

WORKFORCE INSIGHTS

from Ontario's Waterpower Industry

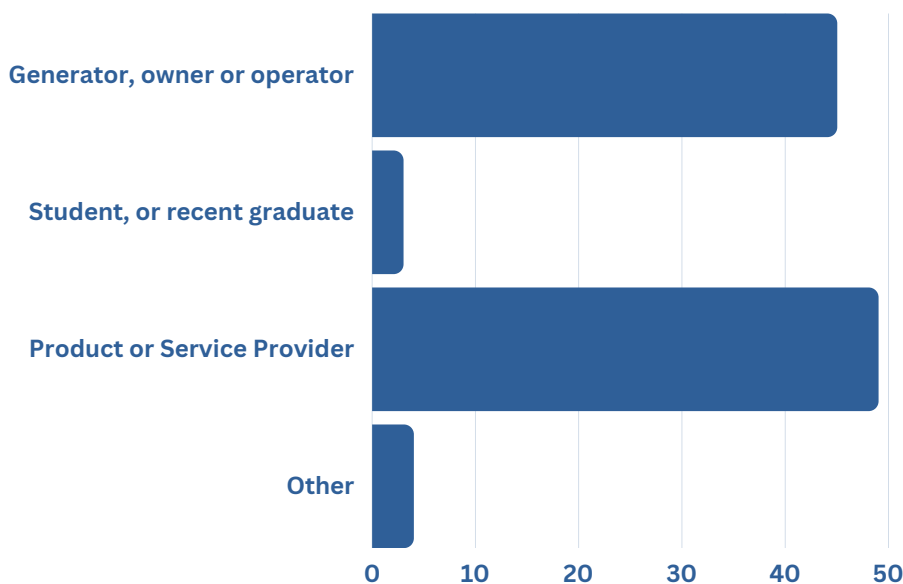
EXECUTIVE SUMMARY



Forward

The Ontario Waterpower Association conducted a survey regarding the opportunities, challenges, dynamics and perceptions of Ontario’s waterpower industry workforce. The survey was completed by 79 participants ranging from students and recent graduates to seasoned professionals with over two decades of experience and employed in various fields within the waterpower sector.

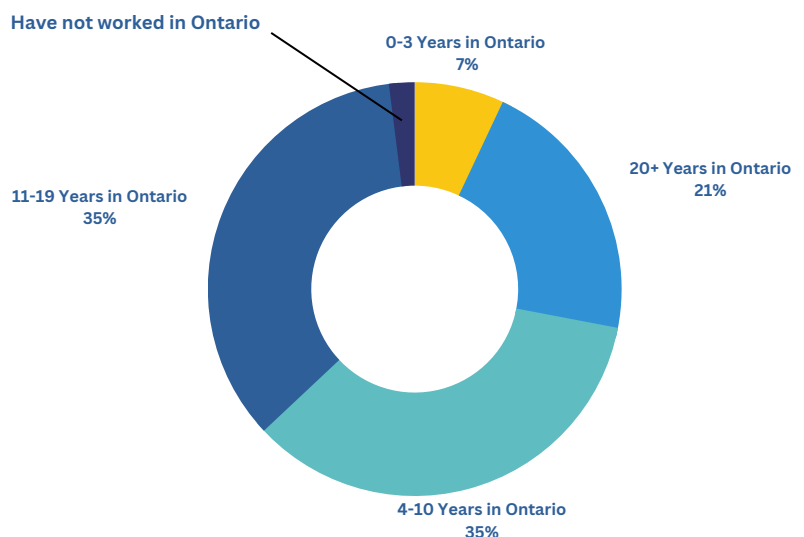
Business within Ontario’s waterpower industry



Of the **79 participants** interviewed, **49%** were service or product providers and **43%** were asset owners or operators

56%
of the participants had
11+ years
of experience in
Ontario’s waterpower
industry

Years of work experience in Ontario’s waterpower industry



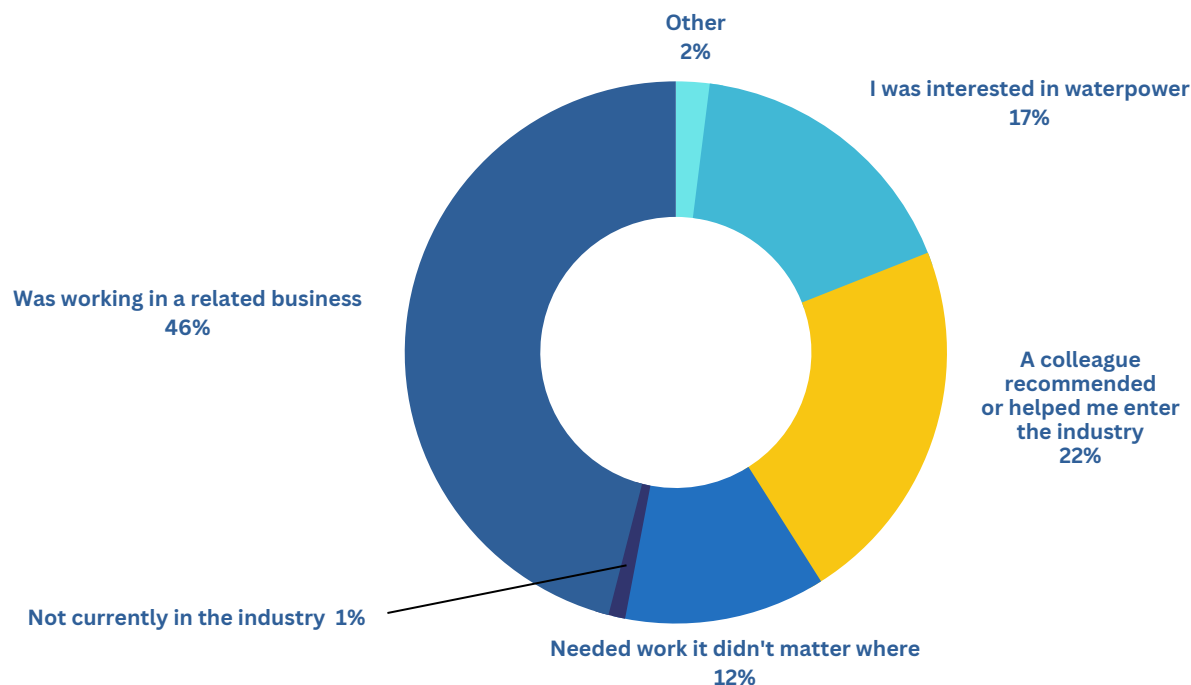
TOP 5 Findings



Recruitment: Experience and Entry Pathways

The majority of participants had accumulated between 11 and 20+ years of experience within the waterpower industry. Intriguingly, a significant portion of participants shared that they initially joined the industry through affiliations with related businesses or through referrals from friends and colleagues. This stands in contrast to intentional career choices centered around waterpower.

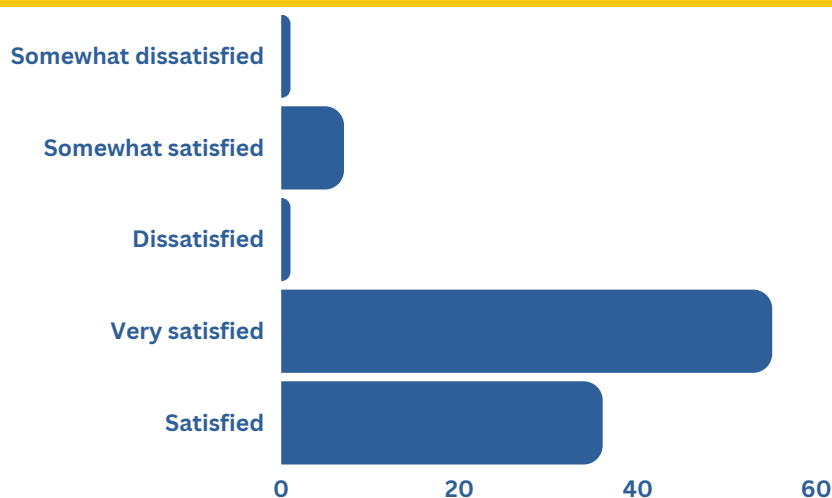
How did you enter the waterpower industry?



Retention: Job Satisfaction and Long-term Vision: Entry Pathways

Participants expressed high levels of job satisfaction, with an inclination towards remaining in the waterpower industry for the next five years. Moreover, a substantial number of participants indicated a willingness to endorse the industry to potential job-seekers, highlighting a positive perception of the sector's career prospects.

How satisfied are you with working in the waterpower industry in Ontario?



91%

of participants said they were satisfied or very satisfied working in Ontario's waterpower industry

"Hydropower is a niche domain that includes complex and unique projects that are always challenging and different."

Retention: Job Satisfaction and Long-term Vision: Entry Pathways (cont'd)

The survey unveiled that a notable portion of participants perceive their organizations to be performing "good" or "average" in terms of recruiting and retaining talent for the waterpower industry.

This suggests room for improvement in enhancing recruitment strategies and ensuring employee retention, particularly in light of the looming challenge posed by retirements.

56%

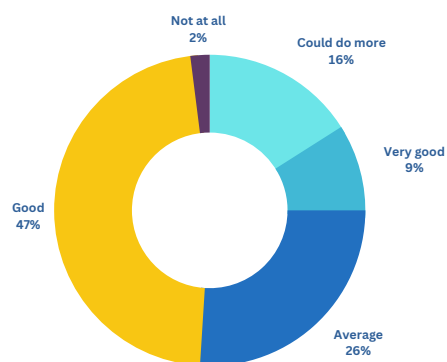
of participants believe their organization is good or very good at **recruiting** employees

WHILE

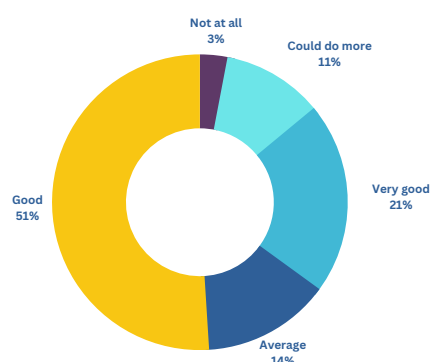
72%

of participants believe their organization is good or very good at **retaining** employees

Do you feel that your organization does a good job at recruiting employees to the waterpower industry?



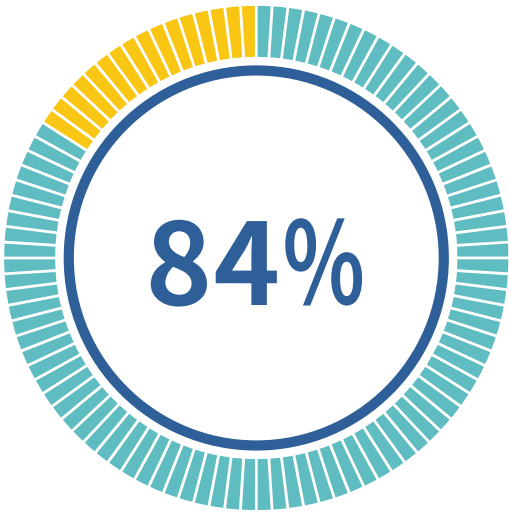
Do you feel that your organization does a good job at retaining employees to the waterpower industry?





Future Workforce Needs

A prevalent belief among the survey participants is that the waterpower industry will continue to require a robust workforce in the foreseeable future. 84% of survey participants indicated that their organization will have a need for new employees over the next 3 years. This sentiment, however, is accompanied by concerns regarding recruitment and retention efforts. The imminent wave of retirements within the industry adds urgency to the task of replenishing and sustaining the workforce.



of participants indicated that their organization will have a need for new employees over the next 3 years

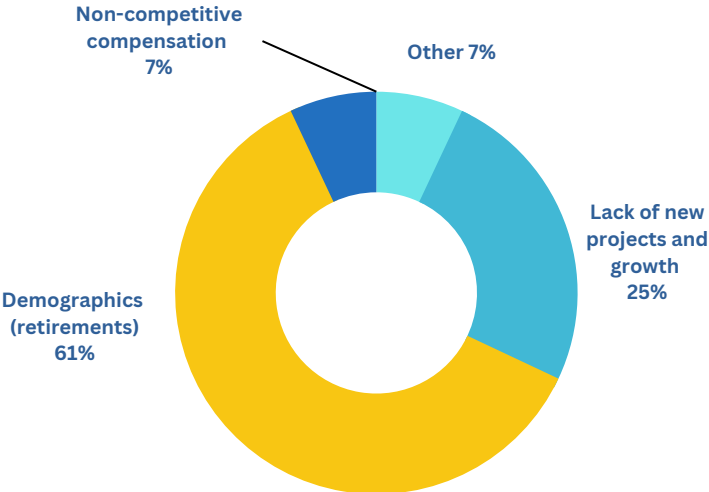
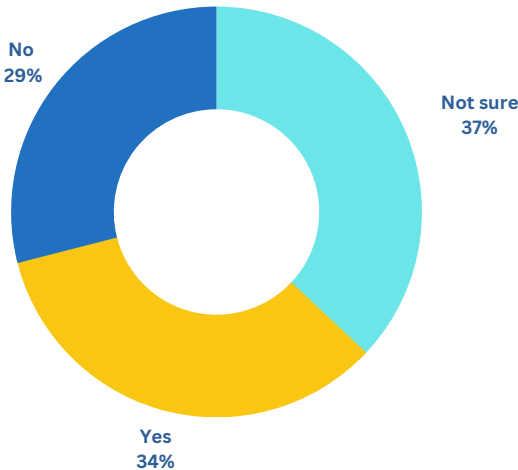
34%
of participants believe the industry is losing employees

Of the 34% participants that believe the waterpower industry is losing employees

61%
believe it is due to retirements

Do you feel that the waterpower industry in Ontario is losing employees?

What do you believe is the primary reason the waterpower industry in Ontario is losing employees?

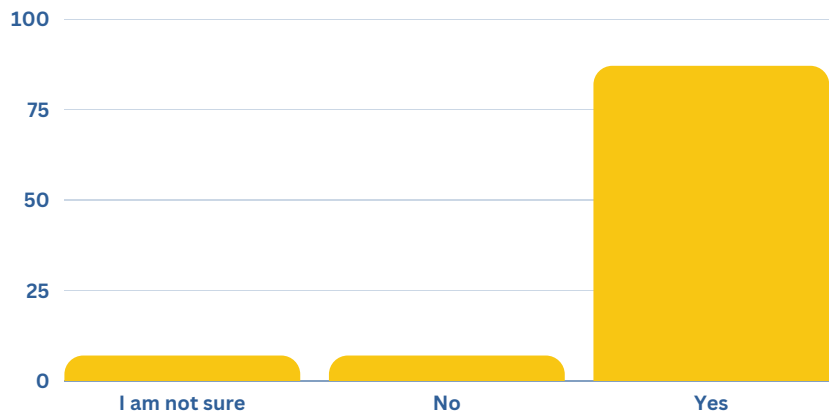




Equity, Diversity, and Inclusion

A noteworthy insight that emerged is the recognition among the participants of the need for enhanced Equity, Diversity, and Inclusion (EDI) initiatives within the waterpower industry. This underscores the industry's growing awareness of the importance of fostering a diverse and inclusive workforce to meet contemporary workplace standards.

87%
of survey participants
indicated that their
organization has an Equity,
Diversity and Inclusion
policy in place



Industry Promotion and Advocacy

Survey participants highlighted the need for increased industry promotion and advocacy efforts. While participants were satisfied with their roles and foresee a future within the waterpower sector, there is a recognized need to effectively communicate the industry's benefits and opportunities to a broader audience, including potential job-seekers.

How can the Ontario
Waterpower
Association best assist
your organization in
the recruitment and
retention of
employees?



Build partnerships with high schools, universities, and colleges so they understand the opportunities in the waterpower sector



Promote industry job postings and training opportunities



Host networking, job fairs and industry events to both encourage recruitment and retention within the industry

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