

OCTOBER 2024



Creating the energy system of tomorrow, together.



ELECTRIFICATION | FUTURE ECONOMY | NET-ZERO INNOVATIONS | REGIONAL PATHWAYS | NARRATIVE SHIFT | THE RADICAL MIDDLE

Energy
Futures
Fellowship[®]
2025 - 2026

APPLICATION PACKAGE

What is The Fellowship Network?

The Energy Futures Lab (EFL) brings together a group of community and industry leaders, innovators and influencers working as part of the energy system. The EFL provides a platform to collaboratively investigate and answer the following question:

How can we leverage Canada's assets and innovation capacity to accelerate an inclusive and equitable transition to a prosperous net-zero future?

At the heart of our organization lies a simple yet powerful belief: our shared hopes for the future far outweigh our differences. As an “in-house” representation of the energy system, Fellows work together, leaning into tough conversations and working through issues to demonstrate the value of collaboration in the “radical middle.”

The Fellowship is engaged to conduct regular scans of the shifting Canadian energy landscape to identify windows of opportunity for applying social innovation; strengthen and support the work of the Lab in priority [innovation areas](#) through the addition of their diverse perspectives; contribute their collective leadership to inform, stress-test and disseminate policy recommendations; and take concrete, [vision-aligned](#) action in their own work.

In doing this, they develop valuable leadership and partnership skills, gain experience working across diversity and grow their capacity to successfully navigate tensions while addressing complex challenges. In learning about different dimensions of the energy system, they also have the opportunity to grow their networks and form new connections and relationships that lead to exciting new avenues for innovation.

How Fellows Contribute to the Lab's Mission:

- **CONNECT** with other leaders, both within the EFL and throughout the broader energy system, to strengthen links across and into the Lab platform, explore novel ideas and contribute to collaborative solutions, grow the reach of the network and exert strategic influence to advance the innovation areas in which the Lab is working.
- **ALIGN** on key pathways and interventions to achieve progress toward our collective vision through leadership, influence and truth and reconciliation.
- **LEVERAGE** opportunities, connections, tools, and collaboration generated through the Lab to advance personal projects and self-guided contributions to the Lab's mission.
- **GENERATE** action, momentum, support and engagement for the pathways and solutions emerging from the collective work of the Lab.

Key Fellow Activities

- Participate in a series of interactive Fellowship Workshops and learning moments to make sense of the dynamic and complex nature of our energy transition; clarify opportunities to move the system together toward our vision; and identify and support the big Innovation Challenges where we need to mobilize, learn and act together.
 - See '[Workshop Series Schedule](#)' (see page 8) for list of both mandatory and optional workshops
- Advance Lab initiatives with energy system actors.
- Connect and amplify solutions and insights from the Lab within your own organizations and networks.
 - E.g. Take part in advocacy campaigns to help open new avenues for dialogue, and unlock policy change that supports the Lab's positions.
- Contribute to thought leadership: inspire and mobilize others to take part in or integrate insights from the Lab's [Innovation Challenges](#) and other collaborative solutions.
 - E.g. Share and amplify Lab experiences and insights into presentations, contribute content for EFL communication channels, or share updates through your own social media networks on the Lab's work to generate greater awareness for the Lab and affirm the value of our collective contributions to the broader system.

In addition to the basic commitments required, Fellows are invited to maximize their time as a Fellow in the ways where they feel they can contribute most significantly.

The EFL Way

The way in which the EFL approaches the work we do is equally as important as our objectives in undertaking the work. As a shorthand, we call this "The EFL Way." It includes:

- **Utilizing Tensions:** We see tensions as instructive opportunities to apply creativity, and we proactively invite tensions by convening a representative diversity of the systems we are trying to change.
- **The Radical Middle:** We continue to expand the circle of our network, growing a committed and respectful dialogue in the middle-ground, rather than reinforcing polarizing tendencies that further divide and stymie the unity needed to solve problems.

- **Truth and Reconciliation:** We have a deep and unwavering commitment to Truth and Reconciliation with Indigenous Peoples, Nations and communities in our work.
- **Secondary Operating System:** We know the primary system isn't ready for transformative change quite yet, but we work as its advance team – a secondary operating system quietly coming online, ready to mobilize and scale as windows of opportunity open.
- **Sustainability:** We approach systems transformation with an eye to greater [sustainability](#)— grounding our work in a science-based approach to sustainability to help ensure that the trade-offs made to reach net-zero don't create further problems or deepen inequities.
- **Systemic Thinking:** By regularly sensing the system, we hone our focus to spaces and issues where we can leverage our network to reach the highest and best use of our collective abilities to achieve impact towards our vision.

The Lab's 2025-26 Strategic Focus

The EFL has continually evolved over the past decade, positioning ourselves to best amplify the impact of our social innovation approach. In 2015, we grappled with fundamental questions like, “Is an energy transition necessary?” “What might winning look like?” and “How do we collaborate to make it happen?” Fast forward to today, with the 2050 deadline looming and the urgency of transition escalating, we find ourselves unanimously acknowledging a global energy transition that demands decisive actions and big investments in increasingly unpredictable landscapes. Now, we're confronting critical questions such as, “How might we safeguard Alberta and Canada's competitiveness in a net-zero world?” and “How might we realistically achieve net-zero at the necessary pace and scale, especially amid growing polarization and maintaining our focus on equitable outcomes?”

Recognizing that no single entity holds all the solutions or resources to answer these, we emphasize the need for a wide array of perspectives, each helping to drive progress in its own way across the system. As we work to transform these complex and interconnected systems, we are committed to fostering a more inclusive and equitable future, aligned with the principles of Truth and Reconciliation with Indigenous Peoples, partners, and communities and aligned with principles of sustainability.

The 2025-26 Fellowship

- 2 year commitment, designed to help see through longer-term projects, allowing for deeper understanding of and connection to the work.

- Designed for leaders, influencers and innovators with either direct experience in or solid knowledge of the Canadian energy landscape. It can include community leaders, artists, and professionals whose work touches on the energy system, while not being directly involved.
- Will be a group of approximately 40 people, with candidates representing several dimensions of diversity
- Many Fellows remain engaged beyond the initial cohort they joined, continuing to contribute their expertise and passion to ongoing programs and projects.
- Opportunities to contribute to thought leadership on energy transition through conference and event presentations, contributions to the website, newsletter and social media content features, or other media opportunities
- The Fellowship is open to any Canadian professionals, but in-person events and workshops are typically held in Alberta, and travel expenses are the responsibility of individual Fellows. As such, most Fellows are typically based in Western Canada.

Below you will find the selection criteria, application process and link to application questions for the upcoming 2025 and 2026 (2-year term) EFL Fellowship. Further information about the Energy Futures Lab Fellowship can be found at <https://energyfutureslab.com/fellowship/>

Fellow Selection Criteria

Fellows will be selected based on their ability to meet the following criteria:

1. **Fellows must be able to attend all meetings and workshops for the 2-year (2025 & 2026) term.**

We expect that the Fellowship will require a minimum commitment of seven (7) full-day-equivalents in 2025 and the same number again in 2026. Confirmed dates of workshops and commitments are listed below (see *2025 EFL Fellowship Workshop Series*). Fellowship seats are non-transferable.

2. **Applicants who are applying as representatives of multi-employee organizations, institutions or corporations require support and endorsement of their employer to participate and engage in EFL activities.**

The ideal Fellow is either a member of their organization's senior leadership or is supported by their senior leadership to participate fully in the Fellowship. The goal of this is to ensure that Fellows have sufficient authorization to represent their organization externally and the authority to bring back insights and opportunities to collaborate with

the EFL for exploration by their organization.

3. **Applicants who are applying as community members, entrepreneurs, and independents must demonstrate relevant experience and influence within the energy ecosystem.**

Applicants connected to the energy system in ways other than directly through their employer and who are interested in collaboratively advancing a net-zero energy transition are also strongly encouraged to apply. Community leaders, independent experts and entrepreneurs must provide supporting documentation that validates their areas of influence and speaks to their willingness and ability to contribute meaningfully to conversations.

4. **Applicants must have the capacity and desire to play a proactive and visible leadership role in the energy transition aligned with the Lab's [vision and mission](#).**

Experience and expertise related to active innovation areas, including (but not limited to):

- economic diversification
- Indigenous engagement
- electrification
- net-zero innovations
- regional transition pathways, and
- culture and narrative change

are considered assets. The ideal Fellow is driven to contribute positively to shaping a shared and equitable future and can convey how contributing to an energy transition presents opportunities for themselves and their organization.

5. **Applicants should have a strong alignment between participation in the Energy Futures Lab and the achievement of personal, organizational or community goals.**

The ideal Fellow is willing to work collaboratively with others to identify and address systemic challenges. They view their involvement in the EFL as a way to do their work more effectively, not as a side project. They see participation in the EFL as a means of addressing a challenge or seizing an opportunity that they cannot do alone. EFL Fellows have a bias for action, leveraging the opportunities presented in the EFL to lead and collectively advance aligned work in real time. The **EFL Fellow Social Contract** outlines Fellow agreements and responsibilities regarding how Fellows show up and participate in the Lab.

6. **Applicants must have an affinity for and openness to the messiness of real-world collaborative experimentation, learning and unlearning.**

The EFL is a platform for proactive innovation where participants collaborate across perspectives, sectors and disciplines, test possible system-disrupting solutions, learn from these experiments and adapt. We are focused on action guided by shared strategic insight. The ideal Fellow is comfortable operating in a context where pathways continuously evolve through system sensing and co-creation, and where outcomes are emergent.

7. Ability to influence their organization, community or constituency.

The ideal Fellow has a demonstrated ability to influence their organization, community and/or constituency. Whether this be as a funder, innovator, through technology or policy, this means they are actively engaged in exploring pathways to net-zero or have a level of seniority in the organization that provides them formal and informal influence in strategic decision-making. They are committed to be with their organization for a long enough time that they will be able to guide and implement strategic decisions as, for example, director and/or executive level leaders and to sustain collaboration with other organizations or innovators.

8. Applicants are prioritized based on their ability to represent one or more critical perspectives on our energy system. As a whole, the Fellowship (as well as the wider network) includes a diversity of actors and voices that play a vital role in the future of Canada's energy system.

As a ubiquitous system connected to many different facets of Canadian society and our economy, the energy system naturally comprises many different perspectives, all of them important. As a representation of that system, it is essential that the Fellowship represent as much of that diversity as possible. This includes different perspectives, experiences, industries, identities, regions, etc. Having this representative diversity increases the transformative potential of the ensuing collaboration, and the rigour of the solutions proposed.

How to Apply

To apply to the Energy Futures Lab 2025-26 Fellowship, please complete the [application form](#) and upload or email ALL relevant documents before the application deadline. Please also ensure to review the Fellowship FAQs on our website. **Incomplete applications will not be considered.**

We are happy to provide alternative forms of submission to improve accessibility of our programs, upon request.

If you require an alternative way of submitting your application, please reach out to Signe Spence, Manager, Portfolio & Engagement, at sspence@energyfutureslab.com to discuss your needs and options.

EFL Fellowship Workshop Series Schedule 2025-26 (2-Year Term)

Given the collaborative nature and sequential design of the Fellowship workshops & online sessions, please note that successful applicants are expected to attend all sessions.

What	When (all times Mountain Time)
2025	
Fellow Online Orientation (Virtual)	Thursday, January 30, 2025 10:00-11:30 am
Fellowship Winter Workshop (In-person, Banff, Alberta)	March 11, 12, 13, 2025
Fellow ½ day Workshop (TBD)	Early June 2025
Fellowship Fall Workshop (In-person, TBD Alberta)	September 23, 24 and 25, 2025
2026	
Fellowship Winter Workshop (In-person, TBD Alberta)	March 2026
Fellow Online ½ day Workshop (Virtual)	June 2026
Fellowship Fall Workshop (In-person, TBD Alberta)	September or October 2026
EFL Showcase	November 2026

Selection Process

Application Timeline

- **October 1** - Applications open
- **November 22** - Applications due / Final deadline

Selection Process

- **Late Nov - Early Dec** - Review of applicants to develop short-list
- **Mid Dec to Late Dec** - If needed, clarifying interviews will take place with select short-listed applicants. If you know you will be away during this time, please indicate the best way to contact you, if necessary.
- **Early Jan 2025** - Formal invitations to 2025-2026 Fellowship sent out

Application Questions

If you are interested in applying, please submit your responses online [here](#) by November 22, 2024.

1. Why do you want to be an Energy Futures Lab Fellow?
2. Please tell us why the [2050 Vision](#) matters for Alberta, what opportunities exist, and how you would play a proactive leadership role to advance the energy system as an EFL Fellow. (**max 300 words**)
3. Please describe a relevant experience that demonstrates your openness for the messiness of real world experimentation and innovation, and willingness to learn, unlearn and collaborate with others, even when you don't agree. (**max 200 words**)
4. Please describe a relevant experience that demonstrates where you acted as an agent of change within your organization and/or network and explain how you might do that as part of the Lab in service of effecting an inclusive and equitable transition to a prosperous, net-zero future. (**max 200 words**)
5. Please describe where you see alignment between your work and the work of the EFL, specifically in pathways to net-zero in emerging industries, and share what potential opportunities you see for yourself and your organization to take part in leading that change? (**max 200 words**)

6. Please confirm that you are able to take part in all required dates outlined here in the 2025 and 2026 Workshop Series schedule.
 - If you are unable to attend any of these dates please explain why.
 - If you have barriers (financial, child care, travel, etc.) that prevent you from fully participating, please provide some details here. Bursaries or other support may be available to assist in specific circumstances where there are barriers to participation.
7. Please provide a link to your LinkedIn profile, if you have one.
8. Documentation to Upload:
 - A single page letter of support from the executive level of your organization, endorsing your participation in the Energy Futures Lab as a Fellow. Senior leadership endorsement should reflect commitment by the organization to formally learn about EFL concepts and outcomes and to explore possible actions and collaborative opportunities arising from the EFL. If applying as a community member, entrepreneur or independent, please provide a reference letter endorsing your influence and willingness to contribute to the EFL.
 - One additional reference letter
 - Your resumé

Please note that incomplete applications will not be considered.

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Fees

Participation in the Energy Futures Lab Fellowship is an honour that has contributed to the personal growth and career advancement of numerous Fellows since its inception. To maintain the program's viability, Fellows are required to furnish a commitment fee to secure their space within the limited spaces available. The annual fee of \$3,250/year is due from each Fellow upon confirmation of acceptance of a space in the Fellowship. Recognizing this contribution amount

could be a barrier for some, we have worked with our partners and funders to offer tiered fee-adjustments based on the nature of the Fellow's affiliation.

Annual Commitment Fee Tiers:

- Corporate / Large Organization: \$3,250/yr
- SME / Municipal Government / Academia: \$1,650/yr
- Entrepreneur / Individual: \$550/yr
- Non-profit / Indigenous: Bursary provided to cover full fee

Further to this, the Energy Futures Lab takes an equitable approach to best support our Fellowship and is open to navigating mutually beneficial arrangements to support the removal of financial barriers, as appropriate.