



Student Work Placement Program

Empowering Futures

Mark Chapeskie
Director of Programs
Electricity Human Resources Canada



Objectives

- Place current students in net new wage subsidized placements nation-wide
- Develop a Professional Skills Training Program for Students
- Develop a Career Portal to match students to company openings

Regular vs Under-Represented

235 Total Students



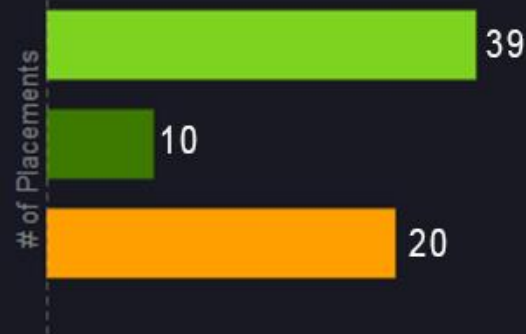
Under-represented (38.69%) Regular (61.31%)

Under-Represented Breakdown



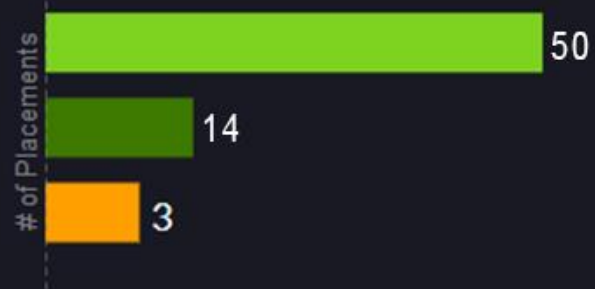
Women in STEM 1st Year Indigenous
Newcomers Disabilities

Organization Size Breakdown



Org Size
0-99 100-499 500+

Number of Educational Institutions



Education Institutions
University College Polytechnics



Company Eligibility

- Generation
- Transmission
- Distribution
- Supporting Services

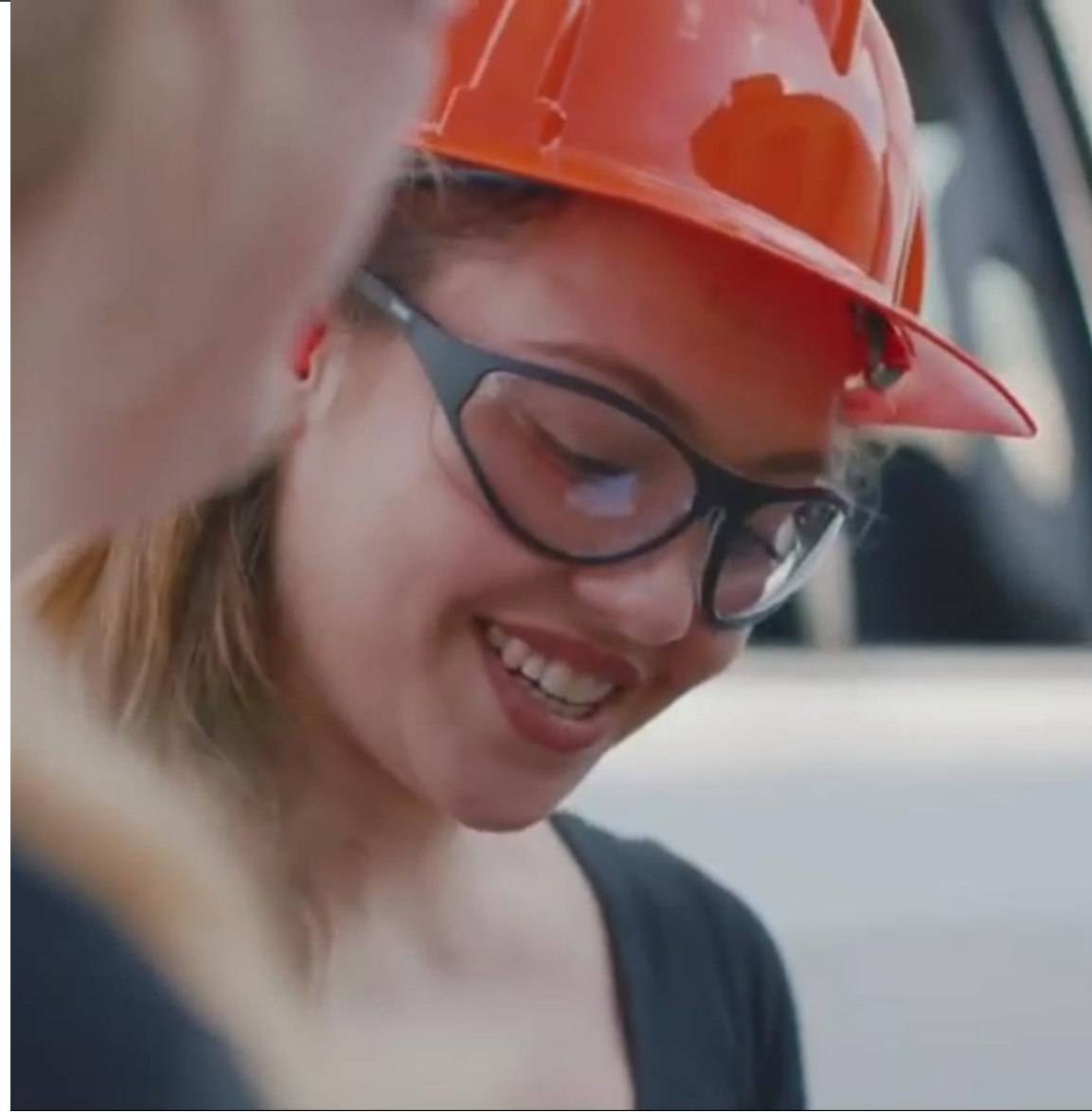
Work must be electricity sector related.





Student Eligibility

- Business or STEAM
- Full or part time studies
- Full or part time employment
- Canadian, PR, Refugee
- Legally entitled to work





Process

- Employers apply
- Students apply
- Learning Plans
- Direct Deposit
- Contracts
- Claims Processed
- Check-in
- Reflection





Professional Skills Training

- Steering Committee Direction
- Academic Advisory Committee Oversight
- Curriculum Developer, Instructional Designers, Videography
- Four phase approach to 10 skills of focus





How to get involved?

- Program Overview
- Employer one-pager
- Educator one-pager
- Student one-pager
- Employer step-by-step
- Professional Skills Infographic
- Share!
- Pilot Professional Skills
- WIL Whitepaper
- Professional Skills Whitepaper
- Membership



Workforce in Motion: 2017-2022

- 20,500 workers needed by 2022
- 107,000 workers nation-wide
- Some occupations under more pressure than others

Workforce in Motion

Labour Market
Intelligence
Study

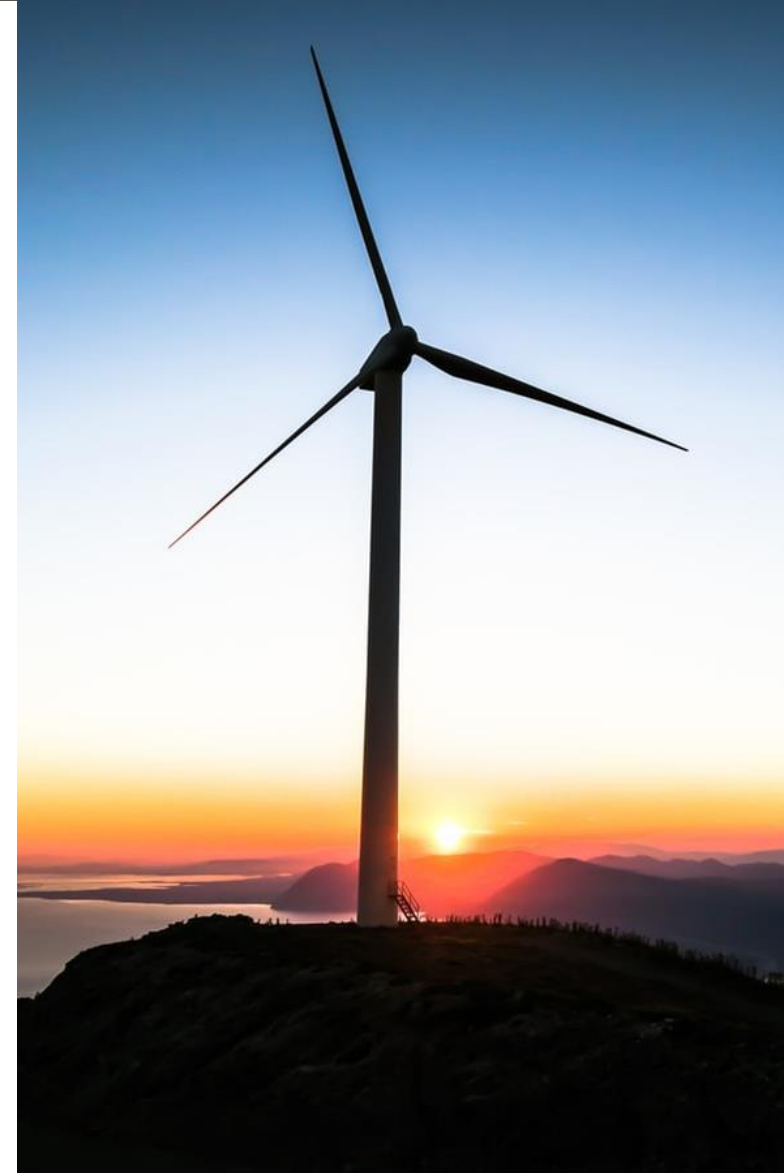
2017-2022





Green Jobs Program

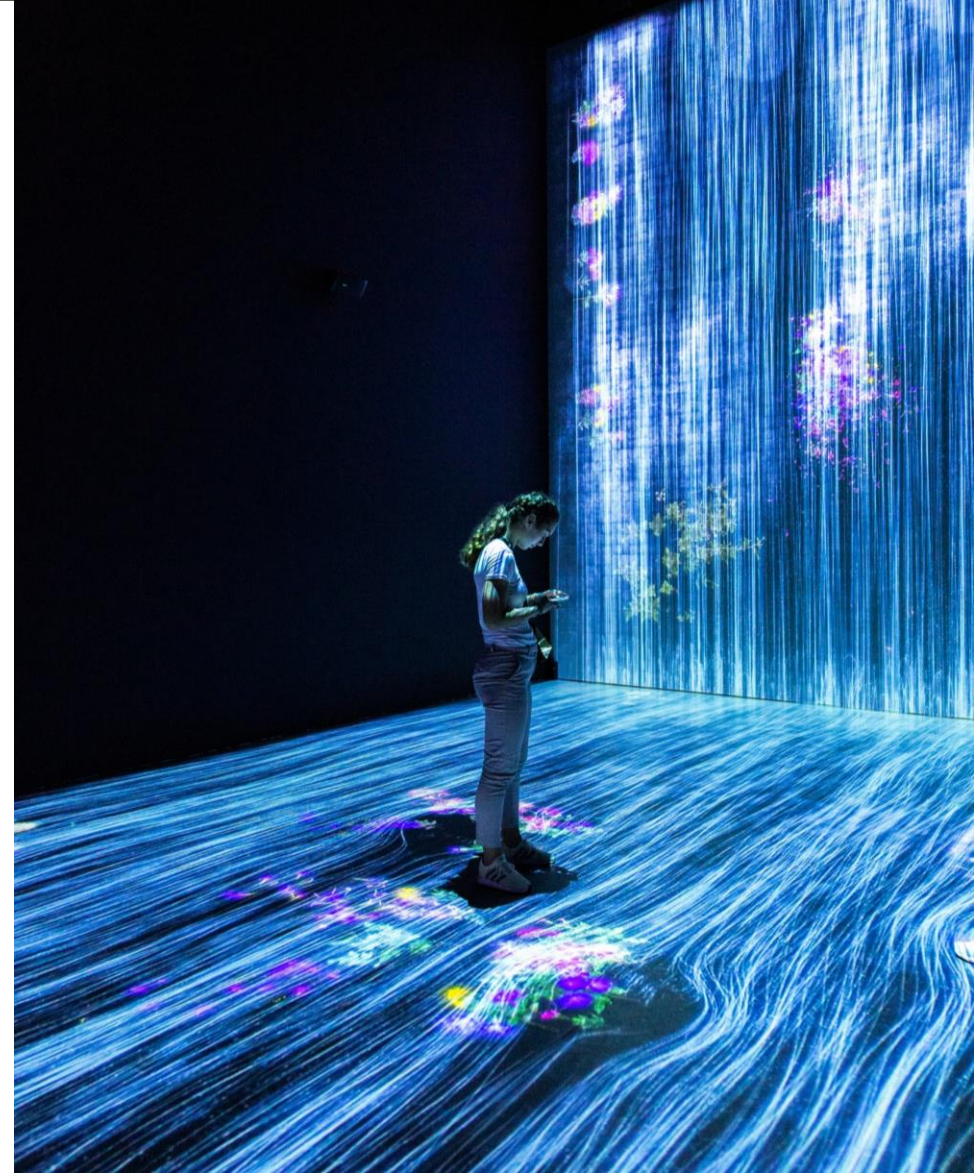
- Wage Subsidies and Training Reimbursement
- Placements: 35





LMI: Automation and Gender

- Automation: Two Opinions
- Gender: Analysis starting





Alberta: Diversity Tool Kit

WE WELCOME

ALL RACES AND ETHNICITIES
ALL RELIGIONS
ALL COUNTRIES OF ORIGIN
ALL GENDER IDENTITIES
ALL SEXUAL ORIENTATIONS
ALL ABILITIES AND DISABILITIES
ALL SPOKEN LANGUAGES
ALL AGES
EVERYONE.

**WE STAND HERE WITH YOU
YOU ARE SAFE HERE**

* Content adapted from the original "We Welcome" sign created by IPRC members Lisa Mangun and Jason Lovitt.

- Conducting research with employer stakeholders
- Employers sharing policies
- Draft Resources November



Leadership Accord on Gender Diversity

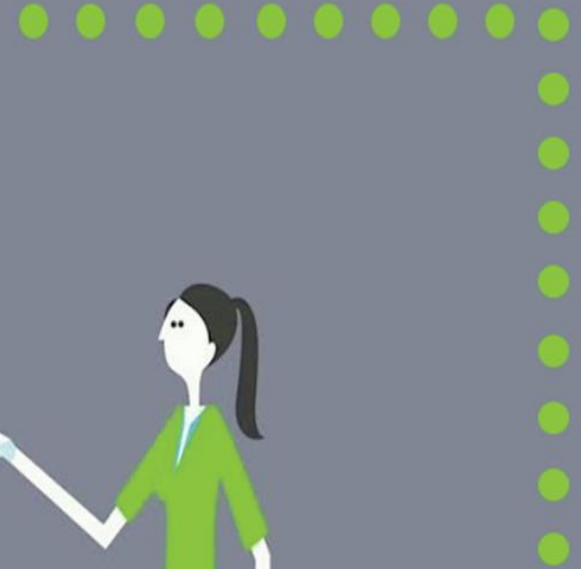


- Signatories: 59
- Advocates: 19

AGENTS OF CHANGE



electricity
HUMAN RESOURCES CANADA



Wednesday, November 13, 8 AM – 4 PM
Toronto Reference Library
Learn more and register at:
electricityhr.ca/agents-of-change



AWARDS OF EXCELLENCE

2019



electricity
HUMAN RESOURCES CANADA



Chapeskie@electricityhr.ca