



## NEWS RELEASE

### **EHRC LAUNCHES INNOVATIVE TOOLSET TO ENHANCE INTEGRATION OF NEWCOMERS AMID RISING CANADIAN IMMIGRATION TRENDS**

*Ottawa, March 27, 2024* – Electricity Human Resources Canada (EHRC) is proud to announce the launch of an inclusive tools aimed at assisting employers in sourcing, recruiting, and integrating skilled newcomers into Canada's dynamic electricity sector. Developed as part of the Welcoming Newcomers Program and funded by the Government of Canada's Foreign Credential Recognition Program, this industry-validated resource offers a comprehensive suite of guidance and best practices to support employers in diversifying their workforce.

"The Welcoming Newcomers program represents a pivotal step towards fostering inclusivity within Canada's electricity sector," states Michelle Branigan, CEO of EHRC. "By providing resources to employers and newcomers to Canada, this initiative aims to fill some the 28,000 roles the electricity industry needs to fill by 2028 with capable, qualified newcomers to Canada to ensure the electricity grid remains safe, secure and low-cost as the economy electrifies."

New immigrants account for the vast majority of growth in Canada's overall labour force. Between 2017 and 2022, the annual level of immigration to Canada increased by more than 50%, averaging 329,500 new permanent residents per year. Immigration, Refugees and Citizenship Canada has established progressively higher targets for newcomers to Canada going forward, with a target of 485,000 immigrants in 2024, and 500,000 in 2025.

In 2021, the proportion of immigrants employed in the electricity industry was 18% compared to 32% economy wide. There have been limited improvements in the share of immigrants in core electricity occupations since 2016. This is due almost entirely to the fact that the share of immigrants among the Trades group of occupations has declined slightly whereas other occupational groups registered increased.

EHRC remains steadfast in its commitment to advancing diversity and inclusion within the electricity industry. The launch of this innovative toolset underscores EHRC's dedication to fostering an environment where all individuals can thrive and contribute to electrification in Canada in order to achieve Canada's carbon reduction objectives.

Funded by  
the Government of Canada's  
Foreign Credential Recognition Program

Canada

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

Electricity Human Resources Canada is Canada's leading provider of trusted HR research intelligence for our national sector.

Our primary role is to strengthen the ability of the Canadian electricity and renewable energy industry to meet current and future workforce needs. EHRC develops the resources that inspire our next generation and is the steward of forward-thinking initiatives that drive positive change as together we build Canada's low carbon economy.

Our vision is to build a world-class electricity workforce. We will achieve this by growing our Canadian electricity labour force to be safety-focused, highly skilled and inclusive.

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