Expression of Interest (EOI)

Industry Advisory Committee – FastTrackHER: Energy Workforce Readiness Pilot

Date of Issue: Friday, July 24, 2026 Application Deadline: Until Committee Formed

About Equiforce

Equiforce is a provincial non-profit organization that works to advance equitable participation of women and underrepresented groups in trades, technology and related industries across Newfoundland and Labrador.

About the Pilot

FastTrackHER Energy is a short, intensive workforce readiness pilot program that supports women in exploring careers in the energy sector, gain sector-relevant certifications, and connect directly with employers.

The program is designed in partnership with industry to ensure it aligns with real labour market needs.

Opportunity

Equiforce invites Expressions of Interest to join an Industry Advisory Committee (IAC) that will guide the design and delivery of this pilot program. The IAC will ensure the training and supports are industry-responsive and effective in preparing participants for meaningful employment pathways.

Benefits of Participation

Members of the IAC will:

- Contribute expertise to ensure training content reflects real workforce requirements
- Support women entering energy careers while contributing to a more inclusive industry
- Shape and validate program design, empowering women to make an informed decision about their future
- Collaborate to improve future program offerings through structured feedback following the pilot delivery, identifying strengths, gaps, and recommendations for next steps

Membership Profile

We welcome diverse perspectives from across the St. John's Metro/Avalon energy ecosystem, including:

- Employer and industry representatives (consultants, industry associations, onshore & offshore services, OH&S, HR leaders, supervisors)
- Training and education providers (public and private post-secondary institutions, unions, safety/certification training providers)

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- Community partners/stakeholders (government departments and agencies; not-for-profit organizations with a mission to connect individuals with meaningful careers in the energy sector; and organizations leading research and innovation for a safe and sustainable offshore energy industry, and/or supporting professionals working in the industry

FastTrackHER programs are industry informed. IAC members will have:

- Knowledge of Newfoundland and Labrador's energy industry, including key sectors, employers, workforce trends, and employment opportunities
- Understanding of career pathways, entry-level occupations, skills requirements, and employer expectations
- Insight into emerging workforce needs and future opportunities within the energy sector

We value practical and professional experiences that provide insight into labour force needs, skills requirements and gaps, and recruitment challenges.

Committee Objectives and Time Commitment

The IAC, working alongside Equiforce and external curriculum consultants, will:

- Identify in-demand occupations, competencies, and certifications
- Provide industry-specialized knowledge, perspectives and expertise during program design
- Review and validate draft curriculum and delivery plans to ensure they are fit for purpose
- Assess outcomes from the pilot delivery and provide structured feedback on effectiveness
- Recommend adjustments, next steps, and opportunities for improvement to strengthen future offerings

Committee engagement during the pilot period (August – December 2026) will include:

- One (1) key informant interview or consultation (1 – 1.5 hours) with an external curriculum development consultant during program design phase
- Two (2) committee meetings (1 hour each), held virtually or in person

We know your time is valuable. Meetings and consultations will be scheduled with members' availability in mind.

Commitment to Diversity & Inclusion

Inclusive participation is central to Equiforce's mission and to the success of this pilot. We encourage expressions of interest from a wide range of voices, including Indigenous peoples, members of visible minority groups, 2SLGBTQIA+ individuals, and people with disabilities, to ensure the committee's guidance reflects the full diversity of our workforce and communities.

Selection Approach

We're looking to bring together a small group of people with strong industry representation and a range of voices across the energy ecosystem. Applications will be reviewed with this balance in mind.

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How to Apply

If you'd like to be a part of the IAC, we'd love to hear from you! Please email Lisa Roestenberg at lisa@equiforce.ca with:

- A brief overview of your background/role in the energy industry
- A short note on how you would like to contribute to the committee's goals

Questions may be directed to Lisa at the same email address. All submissions will remain confidential and will only be used for committee selection.

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