



Wind Projects in British Columbia: Employment and Contracting Opportunities

November 2025



Employment and Contracting Opportunities

Renewable wind energy projects support British Columbia's transition to a low carbon economy and bring significant long-term economic growth and social development to the host region. Wind projects provide direct, indirect and induced economic opportunities for community members, First Nations, municipalities and both Indigenous and locally owned businesses. These opportunities include the potential for meaningful employment and contract awards during the pre-construction, construction, operation, and decommissioning and reclamation phases of the project.

Innergex's vision of a sustainable and prosperous future begins with building trust and long-term relationships with the local and Indigenous communities that host renewable energy projects. We recognize our responsibility to help create favourable socio-economic conditions in local and Indigenous communities and foster these ideals through various efforts like creating employment, service opportunities and partnerships.

Each wind energy project is different and therefore will have unique requirements and First Nation partnerships which will determine the employment and contracting opportunities available for a particular project. Depending on the size of the project, utility scale wind farms are expected to create approximately 100 to 300 jobs throughout the full life cycle of the project, with the majority of jobs available during the construction phase, therefore supporting increased local economic prosperity and workforce development.

To ensure the success of a project, hiring and procurement selections are largely based on competitive processes that consider, amongst other criteria, the qualifications, quality of work, availability and capacity of individuals and businesses that are interested in the project's employment and contracting opportunities. The approach gives preference to First Nations members, local community members, and Indigenous and local businesses. This commitment creates opportunities for everyone within proximity of the wind farm to benefit from the shared prosperity of the project.

Pre-Construction Phase Opportunities

During the pre-construction phase several environmental and technical study programs are conducted to gain a thorough understanding of the features of the site. Engineering design work is also conducted to develop a preliminary layout for the wind farm.

Typical contracting opportunities that may be available during the pre-construction phase of a wind project may include:

- Archeological survey
- Clearing, road re-instatement, and test pitting contractor
- Environmental survey
- First aid attendants
- Geotechnical drilling contractor
- Preliminary engineering design (roads and crane pads, foundations, substation, collector network, and transmission line)
- Water supplier
- Wind resource equipment installation, monitoring and maintenance

Construction Phase Opportunities

Most of the direct jobs and contracts from the project will be available during a multi-year construction period. The construction of a wind farm may last approximately 2 to 3 years, with the majority of work occurring during the applicable field work season for the given region. Depending on lodging capacity within the local community and the requirements and size of the project, a work camp located in close proximity to the site may be required. The construction phase of the project will also bring opportunities for local suppliers.

Typical employment opportunities that may be available during the construction phase of a wind project may include:

General:

- Archaeologists / Biologists
- Archaeological / Environmental monitors
- Civil engineers
- Field technicians
- First aid attendants / Field nurse
- Foremen
- Fuel delivery operator
- Liaison officer
- Quality control engineer
- SCADA technicians
- Site administration
- Site safety / Health and safety manager
- Site security personnel
- Site supervisors
- Surveyors
- Traffic control personnel
- Waste disposal contractor
- Water truck and dust suppression operator
- Welder
- Worker and equipment transportation
- Yard / Warehouse clerks

Site preparation, earthworks & roads:

- Burrow / quarry pit (rock/sand) operator
- Crane operators
- Crusher operators
- Drillers / Blasters
- Excavator operators
- Geotechnical contractor
- Heavy duty mechanics
- Heavy equipment operators (certified)
- Labourers
- Road builders
- Surveyor
- Truck drivers (Class 1)

Foundations & concrete works:

- Batch plant operators
- Carpenters
- Concrete finishing operator
- Concrete truck drivers
- Iron workers (rebar installation)
- Labourers

Collector lines, transmission line & substation:

- Crane and excavator operators
- Heavy duty mechanics
- High-voltage electricians
- Labourers
- Linemen



Wind turbines:

- Labourers
- Low/medium voltage electricians
- Specialized crane operators
- Turbine components transportation truck drivers

Operations building & mechanical work:

- Crane workers
- HVAC technicians
- Iron workers
- Labourers
- Low-voltage electricians
- Millwrights and assistants

Work camp (if applicable):

Camp Installation

- Camp module fabricator
- Camp modules transportation truck drivers
- Carpenters
- Crane workers
- Excavator operators
- Heavy equipment operators
- Labourers
- Low-voltage electricians
- Plumbers
- Water and wastewater system contractors

Camp Operations

- Administrative staff
- Camp managers and supervisors
- Cooks and kitchen staff
- First aid attendants / Field nurse
- Housekeeping and janitorial staff
- Laundry services
- Maintenance technicians
- Security personnel

Typical contracting opportunities that may be available during the construction phase of a wind farm may include:

- Automotive parts / repair
- Courier / Delivery services
- Entertainment / Recreation
- Equipment suppliers
- Fuel supply and delivery
- Groceries
- Heavy duty mechanics
- Human waste management
- IT / Telephone providers
- Laundry services
- Lodging / housing
- Lumber / hardware suppliers
- Material testing
- Meal services and/or restaurants
- Office cleaning services
- Office rentals
- Office supplies
- Safety equipment suppliers (PPE, fall protection)
- Solid waste management
- Steel fabricators
- Vegetation clearing and grubbing
- Worker transportation

Typical supplier opportunities that may be available during the construction phase of a wind farm may include:

- Aggregate (rocks and sand)
- Cement
- Culverts
- Fencing
- Medium voltage cable (collector system)
- Rebar
- Small transformers
- Training and certification providers



Operation Phase Opportunities

During the operation phase of the wind farm, qualified and skilled individuals can access long-term employment opportunities. These individuals will require specialized training which is often conducted in close collaboration with the selected wind turbine manufacturer.

An operations and maintenance (O&M) team is typically established to oversee the day-to-day functioning of the wind farm site in addition to managing and coordinating subcontracted services. The team is composed of approximately 5-10 team members, depending on the size of the project.

Typical employment opportunities that may be available during the operations phase of a wind project may include:

Full-time O&M team:

- Administrative staff
- Labourers
- Plant operators
- Site manager(s)

Specialized roles:

- Blade inspection and repairs
- Crane operators
- Environmental monitoring
- Maintenance technicians (mechanical, electrical)
- Substation and high voltage electricians
- Tower sections inspections and painting
- Wind turbine service technicians

Typical contracting opportunities that may be available during the operations phase of a wind farm include:

- Electricians
- Local utility services
- Millwrights
- Road maintenance
- SCADA technicians
- Snow removal
- Vegetation management*
- Waste management

*At some sites, livestock grazing may continue around wind turbines and along site roads. This approach enables local livestock owners to maintain their agricultural livelihoods while providing sustainable vegetation management services.

Decommissioning and Reclamation Phase Opportunities

At the end of the project's useful life the wind farm will be decommissioned and the site reclaimed to its original state.

Typical employment opportunities that may be available during the decommissioning and reclamation phase of a wind farm may include:

General:

- Administrative staff
- Environmental monitors
- First aid attendants / Field nurse
- Fuel delivery operator
- Health and safety manager
- Site supervisor(s)
- Waste and recycling coordinator
- Water truck and dust suppression operator

Decommissioning:

- Electricians
- Excavator operators
- Labourers
- Linemen
- Millwrights
- Road and turbine pads removal crew
- Top and low crane operators
- Truck drivers (Class 1)

Reclamation & restoration:

- Biologists and environmental monitor
- Excavator operators
- Labourers
- Soil stabilization and grading workers
- Vegetation restoration specialists