



Closing Canada's Green Skills Gap

A skills ecosystem approach to Canada's net-zero transition

About the Smart Prosperity Institute

The Smart Prosperity Institute is Canada's largest policy think tank and global research network focused on the environment and the economy. Based at the University of Ottawa, we turn our research into practical policy recommendations and market solutions for a stronger, cleaner economy.



Canada's net-zero transition could create upto

**300,000 new jobs
by 2030**

A successful transition needs a skilled workforce

SPI's reports for the Future Skills Centre



Summary report



Zero-emissions vehicles in Ontario



Plant-based proteins in Manitoba and Saskatchewan

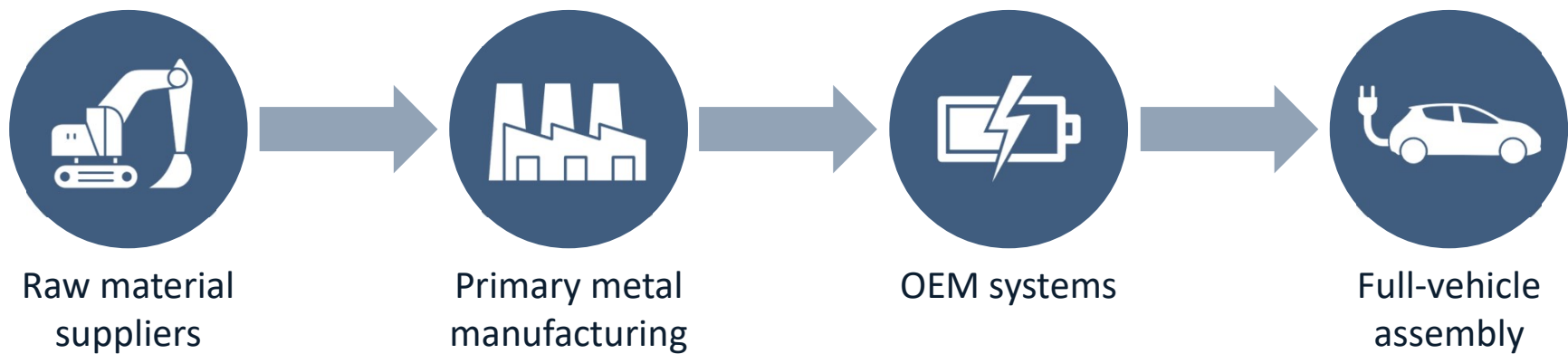


Mass Timber in British Columbia



Our approach to understanding skills needs

Mapping the supply chain



An example from our research on zero-emissions vehicles in Ontario

Identifying occupations and skills for the supply chain



Plant
supervisor



Construction
millwrights



Engineers



Computer
programmers

An example from our research on zero-emissions vehicles in Ontario

Used a mixed-methods approach

The interviews, surveys and workshops helped us identify current and future skills changes that each of these technological opportunities will bring to their sectors.

By connecting the two pieces of information, we can understand the skills transition.



90+ interviews



Online surveys



Five workshops



Secondary data
analysis

Select policy insights

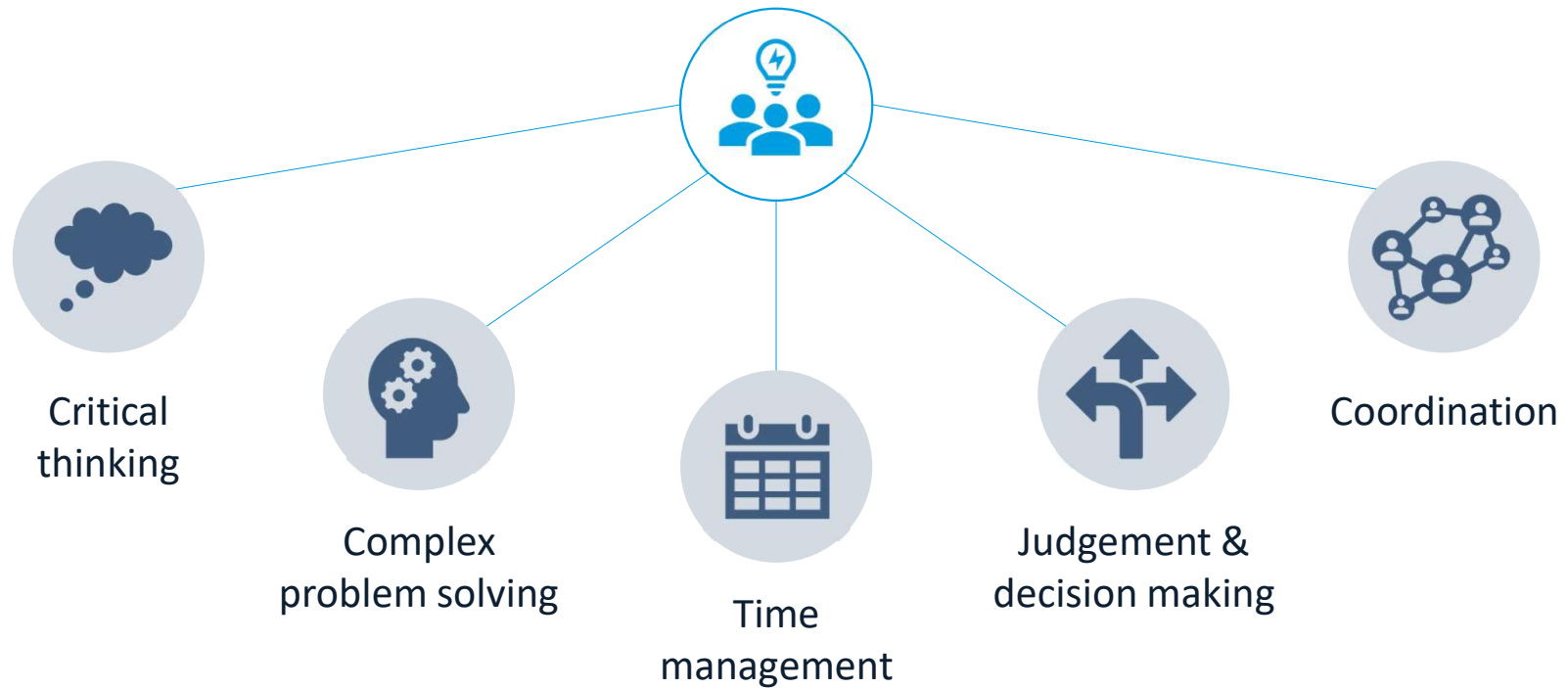
Recycle existing skills and apply them to net- zero jobs

- Upskilling and reskilling can be achieved in a reasonable timeframe
- Make retraining programs accessible to equity-deserving groups



Focus on non-technical skills

Important across all clean-growth opportunities



Invest in social & physical infrastructure

to attract and retain talented people in the areas where
clean-growth job opportunities will grow



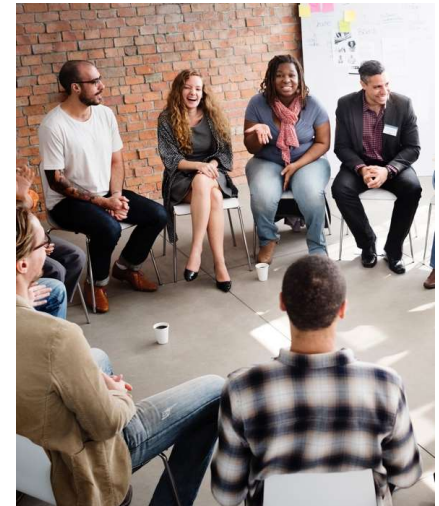
Child support



Affordable housing



Public transport

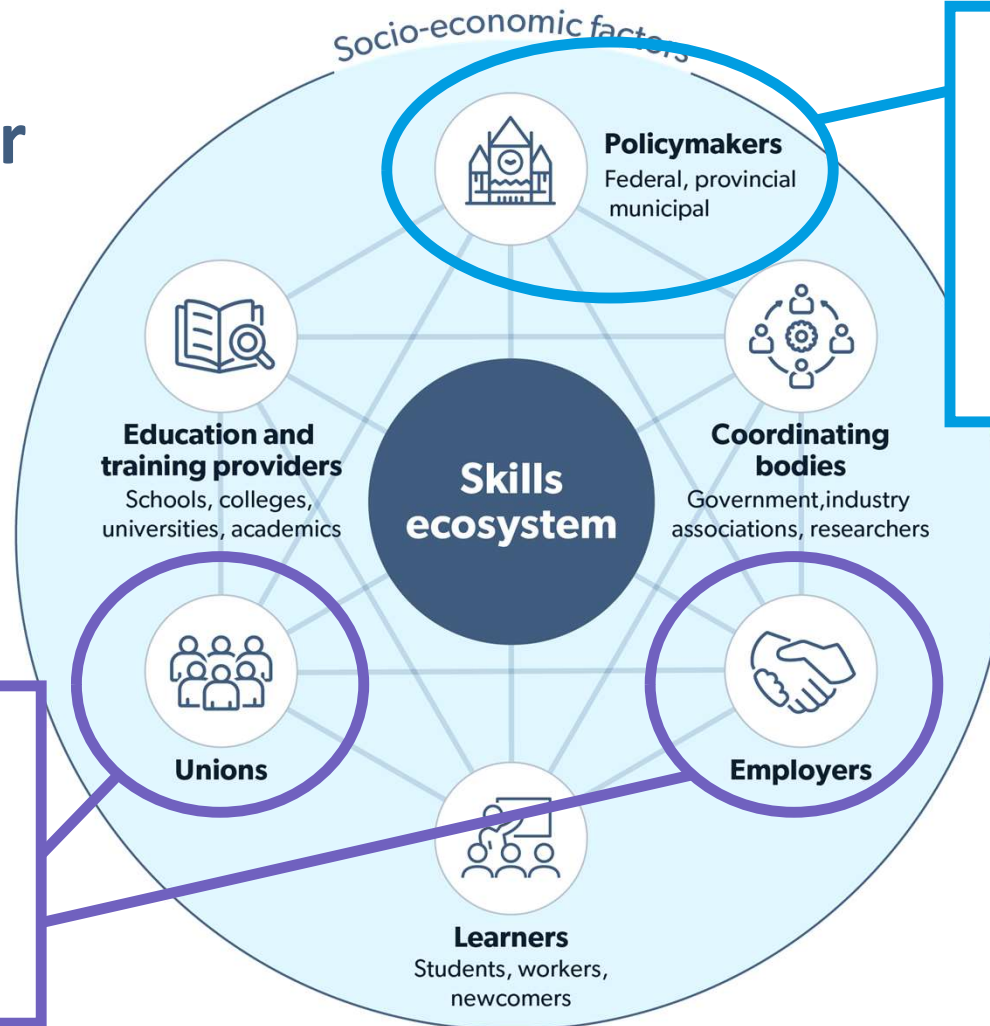


Community services

Building skills requires an entire ecosystem



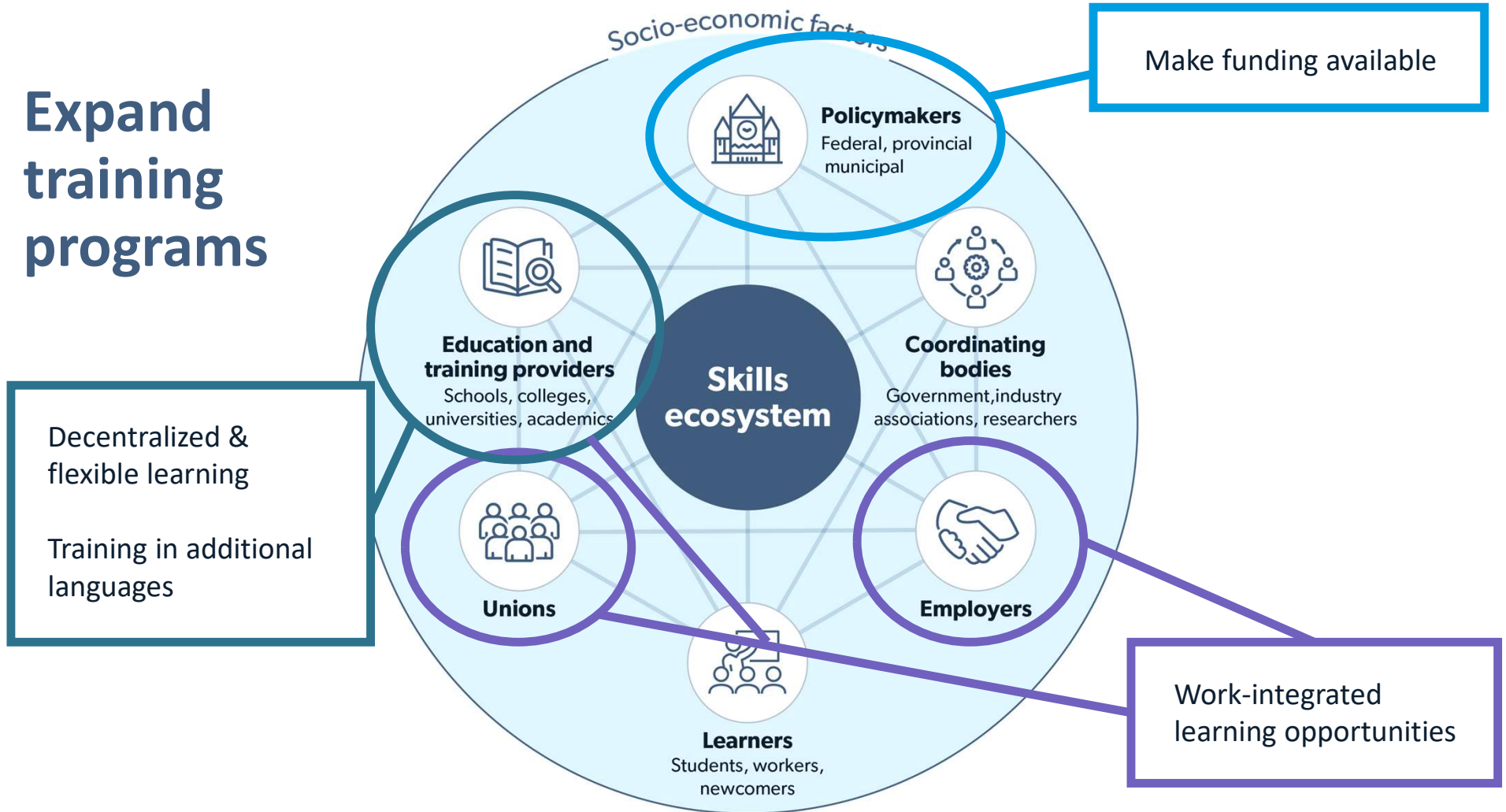
Tackle labour shortages



Give mandate to local workforce planning boards to engage with employers to identify & support candidates from underserved communities

Create financial incentives for retiring tradespeople to return to colleges as instructors

Expand training programs



Final thoughts

- Most future growth will be driven by clean economy sectors.
- Canada will be competing to attract and retain the best talent across the globe.
- By anticipating and preparing for this skills transition, we will set ourselves up for success.



Thank you



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