# Work Transformed

## For employers

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.

Sector leaders across the country shared their thoughts on these changes to the electricity sector workforce and **what it means for employers**.

### Job categories likely to experience transformation due to technology:

Managers/supervisors
Trades
Engineers/engineering technologists
Information and Communications Technology occupations

### Occupations likely to see an increase in demand:

Data and big data analysts and engineers
Artificial intelligence and machine learning specialists
Cyber and network security experts
Robotics and automation specialists

**Is your organization future-ready?** Here are some strategies for preparing for your future workforce needs:

**Develop an industry-wide learning ecosystem** by working with partners to develop curricula and innovative training programs
- Develop responsive curricula
- Design customized learning programs to upskill workers

**Adapt existing systems and processes to focus on change and innovation** by adopting a culture of change and making learning and innovation a part of your workplace
- Empower change managers to implement a change strategy
- Develop a lifelong learning strategy
- Champion opportunities for innovation
- Adopt more flexible workplace structures

**Develop a workforce management and training plan for a digital future** which includes looking ahead to recruiting for future occupations, and assessing the needs of current workers
- Identify the occupations needed in the future
- Articulate a recruitment strategy
- Develop a workplace training plan
- Reskill workers
- Upskill workers

"How do we expose [workers] to other occupations so that there is a bit of a transition and at what point do we start doing that? In some of our HR programming, **we're looking at cross-functional training and job-shadowing**, to try to pique interest in people, to try to think outside their technical career box."

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

pwc

electricity
HUMAN RESOURCES CANADA

Canada