

NEWS RELEASE

GENERATING THE WORKFORCE TO DELIVER AFFORDABLE, RELIABLE POWER FOR ALBERTA

Electricity Human Resources Canada (EHRC) and the Government of Alberta launch new resources to strengthen Alberta's energy sector labour force

September 19, 2023, Edmonton, Alberta – Electricity Human Resources Canada (EHRC), in partnership with the Government of Alberta, is launching a series of resources to address current and future workforce requirements to help ensure the integrity of Alberta's power grid – now and for future generations.

Alberta's Electricity Sector – An Essential and Growing Workforce

Power grid stability for our hospitals, grocery stores – to keep our farms and communities running and for the many devices and machines we use every day – is critical for Albertans, and for our economy.

Critical labour challenges, technological advancements and a retiring workforce all point to difficult workforce challenges for the electricity sector¹. Retirement rates alone will see a cumulative requirement to replace approximately 12% to 14% of the current workforce.

Significant talent growth opportunities include women, Indigenous Peoples, persons with disabilities, and newcomers. Human resources (HR) professionals are leading the solutions required to source and retain the talent pool with the skills and expertise required to meet Alberta's current and future electricity capacity.

New Peer Learning Communities (PLC) Resources

[The Peer Learning Communities \(PLCs\)](#) initiative brings real-time peer-to-peer discussions, problem-solving and best practices sharing to the forefront of workforce planning for Alberta's electricity sector. It provides a dedicated "safe space" and resources via an online platform where HR professionals will save time and effort by sharing tried and true solutions and applying proven, practical approaches. The Government of Alberta provided \$98,800 through the Workforce Partnerships program.

The Honourable Matt Jones, Minister of Jobs, Economy and Trade

"Alberta's Government recognizes the importance of a skilled, diverse and growing electricity workforce and creating opportunities for all Albertans. Investing in this program with Electricity Human Resources Canada will help drive economic growth to build a stronger Alberta."

¹ Source: EHRC's Report: [Labour Market Intelligence for Alberta's Energy Sector – Workforce Transitions](#)

Michelle Branigan, CEO, EHRC

“The workplace is diversifying and changing – and we are providing Alberta’s HR professionals with the innovative forums and resources to share their experience and ideas, deliberate together and discuss key issues, and advance best practices. This will help recruit and retain the talent we need to meet growing electricity sector needs.”

Workplace Leaders and Peer Learning Communities (PLCs)

Beyond the policies that organizations have in place, PLC forums (both virtual and in-person) inspire change at a cultural level, by teaching front line workers and teams.

Jamie Schrader is an HR professional with [Heartland Generation](#), one of Alberta’s largest power generators, and is a founding member of EHRC’s Peer Learning Communities (PLC). Jamie believes there is a strong fit between her work with diversity and inclusion, compensation and training priorities and the benefits/return on investment (ROI) that come with PLC participation.

“*This approach is different – it provides ongoing collaboration, and it is fluid – a topic is raised, and conversations take different directions to address immediate concerns and situations. There is definite value in talking things through with peers who bring their experience and unique perspectives to the table. Talking together broadens our understanding and drives solutions. This gets traction.*”

Fangfang Xiao is an Assistant Business Manager with [IBEW](#) (International Brotherhood of Electrical Workers) Local Union 424, based in Edmonton.

“*Through PLCs, I have access to mentoring and coaching on how to do my job. During PLC discussions, I share what IBEW is doing to attract other workers, how to succeed in this career and how to help new people. We are learning from other organizations with this collaborative approach – this is very exciting for me.*”

This program is funded by the Government of Alberta’s Labour Market Partnerships ([LMP](#)), part of the broader [Workforce Partnerships](#) Program.

About Electricity Human Resources Canada ([EHRC](#))

Electricity Human Resources Canada (EHRC) is Canada’s trusted provider of national labour market business intelligence, HR programs, and tools for the electricity sector.

We strengthen the electricity workforce to be safety-focused, innovative, and inclusive by delivering critical business intelligence to inform labour market decision-making; by forging partnerships that enable the industry to adapt, upskill, and innovate; by leading the industry in creating and sustaining a skilled and inclusive workforce; and by inspiring our workforce to build a low-carbon economy – now and for future generations.

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