

## Ontario Tech University Energy Workforce Round Table Event In Partnership with OCNI

### Goal:

To gather data and insight about emerging, high demand skills needed in the nuclear workforce to support the improved job readiness of graduates and employees across the nuclear supply chain.

### Objectives:

1. Design and deliver a round table event in partnership with OCNI to serve as an opportunity to gather data and insight from OCNI members who work in workforce planning and development or talent management
2. Analyse the data and insights gathered to identify the emerging, high demand skills that are of highest priority for the nuclear workforce in the next 2-3 years
3. Develop a strategy to ensure the existing and future workforce are aware of the these high priority skills (potentially discuss how this can be updated and a sustainable ongoing process implemented)

### Notes:

The University would use this data to;

- A. Inform program and course revisions
- B. Immediately design, develop and deliver microcredentials through its TALENT subsidiary to address skills development needs in a timely manner OR signal skills development opportunities that exist outside of the University

## Round Tables by the Numbers:

Round Table #1: \*8 attendees from consulting engineering, education, energy, and recruitment firms: Calian, Georgian College, Hatch, LHH Knightsbridge, Mirion Technologies, OPG, PTAG, X-Energy.

Round Table #2: \*6 attendees from consulting engineering, energy, and recruitment firms: Aecon, Black & McDonald, Globotech, LHH Knightsbridge, OPG, Thomas Thor.

\*not including attendees from TALENT, OCNI, Ontario Tech University

## Key Findings:

1. In addition to the technical and domain specific knowledge and skills taught within current undergraduate programs, to be job-ready this decade's graduates need to be able to demonstrate a range of skills, competencies, aptitudes and behaviours (see Appendix A).
2. In order to attract the diverse talent pool required by the Nuclear sector, employers are aware that they need to increase awareness of careers within the sector and provide opportunities for career exploration.
3. Employers are also aware that new and future graduates' needs are changing and that employee retention strategies need to evolve to better meet these needs.
4. The employee lifecycle within the sector is also evolving. In addition to the 'traditional' permanent, infrastructure roles new roles are emerging to drive innovation and digital transformation within the sector. Some of these roles are fixed term contract roles. Different individuals are attracted to these differing roles, although this may change over the course of their careers.
5. In order to compete with other sectors looking to attract graduate talent the Nuclear sector may need to reposition itself in order to address some of the legacy concerns about safety in the sector. For example, repositioning as 'clean energy' may attract a new generation of talent who are motivated by their social conscience.

## Recommendations:

- A. Develop a comprehensive list of key role profiles that detail;
  - a. Occupational Profile
  - b. Knowledge
  - c. Skills
  - d. Competencies
  - e. Behaviours
  - f. Aptitudes
  - g. Professional Registration/Accreditation/Licensing (as appropriate)
- B. Use the role profiles to develop a learning and development framework for the sector that actively enables education and training providers to address skills gaps
- C. Leverage the role profiles to develop a career awareness and exploration strategy for the sector

## Next Steps:

Please indicate to [rachel@ontariotechtalent.ca](mailto:rachel@ontariotechtalent.ca) by May 7th 2021 if your organization would be interested in working with us to develop key role profiles for the sector. Further details will be provided at that time.

## Appendix A - Job Ready Skills, Competencies, Behaviours and Aptitudes

