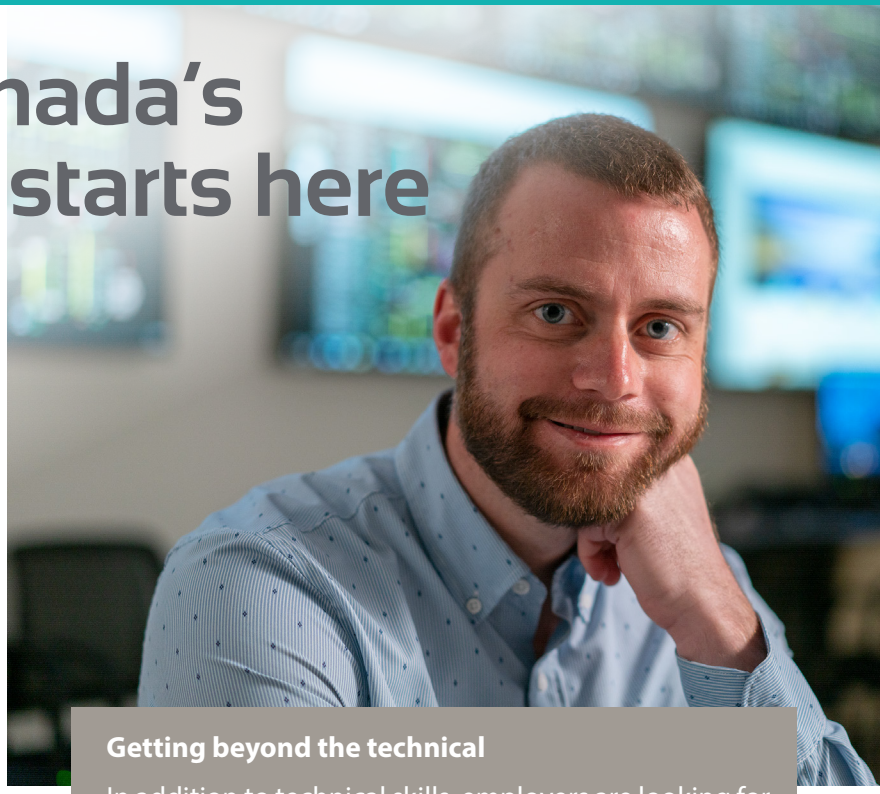
The future of Canada's electricity sector starts here



By 2022, Canada's electricity sector will need more than 20,000 new workers—that's about 20% of the current workforce.

Finding that talent won't be easy: competition will be fierce as other sectors also try to attract candidates to meet their own labour needs. Workers with both technical and professional skills, including those who can adapt to new technologies and work effectively in team-based environments, will be in high demand.

Empowering Futures is a program from Electricity Human Resources Canada (EHRC) that helps students and employers prepare for that future. Through the program, we're:

- **Empowering students**—giving them valuable work experience, in-demand professional skills and connections *before* they graduate, setting them up to be job-ready and equipped for career advancement.
- **Empowering employers**—making it easier for them to establish a talent pipeline, recruit new graduates with fresh perspectives and reduce costs through subsidies.
- **Empowering educational institutions**—expanding the number of work-integrated learning (WIL) opportunities for students, and helping colleges and universities meet their targets for employment after graduation.

Getting beyond the technical

In addition to technical skills, employers are looking for professional skills. Empowering Futures gives students the opportunity to develop those skills in a real-world workplace, including:

- Continuous learning
- Teamwork
- Decision-making
- Reading comprehension
- Speaking
- Active listening
- Critical thinking
- Self-awareness
- Social perceptiveness
- Time management

How does it work?

Electricity sector employers that hire students in STEM and business programs can apply for subsidies covering 50–70% of the student's salary—up to $7,000 per student. With these subsidies, employers can offer more WIL opportunities to more students, building their talent pool and making the sector stronger.

Empower the next generation of electricity workers

electricity HUMAN RESOURCES CANADA

Visit electricityhr.ca/empowering-futures to get started and hire a student today.

EHRC is a national, not-for-profit organization that conducts research and develops programs to support the HR challenges and opportunities in the electricity sector. Visit **www.electricityhr.ca** to learn more. Copyright © 2019 Electricity Human Resources Canada, all rights reserved.

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Funded in part by the Government of Canada's Student Work Placement Program