



## **Training opportunities in Technology and Green Energy Economy - Feasibility Study Request for Proposals**

Date: June, 2017

Momentum is interested in exploring skills training for living wage, career track jobs in the fields of Technology and Green Energy Economy in Calgary. These jobs need to be accessible to people living on lower incomes who may have barriers to employment such as English as an additional language or limited formal education.

A research consultant is required to conduct a feasibility study on training opportunities that would be less than 26 weeks in length, in both Technology as well as Green Energy Economy, which includes energy efficiency and renewable energy employment. This study will include a labour market analysis, environmental scan, and the identification of potential training partners, potential employer partners and a forecast of potential funding opportunities. Results of this study will help Momentum determine its training role in these sectors and will inform future program design.

### **Project Background**

Momentum has a strong track record in skills training for Calgarians who are either unemployed or under-employed in low wage jobs (<http://www.momentum.org/programs/skills>). Since 1991 Momentum has provided pre-apprenticeship Trades Training to over 1,000 immigrant and Indigenous program participants.

Momentum, along with several community partners, completed a workforce development report on 'Green Collar' Jobs in 2010. The report included a labour market analysis the current state and potential growth of entry-level green collar jobs in Calgary and throughout Alberta - [http://www.momentum.org/sites/default/files/Green%20Collar%20Executive%20Summary\\_web.pdf](http://www.momentum.org/sites/default/files/Green%20Collar%20Executive%20Summary_web.pdf). Based on the results on the workforce development report, Momentum launched two pilot cohorts of a Green Building program in 2012 and 2013.

Momentum previously delivered a Technology Access Program and basic Computer Workshops. The Technology Access Program, which focused on supporting participants with basic computer use to increase employability, had over 4,500 participants prior to the program closure in 2010 (Note: Momentum still has computers available for public use). The Computer Workshops provided basic computer training on Microsoft Word and Excel to increase employability – from 2002 – 2011, over 1,100 people participated in a Momentum delivered Computer Workshop.

Momentum is also partnering with Making Changes to launch a new technology training program for women as part of the Making Changes Employment & Life Skills Program. Making Changes is delivering the 24-week program that combines employment and life skills upgrading, Cisco Network Academy training towards a Cisco Certified Network Associate (CCNA) certification and 4-week, on-the-job work experience

(<http://www.metronews.ca/news/calgary/2017/04/27/funding-immigrant-and-indigenous-women-in-alberta-tech.html>). Momentum is supporting Making Changes with capacity building support delivery of the program and the program learning will inform any future technology training provided by Momentum.

Skills training in the fields of technology and/or green energy economy would draw upon this training expertise, applying them to new job sectors.

**Technology:** There is increased interest in growing the technology sector in Calgary and more attention on employment training opportunities for Calgarians to access Information and Communications Technology (ICT) jobs such as coding and system administration. The *State of Alberta Digital Infrastructure Report* (Cybera, 2016) identified the following need for skilled ICT professionals:

- Number of ICT professionals in Alberta as of 2013: 75,000
- Number of knowledge based workers Alberta should have achieved by 2010, according to 1998 ICT action plan: 140,000
- Percentage of Alberta ICT workers who are immigrants: 37%
- Projected shortage for certain ICT roles in Alberta between 2015 and 2021: +400%
- ICT salaries in Alberta compared to the national average: between 5% and 25% higher

**Green Energy Economy:** Through the Alberta Climate Leadership Plan, the Government of Alberta is taking steps to address the challenge of climate change. Revenue from the Climate Leadership Plan, including the carbon levy, is expected to generate \$5.4 billion, all of which will be rebated to Albertans or reinvested in the economy into large-scale renewable energy, bioenergy and technology. Included in this is \$645 million to be invested into energy efficiency programs and services for retrofits to homes and businesses. All of this will require a significant number of skilled and semi-skilled workers.

From the December 2016 *Calgary Region's Green Energy Economy Summary Report* (Delphi Group, 2016) commissioned by Calgary Economic Development: 'Global megatrends suggest that the green energy sector is not a 'fad' but, rather, will continue to grow at an accelerated pace over the next several decades. These shifts lie at the heart of the growing green energy economy and present significant opportunities for cities that are positioned to take advantage of the economic benefits, including new investments and job creation potential'.

### **Project Objectives:**

Momentum will be able to determine future training opportunities based on feasibility of a training opportunity, including environmental scan, labour market projections, potential training and employment experience partners.

### **Consultant Responsibilities:**

The consultant will be responsible for the following for both the Information Technology (IT) sector as well as Green Energy Economy:

1. Conduct a feasibility study and environmental scan:
  - a. Identify the most in-demand entry-level positions in IT and Green Energy Economy, with a particular focus on renewable energy and energy efficiency jobs, in Calgary
  - b. Identify opportunities for future career development, post entry into the field.
  - c. Assess level of interest of people currently unemployed or underemployed to pursue jobs in IT and Green Energy Economy and demand for related training through survey, focus group or other engagement approaches.

- d. Research existing industry players to determine their specific employment needs as well as the skills required to be gain employment through employment training
2. Provide labour market projections
3. Identify potential training partners in Calgary that would be a good fit with Momentum:
  - a. Hold discussions with SAIT as a current training partner that may be considering launching programs
  - b. Research potential new training partners (eg. Bow Valley, CDI, Lighthouse Labs, etc)
4. Identify potential employer partners that would take participants for unpaid work experience placements and potentially willing to hire training graduates
5. Identify funding opportunities for a new training program at Momentum

**Project Deliverables and Timeframe:**

- Project start date is Aug 1, 2017
- Provide a project charter in consultation with Momentum staff by August 11, 2017 that will include the proposed research plan and communication plan with Momentum staff.
- Provide a draft report for consideration by Momentum staff by October 6, 2017
- Present a final report by October 18, 2017

**Submission Requirements:**

The applicant(s) will submit a cover letter stating an interest in the project and a brief proposal for this work assignment (3-5 pages) that must include the following information:

***Approach:***

- A brief description of the project approach, including a proposed work plan with a summary of tasks, methodologies, deliverables and a phased timeline reflecting the required deliverables.

***Resources, Qualifications and References:***

- Resumes for each individual who will be involved in the work, describing relevant qualifications, demonstrating experience in the area of economic and social science research, and demonstrating their ability to provide the services.
- Two references representing similar work done by the applicant over the last two years, specifying the organization(s) to which the services were delivered and a reference name for each organization. References should include addresses and telephone numbers.

***Cost:***

- A quote including per diem rates and estimated time allocation for each individual involved in the work, with totals summarised. Note: The total cost, inclusive of GST, shall be between \$25,000 and \$35,000. All project related costs will be covered within this amount.

Proposals must be submitted by **July 14, 2017.** The proposal should be sent to:

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Director of Operations  
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**Additional Information**

For more information about Momentum please visit our website at [www.momentum.org](http://www.momentum.org)