2012 Focus
HR Forum March 22, 2012

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President & CEO

Our Vision and Mission

Vision

A Canada that has achieved a true world-class leading digital society that continues to deliver prosperity and competitiveness for the country in a global market.
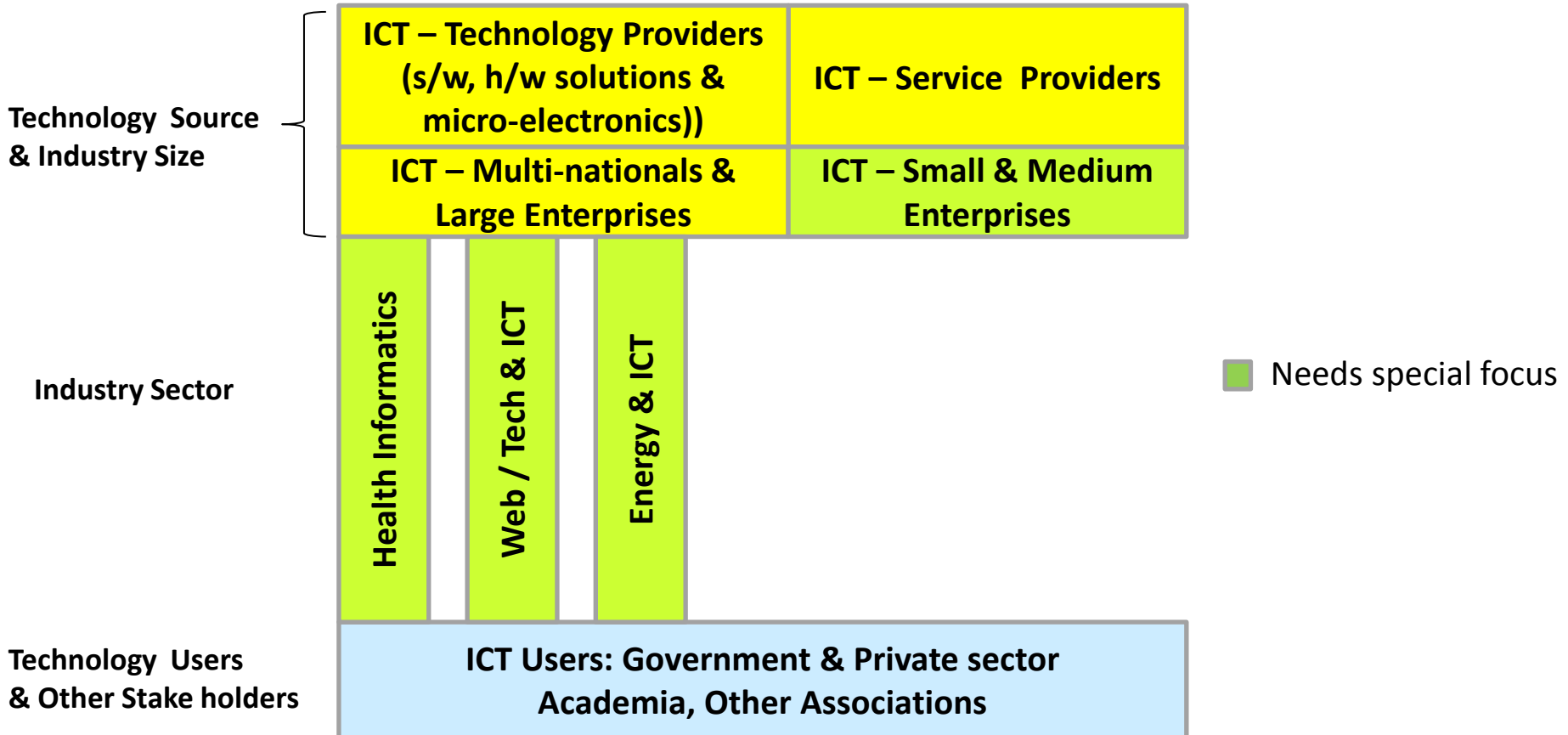
Mission

As the trusted and authoritative voice of the ICT industry, ITAC's mission is to promote and enhance the significant contribution that digital technology can make to Canada's economic prosperity.

Who are we

 ITAC is the voice of Canada's entire ICT industry, encompassing both traditional and emerging sectors, and also key high-intensity ICT-user communities.

ITAC ACTI

The eco-system we serve

ICT is a critical enabling technology that is at the core of every sector to drive productivity and competitive advantage

Technology Source & Industry Size

ICT – Technology Providers (s/w, h/w solutions & micro-electronics))	ICT – Service Providers
ICT – Multi-nationals & Large Enterprises	ICT – Small & Medium Enterprises

Industry Sector

- Health Informatics
- Web / Tech & ICT
- Energy & ICT

■ Needs special focus

Technology Users & Other Stake holders

ICT Users: Government & Private sector Academia, Other Associations

ITAC ACTI

Our Strategic Focus - 2012

Advocating for a Strong Digital Society

Through the expertise and influence of a robust and innovative technology industry, contribute to the creation of a world leading digital society in Canada for the benefit of all Canadians.

Accelerating Technology Adoption

Accelerate innovative ICT adoption until all dimensions of the Canadian economy (government, healthcare, enterprise and SME businesses in all sectors) demonstrate world-class excellence in the use of technology and Canada achieves a world leading position overall in its competitiveness and capacity (capital & talent) for innovation.

Promoting Canadian Technology and Industry Excellence
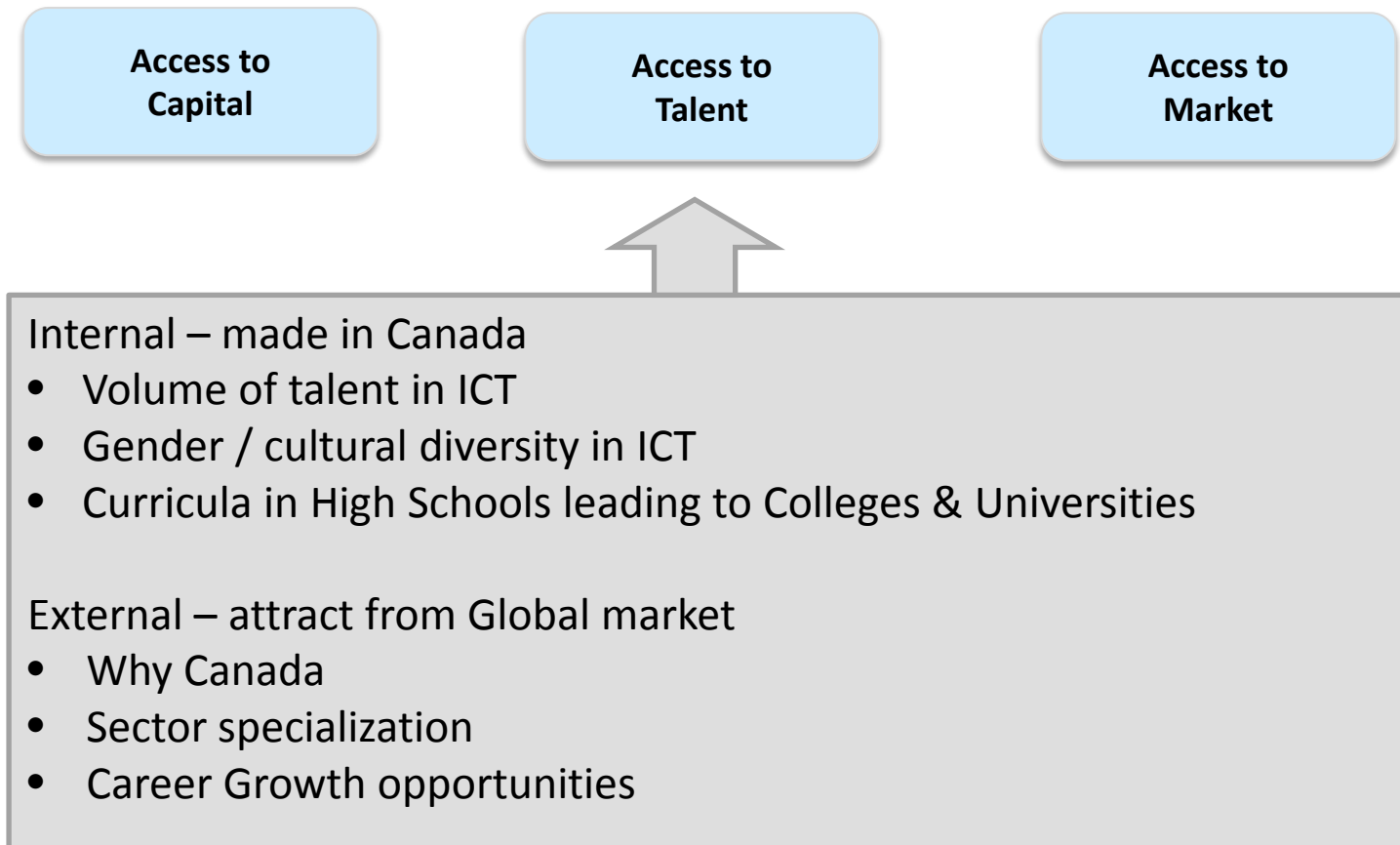
Promoting and Networking

Promote networking within ITAC membership which will create high-value relationships and business partnerships through business and networking events.

ITAC through its affiliation with international ICT associations create opportunities to connect Canadian SMEs with potential partners to access to global markets .

Targeted Industry Excellence

ITAC has a strategic and targeted focus to create conditions for success in health care services, digital media and on-line business sectors and establish engagement for energy sector.

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What are the common issues

Access to Capital	Access to Talent	Access to Market

Internal – made in Canada
- Volume of talent in ICT
- Gender / cultural diversity in ICT
- Curricula in High Schools leading to Colleges & Universities

External – attract from Global market
- Why Canada
- Sector specialization
- Career Growth opportunities

Current Findings

- 2011 to 2020 the projected shortage of University educated ICT professionals (where demand is expanding at 5% to 7%) range is 2800 to 9000

- Gaps are more pronounced when ICT / Tech skill is combined with business knowledge

- Internal training needs to be more robust to meet sector specific needs

- Greater use of 'co-op' to prepare students for the real-world job / work situation

What are few things we need to consider

- Creating programs to improve high school students to stay with Science & Math
  - ICT is a "cool" and can be a great career choice

- Industry & College / University collaboration on creating output that is relevant – often hybrid of tech & business

- Promote diversity within the talent pool

- Import & attract talent in Canada

What are few things we are engaged in ….

- QTLY HR Forum to discuss issues and share best practice ideas
- Collaborate with Partners on Talent & Skill
    - CCICT
    - ICTC
- Represent ICT sector in the "Expert Round table on Immigration " announced by McGuinty Govt under stewardship of Minister Charles Sousa.
- Diversity Program led by a Special Committee of ITAC Board

But we need to do more ….

Questions ...