



## INFORMATION AND COMMUNICATIONS TECHNOLOGY COUNCIL (ICTC)

**ICTC** is a centre of expertise in Digital Economy research, labour market intelligence, policy development, program management and delivery. Through our strong network of industry, academia and government, we enable the progress of Canada's future economies by empowering industries to maintain a competitive advantage in a global market through a highly-skilled and innovative workforce.

### Research and Policy Development

ICTC offers the most comprehensive and rigorous digital economy data analysis and research infrastructure in Canada. Our research investigates enabling technologies and their impact on workforce requirements and trends as well as their overall impact on Canada's digital economy. ICTC's labour market research informs competitive human resource strategy planning and decision-making, career development in ICT occupations as well as providing deeper insights into the historical, current and future labour market issues and trends of the ICT sector (and subsectors) in Canada.

ICTC goes far beyond the traditional technology industries and researches sectors within the overall economy where ICT workers, products and services are emerging rapidly as drivers of the new digital economy.

### Standards

Through nationally recognized occupational standards ICTC is defining emerging occupations and developing the standard definitions and competencies required to perform them. ICTC standards and competencies provide the foundation for innovative tools, resources, and a recognition system to meet the skill needs of the employers. ICTC's **Standards** tools and resources assist employers in creating effective HR strategies, educators in designing curriculum and training that meet industry needs, and ICT employees in developing career pathways. ICTC developed **I-ADVANCE™**, an industry-wide recognition program designed to validate and assess the technical knowledge, industry experience, business and interpersonal skills of ICT professionals. In addition, ICTC has recently released e-Health Occupational Profiles and is currently developing the occupational profiles for Digital Media.

### Talent Programs

As the leader in emerging technology and occupation research and forecasts, ICTC is at the forefront of understanding and developing workforce solutions that support Canadian businesses. ICTC **Talent Programs** provide the right talent with the right skills needed for industry to drive innovation and productivity in an increasingly competitive global marketplace. In order to ensure Canada is able to meet the demand of immediate and future ICT labour needs, ICTC considers all labour market sources including domestic and international supply. Our **Talent Programs** provide unique and targeted solutions for recruiting, retaining and integrating women, Aboriginal Peoples, youth and internationally educated professionals into Canada's Digital Economy.

#### Immigration Initiatives:

ICTC is paving the way towards integrating internationally educated professionals (IEPs) into the Canadian ICT sector. ICTC, in partnership with industry and community agencies has mitigated risk through the development and implementation of integration programs for IEPs. These programs provide assessment, skills development and work practicum opportunities that address workplace language and communications, workplace culture, soft and business skills requirements demanded by the ICT sector in Canada.

#### Youth Initiatives:

ICTC influences partnerships and collaboration between education, industry and government to raise the awareness of ICT careers and opportunities among high school students through our youth talent program - **Focus on IT (FIT)**. **FIT** provides the necessary building blocks for an innovative learning experience and encourages students to acquire 21<sup>st</sup> century skills in business, technology and communications while completing their secondary diploma.

For the latest ICTC news and developments follow us on Twitter [@ICTC\\_CTIC](#) or [www.ictc-ctic.ca](http://www.ictc-ctic.ca)