

## How TALENT is Closing Skills Gaps to Transform Canada's Energy Sector

“We want to use SkyHive to inject emerging skills where they're going to be needed, and encourage reskilling in those areas.”

- Rachel Sumner, CEO of TALENT

### Background

The Canadian government has established an ambitious nationwide goal of achieving net-zero emissions by 2050. This requires billions of dollars in tax credits, the development of new nuclear and alternative-energy infrastructure, and the cultivation of a highly-skilled workforce.

At the forefront of ensuring the energy sector workforce is equipped with the skills needed for this shift is TALENT, a company specializing in workforce transformation. TALENT aims to equip individuals with skills for high-growth careers, collaborate with employers on strategic workforce planning, and drive industry-wide change through skills intelligence. Its objective is to “create a diverse, job-ready pipeline of talent for Canada's energy sector,” says Rachel Sumner, TALENT's CEO.

To realize its goal, TALENT has adopted SkyHive Skill Passport™, a global marketplace that connects job seekers to opportunities aligned with their unique skills. Skill Passport enables TALENT to expose job opportunities to candidates, identify potential skill gaps, and offer learning opportunities for upskilling. TALENT collaborates with various stakeholders, including employers, unions, post-secondary institutions, and government organizations, to facilitate meaningful connections with candidates.

TALENT's current focus is on the energy sector; however, its overarching goal is to help transform Canada's regulated industries by broadening the skilled workforce. It is actively expanding its network to encompass influential partners, including the Canadian Nuclear Association.

Committed to reimagining the future of work in Canada, TALENT's strategy revolves around skills intelligence, innovative workforce training, and extensive industry collaboration. TALENT envisions solidifying its position as the leading skills intelligence organization in Canada by 2026, fostering close collaborations with employers to actively shape and elevate the workforce landscape.

## Selecting the Right Partner

In 2022, TALENT initiated a search for a skills intelligence platform to support dual objectives: first, empower employers in assessing their workforce skill gaps and seamlessly connect them with a fresh pool of job-ready candidates; and second, facilitate reskilling or upskilling of candidates through a comprehensive ecosystem of supply-side providers, including post-secondary institutions.

After a thorough evaluation of various solutions, TALENT chose SkyHive's Skill Passport for three compelling reasons:

- 1. Proven Product Excellence:** TALENT CEO Rachel Sumner underscores the significance of SkyHive's established track record, emphasizing its longevity and continuous product enhancements. "There are lot of other emergent companies in this space who don't have the longevity SkyHive has, learning from and improving the product," she says. "SkyHive has the capacity to support organizations of different sizes. The depth of experience within the product team was instrumental; they knew the right questions to ask us, guiding us in areas where our knowledge was limited."
- 2. Commitment to Ethical AI:** Sumner highlights the pivotal role played by SkyHive Chief Technical Officer Mohan Reddy in championing ethical AI. "Mohan Reddy has done an incredible job with the product and his thought leadership on ethical AI," she says.
- 3. People:** Sumner highlights the "absolute joy" of working with SkyHive's team, emphasizing the collaborative nature of the relationship. "I could see SkyHive and TALENT were going on a journey together," she says, "rather than SkyHive thinking of this as a vendor-client relationship."

# TALENT's Vision and Impact

Harnessing the power of SkyHive Skill Passport, TALENT aimed to help employers optimize their workforce strategies, reveal latent skills, and streamline hiring processes. Simultaneously, TALENT planned to enhance the journey for job seekers and learners, offering improved access to skill insights, learning, and career development tools.

## Empowering job seekers and learners

1. SkyHive Skill Passport would allow TALENT to provide job seekers and learners with insights into essential and competitive job-ready skills, guiding informed career decisions.
2. Individuals would gain access to affordable, flexible, and skills-based digital learning content tailored to their specific needs and career goals.
3. Job seekers and learners would gain the necessary skills to reach their career goals more swiftly.

## Empowering employers

1. TALENT aimed to aid employers with SkyHive's real-time, global labor market data to inform workforce strategies, identifying critical skill shortages within the Canadian landscape.
2. Using SkyHive Skill Passport, TALENT hoped to enable employers to uncover hidden skills within their workforces.
3. TALENT sought to improve employee retention and engagement for employers across Canada.

### Impact at a glance

**276,000+**

Canadian energy industry employees TALENT aims to support in the next three years

**4,500+**

Job seekers and learners TALENT has reskilled to date

**15,000+**

Learners TALENT aims to reach by 2026

# The Solution: SkyHive Skill Passport for Job Seekers

With SkyHive Skill Passport implemented, TALENT allows job seekers and learners, whether on a computer or mobile device, to translate their work experience into the language of skills. Using AI, these individuals are able to more accurately document the breadth of their expertise.

Skill Passport goes beyond conventional job search platforms. It not only recommends jobs but provides a three-dimensional view, suggesting roles that are in high demand, those offering higher compensation, and positions that are best aligned to existing skills.

The screenshot shows a user's profile on the SkyHive Skill Passport platform. On the left is a navigation menu with options: Home, Profile (selected), Career Path, Messages, and Job matches. The main profile area includes a profile picture of Daniel Marino, his name, and a 'Profile level: High' indicated by three stars. There is an 'Edit details' link. To the right, under 'My goals', there are two radio button options: 'I want a new job as soon as possible' (selected) and 'I'm exploring my options'. Below that, the 'Current job title' is listed as 'Coal Process Plant Operator' with a salary of '\$62,000 per year'. At the bottom, a 'Skills' section shows 29 skills, with a grid of skill categories: Safety Protocols, Emissions Monitoring, Generator Operation, Emergency Shutdown Procedures, Electrical Systems, and Mechanical.

The screenshot displays the 'Job matches' section. It features two job cards. The first card is for a 'Solar Project Manager' at Toptal, with a salary of '\$120K/yr - Toronto, ON' and a '61% match' score. It is labeled as 'High paying' and has an 'Apply' button. The second card is for an 'Energy Engineer' at beBee, with a salary of '\$86K/yr - Port Coquitlam, BC' and a '63% match' score. It is labeled as 'High demand' and also has an 'Apply' button. A 'View all' link is visible in the top right corner.

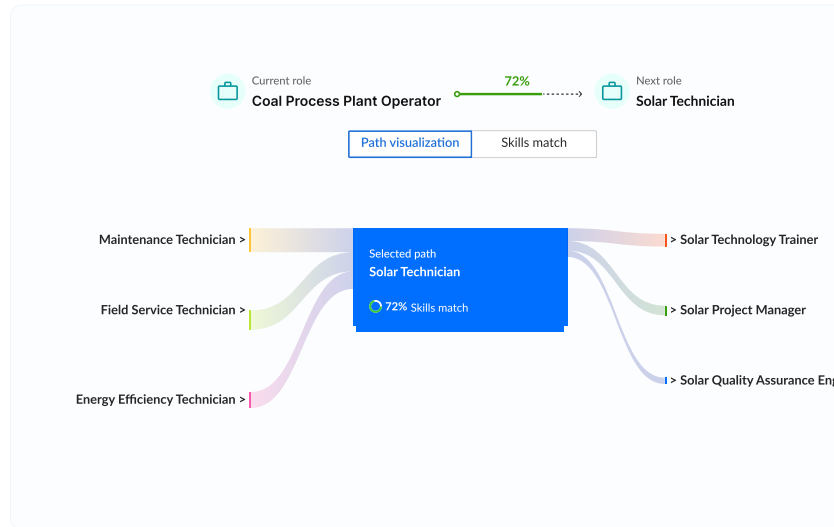
The screenshot shows the 'Explore career paths' section. It starts with a path for 'Coal Process Plant Operator' at '\$62K/yr'. Below this, three alternative career paths are shown, each with a 'View details' button and a dropdown arrow. The first path is 'Solar Technician' with an average salary of '\$70K/yr', a '72% skills match', and '9 skills to train'. It is marked as a 'Best fit' and has a 'Current demand' of '+35%'. The second path is 'Energy Engineer' with an average salary of '\$86K/yr', a '63% skills match', and '13 skills to train'. It is marked as 'High demand' and has a 'Current demand' of '+35%'. The third path is 'Warehouse Technician' with an average salary of '\$68K/yr', a '92% skills match', and '7 skills to train'. It is marked as 'High skills match' and has a 'Current demand' of '+11%'.

For job seekers and learners, Skill Passport becomes a valuable navigator of career paths. By matching their skills, individuals gain insights into potential roles. Beyond recommendations, it accurately defines the training needed for success in the chosen career paths.

Consider a traditional plant operator role. Skill Passport takes this as a starting point and automatically suggests alternative career paths. It empowers users to explore new and unique directions better aligned with the future direction of the industry.

Users don't just see job titles – they gain a holistic view of how their skills match with various future roles, access real-time compensation data, and discover learning opportunities that can aid in a more seamless transition.

Whether an individual is seeking immediate job placement or exploring alternative careers in a changing industry, Skill Passport tailors the experience to meet their preferences, building on existing skills and experiences. This transforms career exploration into a dynamic, user-centric journey.



← Career path details
Select trainings

**Coal Process Plant Operator**  
\$62K/yr

🔥 High demand

→ **Solar Technician**  
Avg \$68K/yr    Current demand: 📈 +35%

A Solar Technician is a skilled professional extensively engaged in the daily activities of solar projects. This role encompasses the organization and communication of specifics pertaining to solar assignments, acting as a crucial liaison between team members and management. Thriving in a dynamic and fast-paced solar environment, a Solar Technician must exhibit excellence to ensure seamless operations. An adept Solar Technician is characterized by being detail-oriented, reliable, a problem solver, and an effective communicator.

72% skills match • 9 skills

**Skills**

Show gaps (9)
Show matches (38)

Technical	
Renewable Energy Systems	Solar Panel Maintenance
Solar System Design	
Functional	
Solar Panel Installation	Energy Efficiency
Solar Energy Regulations	
Soft	
Leadership	Project Management

# The Solution: SkyHive Skill Passport for Organizations

TALENT partners with companies, educational institutions, professional associations, and other groups to support their search for job candidates in alignment with nationwide goals. Using SkyHive Skill Passport, TALENT transforms the traditional hiring process into a more efficient and targeted process.

For example, if a solar company needs to fill specific jobs, it can upload them to Skill Source, the employer part of the Skill Passport program.

With Skill Source, employers indicate the skills that are critical to a particular role, distinguishing skills that are required from those that are ‘nice to have.’

## Next steps

1. After identifying and prioritizing skills, Skill Passport helps employers generate a more accurate job description based on skills.
2. Employers receive a list of candidate matches based on the skills match percentage.
3. Upon invitation, candidates become active candidates in the hiring process.

The screenshot displays the 'Post job' interface. At the top, it says 'Post job' and 'Enter your job details and job requirements and we'll begin matching you with the right candidates.' Below this is a progress bar with two steps: 'JOB DETAILS' (marked with a checkmark) and 'JOB REQUIREMENTS' (marked with a '2').

The main section is titled 'Job requirements' and includes the text: 'The more accurately you define the skills required, the better your candidate matches will be.' Underneath, it says 'Skills' and 'We recommend choosing at least 15 skills for better candidate match.'

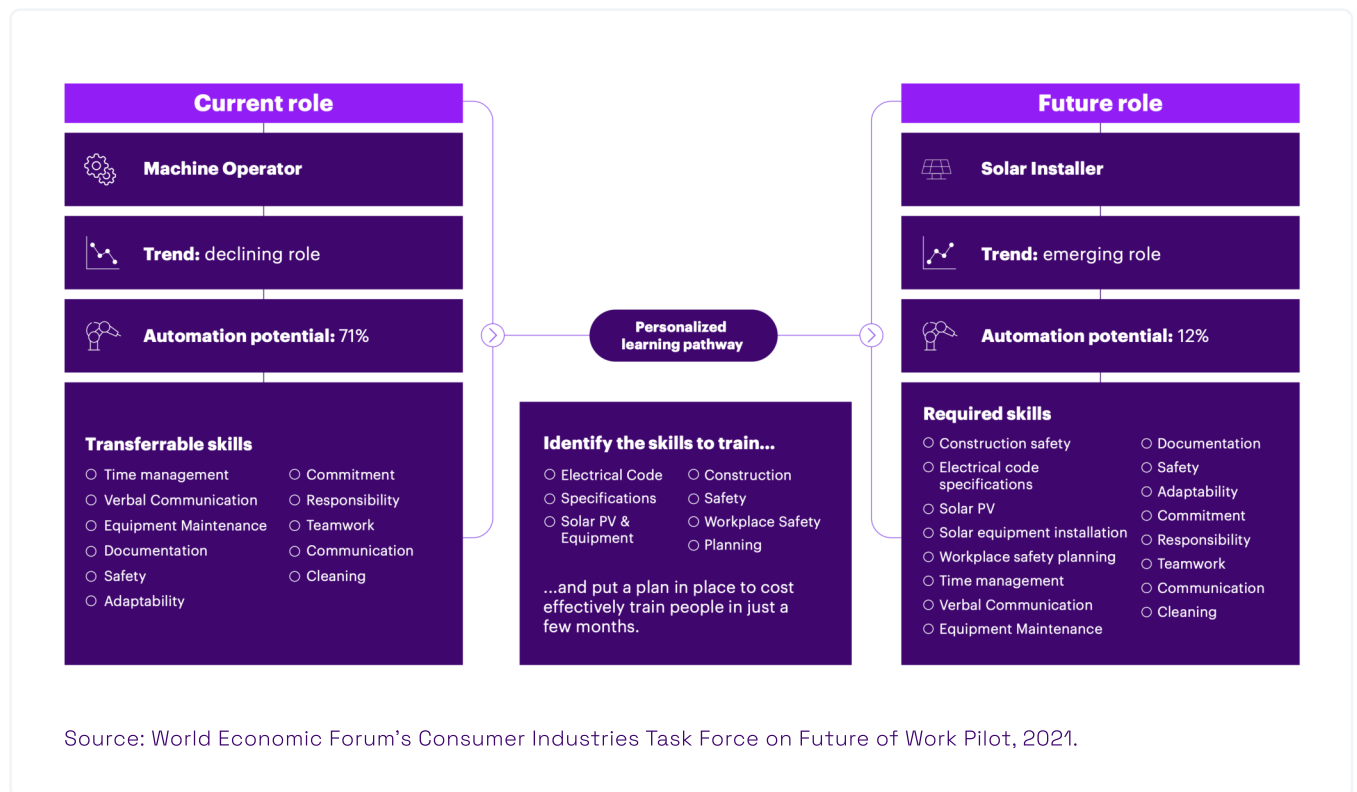
There is a 'Suggested skills' section with a toggle for 'Bulk select' (currently off). Below this are several skill selection buttons, each with a plus sign and a skill name: 'Grid Integration', 'Renewable Energy', 'Renewable Technologies', 'Solar Panel Installation', 'Renewable Energy Operations', 'Environmental Impact Mitigation', 'Communication', and 'Budgeting'. A 'Suggest more' link is also present.

Below the suggested skills is a 'Skills' section with a 'Required \*' label. It is divided into three categories: 'Technical skills' (with 'Solar PV Systems \*' and 'Installation \*'), 'Functional skills' (with 'Maintenance \*' and 'Compliance \*'), and 'Soft skills' (with 'Communication \*' and 'Creativity \*').

At the bottom of the interface, there is a footer with the text: '© 2023, SkyHive Technologies Inc. All rights reserved. Privacy Policy User Terms of Use Custom'.

# Beyond Hiring, a Reskilling Tool

For employers, Skill Passport is more than a hiring or sourcing tool: it’s an upskilling and reskilling platform. It allows individuals to map their skills and learning to successfully transition to critical, emerging roles in the job market. This example from the Accenture [“Future Skills Pilot Report”](#) illustrates how SkyHive’s career pathing technology can help visualize the transition for an individual moving from a machine-operator role into a solar-installation role. Using AI, the individual can quickly understand what machinists have in common with new roles, and what they may need to learn.



## Looking Ahead: Unleashing the Power of Data

What's unique about Skill Passport is its integration with SkyHive's knowledge graph, an expansive repository housing real-time data on jobs, compensation structures, skills, and the global labor market. Driven by large language models, Skill Passport extracts these insights and provides unprecedented data, intelligence, and insights to benefit job seekers, learners, and organizations throughout their respective skill transformation journeys.

Skill Passport's real-time analytics offer an unparalleled understanding of skill gaps relative to workforce supply. "We now have the ability to understand skill gaps relative to workforce supply in real time," Sumner says, "and we can see which schools and education partners have the right training and learning."

She's particularly interested in using SkyHive to spot emerging skills that aren't tied to one specific job opening. If, for example, there is an emerging skill in the hydrogen industry, her partners may want to consider including that as a 'nice-to-have' skill in job postings and descriptions, even if it's not yet a part of many jobs. "We want to use SkyHive to inject emerging skills where they're going to be needed, and encourage reskilling in those areas," Sumner says.

Expect that reskilling to expand. TALENT hopes to help 276,000-plus energy-industry employees over the next three years.





To learn more visit [www.skyhive.ai](http://www.skyhive.ai)

### Systems compatible with SkyHive



### Our products have been built from the ground up with privacy and security in mind



### We are recognized by leading organizations



#### ABOUT SKYHIVE

SkyHive is a Certified B Corporation that uses AI to drive global reskilling initiatives and create a more inclusive labor economy. Our products are designed to rapidly reskill people and help organizations and communities prepare for the future of work.

#### ABOUT TALENT

TALENT is committed to reimagining the future of work in Canada. Through skills intelligence, innovative workforce training, and industry-wide collaboration, TALENT aims to grow the skilled workforce and transform Canada's regulated industries. By 2026, TALENT envisions becoming the leading skills intelligence organization in Canada, working closely with employers to shape and enhance the workforce.