Blacksmith Institute – www.blacksmithinstitute.org
- Blue Ridge Parkway Foundation – www.brpfoundation.org
- Bonneville Environmental Foundation (BEF) – www.b-e-f.org
- Boone and Crockett Club – www.boone-crockett.org
- Branford Land Trust – www.branfordlandtrust.org/blt.html
- Bullitt Foundation – www.bullitt.org
- California League of Conservation Voters (CLCV) – www.ecovote.org
- California Native Plant Society (CNPS) – www.cnps.org
- Californians Against Waste – www.cawrecycles.org
- Calumet Stewardship Initiative – www.calumetstewardshipinitiative.org
- Capitol Land Trust (CLT) – www.capitollantrust.org
- Career Guide to Industries: Advocacy, Grantmaking, and Civic Organizations – www.bls.gov/oco/cg/cgs054.htm
- Center for Biological Diversity – www.biologicaldiversity.org
- Center for Northern Studies (CNS) – www.sterlingcollege.edu/CNS/about.htm
- Ceres (Coalition for Environmentally Responsible Economies) – www.ceres.org
- Chesapeake Bay Program – www.chesapeakebay.net
- Chewonki Foundation – <http://chewonki.org>
- Citizens for Alternatives to Chemical Contamination (CACC) – www.caccmi.org
- Citizens for Pennsylvania's Future (PennFuture) – <http://pennfuture.org>
- Clean Air Campaign – www.cleanaircampaign.com

Nonprofit Organizations (Green/Environmental) - Continued

- Clean Air Conservancy – www.cleanairconservancy.org
- Clean Edge – www.cleannedge.com
- Clean Water Action – www.cleanwateraction.org
- CleanCOALition – www.cleancoalition.org
- Climate Counts – www.climatecounts.org
- Coalition on the Environment and Jewish Life (COEJL) – www.coejl.org
- Colorado Conservation Voters (CCV) – www.coloradoconservationvoters.org
- Committee for Green Foothills – www.greenfoothills.org
- Conservation International (CI) – www.conservation.org
- Conservation Law Foundation (CLF) – www.clf.org
- Defenders of Wildlife – www.defenders.org
- Ducks Unlimited – www.ducks.org
- Earth Force – www.earthforce.org
- Earth Policy Institute – www.earth-policy.org
- Earth Share – www.earthshare.org
- Earthjustice – www.earthjustice.org
- Earthwatch Institute – www.earthwatch.org
- ecoAmerica – www.ecoamerica.net
- Ecosystem Marketplace – www.ecosystemmarketplace.com
- Ecotrust – www.ecotrust.org
- Elephant Sanctuary (Tennessee) – www.elephants.com
- Environment California – www.environmentcalifornia.org
- Environmental and Energy Study Institute (EESI) – www.eesi.org
- Environmental Defense Fund (EDF) – www.edf.org
- Environmental Law Alliance Worldwide (ELAW) – www.elaw.org
- Environmental Law and Policy Center (ELPC) – www.elpc.org
- Environmental Working Group (EWG) – www.ewg.org
- Food & Water Watch – www.foodandwaterwatch.org
- Friends of the Earth (US) – www.foe.org
- Georgia Wildlife Federation – www.gwf.org
- Global Water Policy Project (GWPP) – www.globalwaterpolicy.org
- GLOBIO – www.globio.org
- Great Smoky Mountains Association (GSMA) – www.smokiesinformation.org
- Great Swamp Watershed Association – www.greatswamp.org
- Green Corps – www.greencorps.org
- Green Light New Orleans – www.greenlightneworleans.org
- Green Project – <http://thegreenproject.org>
- Hazon – <http://hazon.org>
- High Rock Lake Association (HRLA) – www.hrla.com
- High Uintas Preservation Council (HUPC) – www.hupc.org
- Honor The Earth – www.honorearth.org
- Hudson River Sloop Clearwater – www.clearwater.org
- Humane Society of the United States – www.humanesociety.org
- Hummingbird Society – www.hummingbirdsociety.org

- Huron Mountain Wildlife Foundation – www.hmwf.org
- INFORM – <http://informinc.org>
- Institute for Energy and Environmental Research (IEER) – www.ieer.org
- Institute for Marine Mammal Studies (IMMS) – www.imms.org
- Institute for Social Ecology – www.social-ecology.org
- Integration and Application Network (IAN) – <http://ian.umces.edu>
- International Rivers – <http://internationalrivers.org>
- Izaak Walton League – www.iwla.org
- Land Institute – www.landinstitute.org
- Land Trust Alliance – www.landtrustalliance.org
- Marine Mammal Center – www.marinemammalcenter.org
- Mercury Policy Project (MPP) – www.mercurypolicy.org
- Montana Wilderness Association – <http://wildmontana.org>
- Monterey Bay Aquarium Foundation – www.montereybayaquarium.org
- Murie Science and Learning Center – www.murieslc.org
- National Audubon Society – www.audubon.org
- National Coalition for Marine Conservation (NCMC) – www.savethefish.org
- National Council for Science and the Environment (NCSE) – <http://ncseonline.org>
- National Fish Habitat Action Plan – <http://fishhabitat.org>
- National Parks Conservation Association (NPCA) – www.npca.org
- National Wildlife Federation (NWF) – www.nwf.org
- Native Forest Council – www.forestcouncil.org
- Natural Lands Trust – www.natlands.org
- Natural Resources Defense Council (NRDC) – www.nrdc.org
- Nature Centers in the United States – http://en.wikipedia.org/wiki/List_of_nature_centers_in_the_United_States
- Nature's Classroom – www.naturesclassroom.org
- New American Dream – www.newdream.org
- New England Grassroots Environment Fund (NEGEF) – www.grassrootsfund.org
- New York–New Jersey Trail Conference (NYNJTC) – www.nynjtc.org
- Northeast Wilderness Trust – www.newildernesstrust.org
- Northwest Service Academy (NSWA) – www.northwestserviceacademy.org
- Ocean Arks International – www.oceanarks.org
- Ocean Conservancy – www.oceanconservancy.org
- Oceana – www.oceana.org
- Office of Response and Restoration (OR&R) – <http://response.restoration.noaa.gov>
- Ohio Citizen Action – www.ohiocitizen.org
- Open Space Institute (OSI) – www.osiny.org
- Oregon Water Trust (OWT) – www.owt.org
- Pacific Islands Conservation Research Association (PICRA) – <http://picra.net>
- Pheasants Forever – www.pheasantsforever.org
- Planetfesto – www.planetfesto.org
- Plenty International – www.plenty.org
- Property and Environment Research Center – www.perc.org
- Public Employees for Environmental Responsibility (PEER) – www.peer.org
- Rainforest Action Network – www.ran.org

Nonprofit Organizations (Green/Environmental) - Continued

- Rainforest Alliance – www.rainforest-alliance.org
- RE3.org – www.re3.org
- Reef Ball Foundation – www.reefball.org
- Republicans for Environmental Protection (REP) – www.repamerica.org
- Resources for the Future (RFF) – www.rff.org
- Reverb – www.reverbrock.org
- Rewilding Institute – www.rewilding.org
- Riverkeeper – www.riverkeeper.org
- Rocky Mountain Institute (RMI) – www.rmi.org
- Round River Conservation Studies – www.roundriver.org
- Rural Action – www.ruralaction.org
- Save-the-Redwoods League – www.savetheredwoods.org
- Seafood Watch – www.montereybayaquarium.org/cr/seafoodwatch.asp
- SeaWorld & Busch Gardens Conservation Fund – www.swbg-conservationfund.org
- Sempervirens Fund – www.sempervirens.org
- Sierra Club – www.sierraclub.org
- Sierra Club Foundation – tscf.org
- Sierra Nevada Alliance – www.sierranevadaalliance.org
- Sierra Student Coalition (SSC) – www.ssc.org
- Social Venture Network (SVN) – www.svn.org
- Sound Adirondack Growth Alliance (SAGA) – <http://soundgrowth.info>
- Soundkeeper – www.soundkeeper.org
- Southeastern Cave Conservancy, Inc. (SCCi) – www.scci.org
- Southern Alleghenies Conservancy – www.sac-sarcd.org
- Southern Utah Wilderness Alliance (SUWA) – www.suwa.org
- Student Conservation Association (SCA) – www.thesca.org
- Student Environmental Action Coalition (SEAC) – www.seac.org
- Sudbury Valley Trustees (SVT) – www.sudburyvalleytrustees.org
- Superfund Basic Research Program (SBRP) – www.niehs.nih.gov/research/supported/sbrp
- Tellus Institute – www.tellus.org
- Tennessee Native Plant Society – www.tnps.org
- The Nature Conservancy – www.nature.org
- The Resource Foundation (TRF) – www.resourcefnd.org
- Time's Up! – <http://times-up.org>
- TreePeople – <http://treepeople.org>
- Tri-State Bird Rescue and Research, Inc. – www.tristatebird.org
- Trust for Public Land (TPL) – www.tpl.org
- Trustees of Reservations (TTOR) – www.thetrustees.org
- U.S. Institute for Environmental Conflict Resolution – www.ecr.gov
- Ucross Foundation – www.ucrossfoundation.org
- Union of Concerned Scientists (UCS) – www.ucsusa.org
- Upper Chattahoochee Riverkeeper (UCR) – www.ucriverkeeper.org
- Vermont Institute of Natural Science (VINS) – www.vinsweb.org

- Vermont Land Trust – www.vlt.org
- Vermont Natural Resource Council – www.vnrc.org
- Voyageurs National Park Association – www.voyageurs.org
- WILD Foundation – www.wild.org
- Wildlife Society (TWS) – www.wildlife.org

Pesticide Services (Natural/Organic)

Resources and Associations:

- Organic Trade Association (OTA) - www.ota.com

Printing (Green/Sustainable)

Resources and Associations:

- Career Guide to Industries: Printing – www.bls.gov/oco/cg/cgs050.htm
- Conservatree – www.conservatree.org
- Environmental Paper Network – www.environmentalpaper.org
- Green Printing News from Barefoot Press – www.barefootpress.com/blog/
- International Imaging Technology Council (Int'l ITC) – www.i-itc.org
- Press Relations: How green printing can make a good impression – www.grist.org/biz/tp/2006/01/03/printing/
- Printing Industries of America – www.gain.net

Public Relations Services (Green)

Resources and Associations:

- Career Guide to Industries: Advertising and Public Relations Services – www.bls.gov/oco/cg/cgs030.htm
- Council of Public Relations Firms – www.prfirms.org
- Institute for Public Relations (IPR) – www.instituteforpr.org
- International Association of Business Communicators (IABC) – www.iabc.com
- National Association for Interpretation (NAI) – www.interpnet.com
- Public Relations Society of America (PRSA) – www.prsa.org
- True Spin Conference – www.truespinconference.com

Recycling (Green)

Resources and Associations:

- Engineering Central – www.engcen.com
- International Solid Waste Association (ISWA) – www.iswa.org
- National Recycling Coalition – www.nrc-recycle.org
- National Society of Professional Engineers – www.nspe.org
- NORA - Association of Responsible Recyclers - www.noranews.org
- Recycler's World – www.recycle.net
- Recycling Industry Job Center - www.recycling.org
- Recycling Today: Association Central – www.recyclingtoday.com/associations/
- Solid Waste Association of North America (SWANA) – www.swana.org

Renewable Energy

Resources and Associations:

- American Solar Energy Society (ASES) – www.ases.org
- American Wind Energy Association – www.awea.org Also see their job website, Careers in Wind - www.careersinwind.com
- California Biomass Energy Alliance (CBEA) – www.calbiomass.org
- California Solar Energy Industries Association (CALSEIA) – www.calseia.org
- Engineering Central – www.engcen.com
- Green Energy Jobs – www.greenenergyjobs.com
- Independent Energy Producers Association – www.iepa.com
- International Solar Energy Society (ISES) – www.ises.org
- National Association of Energy Service Companies (NAESCO) – www.naesco.org
- National Renewable Energy Laboratory (NREL) – www.nrel.gov
- National Society of Professional Engineers – www.nspe.org
- North American Board of Certified Energy Practitioners (NABCEP) – www.nabcep.org
- Solar Electric Power Association – www.solarelectricpower.org
- Solar Energy Industries Association (SEIA) – www.seia.org
- Solar Energy International (SEI) – www.solarenergy.org
- Solar Living Institute – www.solarliving.org
- Solar Rating and Certification Corporation (SRCC) – www.solar-rating.org
- Sustainable Buildings Industry Council – www.sbicouncil.org
- U.S. Department of Energy, Biomass Program – www.eere.energy.gov/biomass/
- U.S. Department of Energy, National Energy Technology Laboratory (NETL) – www.netl.doe.gov
- USA Biomass – www.usabiomass.org
- Wind Industry Jobs - www.windindustryjobs.com

Utilities (Committed to Clean Energy and Energy Efficiency)

Resources and Associations:

- Alliance to Save Energy – www.ase.org
- American Gas Association (AGA) – www.aga.org
- American Public Energy Agency (APEA) – www.apea.org
- American Public Gas Association – www.apga.org
- American Public Power Association – www.appanet.org
- American Public Works Association (APWA) – www.apwa.net
- Association of Energy Engineers – www.aeecenter.org
- Association of Energy Services Professionals AESP – www.aesp.org
- Career Guide to Industries: Utilities – www.bls.gov/oco/cg/cgs018.htm
- Edison Electric Institute (EEI) – www.eei.org
- Electric Power Research Institute EPRI – <http://my.epri.com>
- Electric Power Supply Association – www.epsa.org
- Engineering Central – www.engcen.com
- Green Energy Jobs – www.greenenergyjobs.com

- Institute of Public Utilities – www.ipu.msu.edu
- National Hydropower Association (NHA) – www.hydro.org
- National Society of Professional Engineers – www.nspe.org
- Propane Gas Association – National – www.npga.org
- U.S. Department of Energy, National Energy Technology Laboratory (NETL) – www.netl.doe.gov
- Utility Wind Integration Group (UWIG) – www.uwig.org

Competing for a Job: Nine Guiding Principles for Successful Job Hunting

The best jobs usually go to the best job hunters, regardless of whether they are also the most qualified.
-Career Pathways Handbook

1. Set goals to guide you

Set realistic goals that will help to guide you through your job search. Not just the end-goal of a job, but smaller goals along the way. Then remember to reward yourself as you reach those smaller goals.

2. Maintain high confidence

Confident job seekers have a competitive edge, so it is important to utilize or create a support system that will nurture your self-confidence. However, it is perhaps equally important to conduct periodic reality checks – to ensure that your plans are practical and that your goals are achievable.

3. Be organized

Use a calendar or appointment book to stay organized so that you use your job search time efficiently. Don't miss *any* appointments. Don't reschedule *any* appointments - unless you have no other choice. Don't ever be late for an interview.

4. Take your job search as seriously as you would a job

Take your goals and responsibilities as a job seeker seriously and commit your time to finding a job as if it were your regular work schedule. This means that your job search efforts deserve no less energy, time and priority than you would give to your job.

5. Be prepared with the right tools

For successful job hunting, the right tools include a master employment application, resume, and a cover letter that you can use when filling out applications or when creating employer-specific resumes and cover letters.

*Tip: An employer's application is a legal document and you should **never** substitute it with your own application or resume. Don't ever write 'see resume' on an application!*

6. Get the inside scoop

Play the investigator and find out how people typically get jobs in your occupation, industry, or area. Don't assume you know the correct answers before you have conducted at least two informational interviews with people who definitely know the answer.

7. Utilize the hidden job market

This refers to the vast world of job openings that get filled but are never advertised in newspapers or on job websites.

8. Be clear about your objectives and qualifications

Be as clear as possible about your employment objective – both in terms of the jobs you apply for and the way you apply. For many employers, saying you’ll take anything they have makes you look desperate and without direction. But for some employers, everyone starts at the bottom and works their way up. Be prepared and able to talk about your qualifications for the jobs you seek. Don’t just list your skills or your job tasks, but be ready to talk about 2-3 examples of your accomplishments that, in the process, also describes your skills.

9. Be willing to seek help when you need it

Green Terms Glossary

Alternative Energy: Energy produced from renewable sources, such as sunlight or wind. It has the added benefit of not generating heat-trapping greenhouse gases (GHG).

Alternative Fuel Vehicles: Vehicles that run on a fuel other than traditional gasoline or diesel. Includes fuel cell powered vehicles.

Alternative Fuels:

1. Biodiesel - can be used safely in any diesel engine vehicle;
2. Compressed Natural Gas (CNG) - vehicle conversions cost about \$3,000;
3. Electric or Electric/Hybrid - requires OEM vehicle (see also PHEV);
4. Ethanol (ethyl alcohol) - used pure or in a blend (e.g. E85); requires flexible-fuel vehicle;
5. Hydrogen - new technologies being developed show great promise;
6. Liquefied Natural Gas (LNG) - requires OEM vehicle; and
7. Liquefied Petroleum Gas (LPG) - vehicle conversions cost about \$3,000.

Biodegradable: Organic substances that are broken down by the enzymes produced by living organisms.

Biofuels: Solid, liquid or gas fuel derived from recently dead biological material (especially plants). This distinguishes it from fossil fuel, which is derived from long-dead biological material.

Carbon Footprint: Reveals how much carbon dioxide an individual, family or organization adds to the atmosphere. See carbonfootprint.com to learn more about carbon management.

Carbon-Neutral: Refers to neutral (zero) total carbon release that is achieved by balancing the amount of carbon released with the amount offset. Being carbon-neutral is increasingly seen as good corporate and state social responsibility. A growing list of corporations announcing dates for when they intend to become fully carbon-neutral include: Dell, Google, PepsiCo and Tesco. When an individual or an organization sets out to become carbon neutral, it is usually achieved by combining the following three steps:

1. Limiting energy usage and emissions from transportation (walking, using bicycles or public transport, avoiding flying, using low energy vehicles), as well as from buildings, equipment and processes
2. Obtaining electricity from a renewable energy source either directly by generating it (installing solar panels on the roof for example) or by selecting an approved green energy provider and by using low-carbon alternative fuels such as biofuels
3. Offsetting the remaining emissions that can't (for the moment) be avoided or generated from renewables in a responsible carbon project, or by buying carbon credits

CFCs: Chlorofluorocarbons. Used in refrigerants, cleaners and aerosols and in the making of plastic foams. CFCs are greenhouse gases. They also cause ozone depletion in the stratosphere.

Compact Fluorescent Bulb: A smaller version of a fluorescent lamp that fits into a standard light bulb socket. Fluorescent bulbs create light in a more energy-efficient way.

Energy Audit: The process of determining the energy consumption of a building or facility.

Environmental Footprint: The impact of an organization in categories such as resource use and waste generation. See also Carbon Footprint.

Ethanol: An automotive fuel derived from grass, sugar cane or corn. Burning ethanol adds carbon dioxide to the atmosphere, but is generally seen as a renewable fuel that does not deplete natural resources. Ethanol made in the U.S. is generally corn-produced ethanol, and is controversial due to its effect on food supplies. However, there is great promise for cellulosic ethanol which is produced from wood, grasses, and non-edible parts of plants.

Greenhouse Effect: The warming of the Earth's atmosphere attributed to a buildup of carbon dioxide and other gases that retain heat and warm the planet's surface, a.k.a. global warming.

Greenhouse Gas (GHG): Gases in the atmosphere (mainly water vapor and carbon dioxide) that absorb and emit radiation within the thermal infrared range. This process is the fundamental cause of the Greenhouse Effect.

Green Career/Green Job: A green career is when your job reflects values like:

1. Environmental protection and preservation
2. Sustainable design, development, and business practices
3. Use of clean and renewable energy
4. Clean technology (clean tech)
5. Organic and natural products

Green careers also include:

- Entrepreneurs who start new organizations or reinvent old ones based on green values
- All jobs with employers who are genuinely committed to being green or sustainable

Green Collar Job: Usually refers to a skilled blue collar job that doesn't require a college degree and that helps the environment/planet.

Greens: Members of the Green political party which places a high importance on ecological and environmental goals and on achieving those goals through broad-based, grassroots participatory democracy.

Hybrid Vehicle: a vehicle that uses two or more distinct power sources to run the vehicle. The most common is a hybrid electric vehicle (HEV) which uses a technology that combines a small, fuel-efficient gas engine with a battery-powered electric motor that assists the engine when accelerating, and an energy-recovery system from braking that fuels the battery.

Methanol: An alcohol that can be used as an alternative fuel or as a gasoline additive.

Plug-In Hybrid Electric Vehicle (PHEV): a converted hybrid electric vehicle with batteries that can be recharged by connecting a plug to an electric power source. The cost for electricity to power a PHEV for all-electric operation has been estimated at less than one quarter of the cost of gasoline. However, converting a Toyota Prius to a PHEV may cost as much as \$10,000.

Sustainable/Sustainability: A method of harvesting or using a resource so that the resource is not depleted or permanently damaged.

Sustainable Agriculture: Refers to the ability of a farm to produce food indefinitely, without causing irreversible damage to ecosystem health.

Sustainable Business/Organization: There are many opinions and beliefs as to what it means for an organization to be considered sustainable. Perhaps the highest standard would be for an organization to achieve a Carbon-Neutral status. But perhaps a more reasonable way of defining a sustainable or green organization is to have the organization incorporate the following values into their everyday operations:

- Conserving energy
- Conserving water
- Preventing pollution
- Recycling
- Reducing waste
- Using renewable energy (when possible)

About the Author

Jim Cassio is a career information and workforce development consultant who has been commissioned to conduct hundreds of labor market studies and has published numerous occupational resource books. Jim specializes in green workforce issues, as well as industry, occupation, and skills research, analysis, and resource product development. Jim lives with his wife and two daughters in Folsom, California and is also a former park ranger and an avid kayaker and hiker.



Professional Profile

- Skilled and experienced in social and economic research, data analysis and technical writing with significant expertise in career, labor market and workforce information.
- Analyst, writer, editor, webmaster and publisher of research reports, resource publications, annual reports, and online systems/content. Responsible for operating and managing more than 40 research projects which were part of the California Cooperative Occupational Information System (CCOIS).
- Writer of career guidance publications, including the *Career Pathways Handbook, Your Guide to the Top 100 Careers*, and *Green Careers: Choosing Work for a Sustainable Future* (New Society Publishers).
- Human resources consultant specializing in job, skills, and compensation research and analysis.
- Economic development consultant specializing in industry and occupation research, industry cluster studies, and lay-off aversion initiatives.
- Resource product development consultant specializing in the design and content development of public and private database-driven information systems, including O*NET, SkillsMatch, the Skill Matrix Network, CareerDNA, and Lifeskins.
- Coordinator of research and development projects for federal, state, and local agencies, including O*NET pilot projects sponsored by the U.S. Department of Labor and the California Employment Development Department's Labor Market Information Division. (O*NET is the nation's largest and most comprehensive database of occupational characteristics data.)
- Recent industry cluster studies that I have designed/authored include the hospitality and tourism industry in Napa Valley (California), commissioned by the Napa County Workforce Investment Board, and the manufacturing industry in the East San Francisco Bay Area, commissioned by the Workforce Development Board of Contra Costa County.
- Writer and publisher of the *Green Careers Resource Guide* – a free e-book that has now been used by tens of thousands of people interested in green jobs and careers.
- Most recent research project was a study of employment opportunities in the fields of clean energy and green building, commissioned by the NOVA Workforce Board of Silicon Valley.

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