

Work Transformed

For educators

Innovative new technologies will transform not only the *size* of the electricity sector's labour force but also its *composition*. As new technologies transform how the sector generates, distributes and manages the use of electricity, demand for workers across and within occupational groups will change.

Future workers currently studying at a postsecondary or training institution are expected to have acquired the skills and competencies needed to excel in their occupations once they complete their program. However, **as the sector transforms, training institutions will need to be responsive** to technological changes and the evolving skills requirements of a digital workforce.

Skills in increasing demand in the electricity sector include:

Blended skills and knowledge (a mix of technical and other skills)

Data analytics

Statistical analysis and big data manipulation

Advanced digital skills

Business and marketing

Machine learning skills

Knowledge of pertinent legal and regulatory issues

Specialized knowledge (PhD and Master's degrees)

Training institutions, regulators, governments, and unions all have a role to play in ensuring workers have the skills they need. All can work together to develop an industry-wide learning ecosystem.

Develop responsive curricula:

- Teach skills that are relevant to a digital workplace
- Offer opportunities for work-integrated learning
- Remain responsive to the changing needs of the sector

Most respondents (61%) indicated that they thought postsecondary and training institutions are moderately well-equipped to provide students with the skills needed for the future work in the electricity sector. **Industry stakeholders overwhelmingly believe the quality of education programs can be improved if employers and postsecondary institutions work more closely together.**

Design customized learning programs to upskill workers, including:

- Cross-functional training, job-shadowing and informal learning opportunities
- Structured mentorships between experienced and new workers
- Flexible learning programs, including short-term and carousel training models

Find out more about the future of work at electricityhr.ca/work-transformed



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