canadian nuclear association cna anc association nucléaire canadienne

Canadian Nuclear Workforce Projection

RFP Questions

The following questions have been submitted to CNA by proponents interested in bidding on the workforce projection proposal (viewable at the following link: https://cna.ca/wp-content/uploads/2024/06/RFP-Workforce-Projections-in-Nuclear-Sector-1.pdf).

CNA will follow due process to ensure that all potential bidders receive the information indicated below.

1. **Does CNA have a fee range in mind for this study, or a budget limit?**

   The upper limit of this contract is $300,000; however, if the consultant adds additional work to the scope of the RFP and can justify the need for the work, there may be some flexibility on the budget limit.

2. **As you are asking for rates, can we assume this will be on a time and materials basis or do you want a fixed price for the work supported by evidence of the breakdown?**

   Yes, this will be on a time and materials basis. Please provide a detailed budget breakdown that includes the estimate of time for members of the team, by key task/deliverable, and materials.

3. **In evaluating proposals, how much weight will be placed on fee vs technical strength?**

   Both cost and technical strength will be considered in the scoring matrix that all proposals will be rated against, however technical strength will be weighted more heavily, based on points allotted to several sub-criteria beneath the umbrella of technical strength.

4. **We understand you are asking the contractor to provide a timeline for the work. Can you please give high-level guidance on when you want this work completed?**

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CNA hesitates to indicate rough estimates as we are relying on proponent expertise to provide benchmarks based on what is feasible and realistic, however a timeline of no more than one year from start of the work would be attractive to partners.

5. Who needs access to this information? Will it be publicly available?

Yes, the deliverables of the model will be publicly available to varying degrees based on what is deemed accessible to a non-technical audience. The model itself will not be available for free use by the public but may be used by CNA members.

6. Will the model be controlled by the CNA?

Official, industry-wide updates to the model will be controlled and disseminated by the CNA, but it is preferable if the model has the capacity to be dynamic for in-house use by CNA members.

7. Will the model have limited viewers?

The official outputs and updates as designated by CNA will be publicly available, although potentially refined to ensure that it is accessible across a range of data literacies.

If possible, to make the model a dynamic tool for manipulation by CNA members, then those in-house outputs will have limited viewers and will include the disclaimer that they are not necessarily reflective of broad industry data/assumptions.

8. Who is the ideal user for this model?

The ideal user is an individual working within the Canadian nuclear industry who understands the environment of workforce development and resourcing needs. Some statistical literacy will be expected for manipulation of the model. More in-depth, model-specific training may be reasonable for official updates by an in-house CNA staff member.

9. How often will this tool be used?

Official updates by CNA will be conducted as needed as new information and data becomes available, but the model may be used by CNA members frequently for in-house inquiry and consideration.

10. What is the setting in which this model will be used?

The question is unclear. However, this model will be used to inform policy and strategy recommendations.

11. Will this model be informing other models or datasets?

It is possible that this model's outputs could inform other models and datasets, but specific examples of this are not known.

12. What data is available to inform future projections?

Data will be collected from both open-source web-based and proprietary information owned by nuclear operators, who will require confidentiality agreements with CNA and the winning consultant.

The type of information includes past looking (including two studies from 2019 and 2024 that investigate total number of jobs in the Canadian nuclear industry and trends within those jobs) and forward looking (such as energy demand forecasts towards 2050, market signals, public announcements from government and industry, etc.).

13. What are the expectations for creating/maintaining the workforce planning model/tool?
    a. Is the tool supposed to be user friendly in a way that the users can update/ maintain it going forward such as Power BI?

       The expectation is that CNA will have the capacity to update the model as new labour market information becomes available to ensure that the projection remains relevant to inform workforce buildout strategies. It is ideal if the tool is user-friendly enough that someone in-house can be trained to update it without subsequent contracts with the developer.

       Ideally, it would also be possible for CNA members/project partners to experimentally manipulate data and outputs, even if the functionality is more limited than official updates by CNA (for example, perhaps new variables and assumptions cannot be uploaded, but data can be changed within those variables).

    b. If an app, is there a platform preference?

       No preference. Accessibility and user-friendly design will be prioritized.

14. What are the deliverables provided as input to Phase 2 (number of nuclear energy growth demands to 2050 – is this energy demand projections?)

Yes, several scenarios for energy demand projections will be provided for the nuclear industry and will include conservative to aggressive levels of demand.

15. Will someone from the CNA be available to work collaboratively with the team or on a review basis only?

A member of the CNA team will have frequent engagement according to discretion or need of the contractor, but the capacity of this team member to contribute will be limited by the degree of statistical/technical experience required. Expectations for collaboration with the CNA rep should be clearly defined.