

Innovative WIL:

A Case Study of Early Talent Development to Support Clean Energy Transitions in Southern Alberta

BHER partnered with Calgary Economic Development's TalentED YYC pilot project to streamline employer access to diverse student talent for Alberta's growing clean energy economy through innovative WIL.

Challenges

Employers in the clean energy economy have a hard time reaching diverse students interested in green careers in STEM and the Skilled Trades, which have a legacy of limited diversity and inclusion. To address this issue, TalentED YYC offers a streamlined innovative WIL platform for employers looking to engage students from all seven of Calgary's post-secondary institutions.

WIL Solutions



As a regional intermediary, TalentED YYC makes it easier for employers to offer innovative WIL opportunities by creating a one-stop shop for employers to connect with post-secondaries, post jobs, and find WIL options that match their needs.



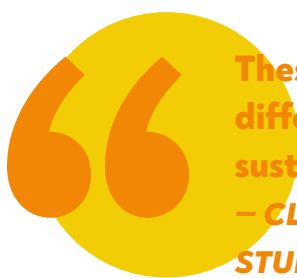
TalentED YYC gives students multiple entryways into Alberta's clean energy economy through four innovative WIL streams that connect students with employers in green industries: **Bootcamps, Design Competitions, Simulated WIL: Newtonian Shift, and Industry Projects**

Impact

- Big successes in increasing inclusion of equity-deserving students in WIL: 60% of participants identify as women, 58% as visible minorities, and 36% international students.
- Participants in all WIL streams report significant gains in their sense of readiness for the clean energy workforce.
- Students gain the social and emotional skills, green skills, and climate literacy that employers want most.

86% of participants feel better prepared to enter the workforce

90% feel optimistic about achieving success in the workforce



These students possess immense potential to make a tangible difference in advancing clean energy solutions and shaping a more sustainable future with their passion and innovative mindsets.”
– **CLEANTECH COMPANY LEADER AFTER NETWORKING WITH STUDENTS AT A CASE COMPETITION**

Interested in setting up your own WIL program?
Connect with us at wilpartnerships@bher.ca

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