

Overview

Wataynikaneyap Power will develop a workforce to maximize meaningful Indigenous participation on the Wataynikaneyap Power transmission system over the next 25 years. This is one part of the overall plan to meet the vision of the partnership.

25 Year Workforce Development Pathways

- A multi-year objective
- Develop work scopes each year in order to achieve the target
- Incorporate two-world view into planning

A sub-committee made up of 6-8 people (half from Opiikapawiin Services and half from Wataynikaneyap Power PM) is responsible for:

- Identifying focus areas every year
- Reviewing with the Leadership Forum for input
- Developing materials
- Executing on tasks
- Tracking/reporting on outcomes

We are trying to reach...

Youth and Students – Elementary & Secondary
(local and in-community)

Community Members - both on and off-
reserve

Post-Secondary students, apprentices, or new
professionals who would like support
and mentoring



Workforce Development Objectives

With support from OSLP, Wataynikaneyap will:

Develop strategies for:

Introducing PFN youth to employment
opportunities

Mentorship opportunities for PFN youth

Increasing awareness of potential positions with
Wataynikaneyap at in-school sessions

Engaging youth and community members at
career fairs

Workforce development reporting

Establish clear pathways to employment for students

Provide them with the knowledge they need about
careers in the utility sector so they can make
informed decisions when advancing their education

Develop a larger, more diverse pool of educated
professionals to select from as positions become
available with Wataynikaneyap Power

Work Scope – Three Focus Areas

School Presentations - Building Knowledge & Awareness

- Develop presentations to engage Primary/Secondary students
- Train support staff to assist with in-community presentations (OSLP, Wataynikaneyap, Community Liaisons)
- Establishing a schedule for visiting/engaging with schools in PFN communities as well as primary/secondary/post-secondary schools in Thunder Bay
- Identify the number of professionals currently available from the PFN communities (# of engineers, accountants, HR professionals, electricians, etc.) so a gap analysis can be performed



Career Fair Participation

- Primary/Secondary/Post-Secondary students and PFN community members
- Industry professionals providing information on potential careers (Operations/Engineering team)
- Promote co-ops, placements and mentorship possibilities
- Enhance current career fair materials, ensure consistent messaging, and develop approaches to starting conversations with students



Career Readiness and Support

- Post-Secondary Students (trades/college/university)
- Understanding challenges students face and opportunities where Wataynikaneyap could tailor its recruitment to potentially support
 - Job shadowing
 - Mentoring
 - Co-op placements



Connect with Wataynikaneyap Power to discuss opportunities to participate:

HR@wataypower.ca

