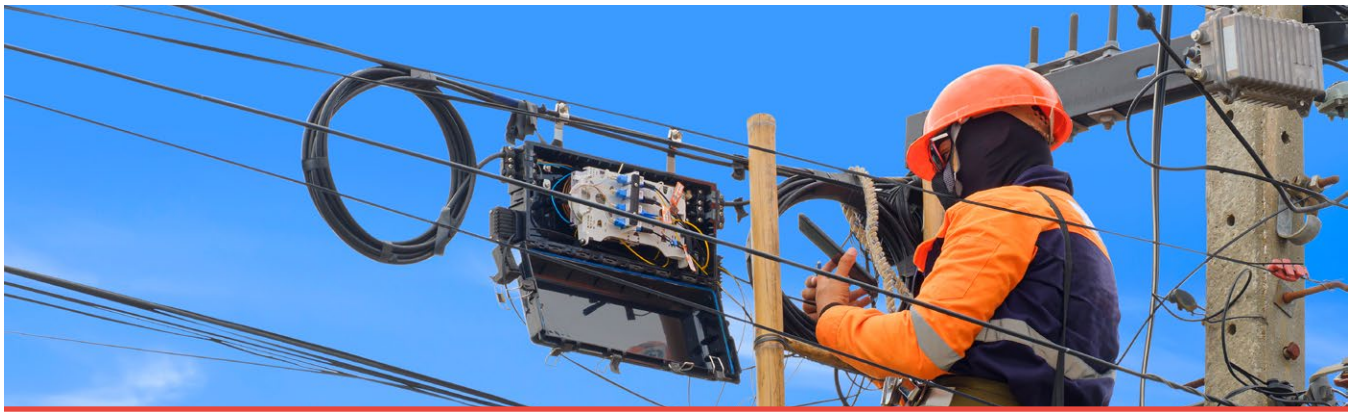
# Building B.C.'s clean electricity workforce



British Columbia's clean electricity sector is a foundation of the province's economy and future growth. As industries, buildings and transportation electrify, electricity demand is expected to more than double by 2050, creating opportunities for new energy projects and skilled workers across the province.

- Hydropower supplies 91% of B.C.'s electricity. The province's utilities sector employed 17,900 people in 2024, including in electricity, natural gas and water systems.
- BC Hydro's recent Calls for Power awarded contracts for 14 wind and solar projects, creating up to 3,500 construction jobs. BC Hydro also issued its first call for grid-scale battery storage.
- BC Hydro's $1-billion Power Smart 2.0 plan will support energy efficiency over three years, generating an estimated 3,500 jobs annually across the utility and building sectors.



B.C.'s clean electricity economy includes utility-scale renewable power generation (hydroelectricity, wind, solar, and geothermal), distributed energy resources, and electricity infrastructure.

### What kinds of jobs are part of B.C.'s clean electricity economy?

- Power line technicians
- Electrical and power systems engineers
- Operations and project managers
- Construction tradespeople
- Heavy equipment operators
- Procurement managers

## Growth opportunity

B.C.'s electricity system will need to increase to support economy-wide electrification.

- In a net-zero scenario, B.C.'s renewable energy sector could employ 27,800 workers by 2050, more than four times as many as in 2023.
- New renewable energy and infrastructure projects can create construction and operations jobs in communities across the province.
- Expanded clean electricity capacity can enable growth in sectors such as transportation, buildings and critical minerals.



## Workforce challenge

Capturing the economic benefits of clean electricity growth will depend on having enough skilled workers in the right places at the right time.

- Rural and remote communities may lack the local expertise needed to fill job opportunities, increasing reliance on workers from outside the region.
- Low awareness of the positive aspects of clean electricity careers is contributing to recruitment challenges among young people and women.

## What will unlock growth?

### Build local workforce capacity

Governments, employers and industry should use major projects to offer expanded training opportunities and support local hiring, particularly in rural and remote communities.

### Expand recruitment and career pathways

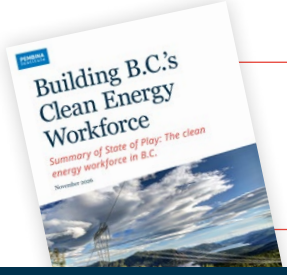
Employers, industry and training providers should promote electricity sector careers and create pathways for workers entering from related industries.

### Coordinate workforce planning

Governments, employers, industry and training providers should convene to ensure training programs are aligned with industry needs and projected labour market demand.

## Why does this matter for B.C.?

Clean electricity is already an important part of B.C.'s economy and will play an even larger role as the province electrifies. With a strong workforce strategy that includes planning, skills development and training, workers, businesses and communities across B.C. can share in the economic benefit from investments in renewable energy and electricity infrastructure.




Read Summary of *State of Play: The clean energy workforce in B.C.* for economy-wide workforce recommendations: pembina.org/pub/state-of-play-clean-energy-workforce-bc