



electricity

HUMAN RESOURCES CANADA



Who We Are



Electricity Human Resources Canada (EHRC) and our partners share a common vision— we believe a strong, competitive Canadian electricity economy is built on the strength of its people.



EHRC works to strengthen the ability of the Canadian electricity industry to meet current and future needs for their workforce – one that is safety-focused, highly skilled, diverse and productive.



Partnership to support a safe and vibrant solar workforce in
Canada



Current Solar Projects





National Occupational Standard: PV Installer

Define what it takes to be a competent PV Installer:

- Performance – what a PV Installer must **be able to do**
- Knowledge – what a PV Installer must **know**

Provides a clear snapshot of the competencies required for the role.

Developed **by** and **for** the solar industry.

National Occupational Standard: Small PV System Designer

Small PV System Designers design PV systems; create electrical three-line diagrams for solar electric systems using computer-aided design software; develop design specifications and requirements for solar energy systems; perform computer simulations of PV generation system performance to optimize efficiency; provide technical support to installation teams; develop standard operating procedures and safety standards for solar installation work; perform a variety of analyses for solar systems.

Small PV Systems, up to 30 kW.





HR Practice, Workforce Planning



Job ads, job descriptions
Planning & progression
Interview guides
Onboarding checklist
Reward programs

Credentials, Assessment Tools



Professional Credentials, Industry Certification
Vocational qualifications
Diagnostic, formative, summative assessment

Organizational Change



Skills inventory
Supply/demand
Labour market conditions, trends
Education or skills needs

Career Guidance



Information
Articulated career paths
Career development plans
Job search tools

Learner & Labour Mobility



Recognition of prior learning
Credit transfer
Credential reciprocity
Program articulation

Curriculum, Training, Education



Certificates
Diplomas
Degrees
Corporate programs



Training Providers – what do we need to teach future PV Installers?



Employers – what skills/knowledge do I need my PV Installers to have?



Employees – what skills/knowledge can I improve to be a better PV Installer?



Job Seekers – what skills/knowledge should I develop to become a PV Installer?

National
Occupational
Standards Provide
Insights



Additional Resources and Tools

Additional tools will provide a full picture of the two occupations/roles:

- Essential Skills Profiles – to outline the foundational literacy skills needed of PV Installers and System Designers
- Physical Demands Assessments – to outline the physical requirements of PV Installers and System Designers

Development Process

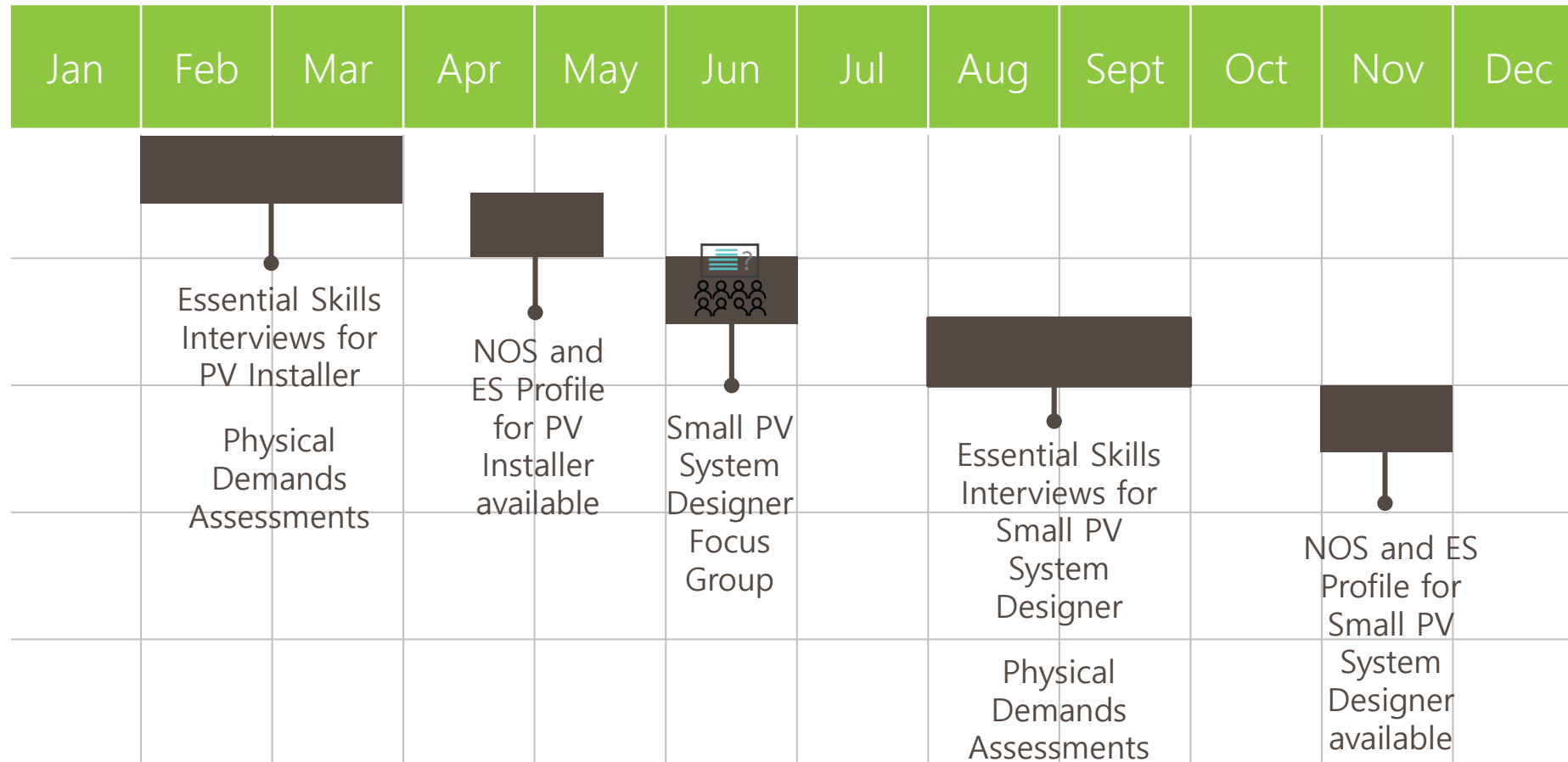


- Extensive research of existing standards, training and documentation about the role
- Engagement directly with industry, including:
 - Subject Matter Expert (SME) interviews
 - Surveys
 - In-person focus groups and consultations

Results are materials developed **by** and **for** the solar industry.

Project Timelines

2020



Get Involved

- Participate in Essential Skills Interviews for PV Installers and Small PV System Designers (January – March 2020)
- Participate in Consultations (online, telephone and in-person) for Small PV System Designer
 - In-person focus group scheduled for June 2020

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