



INFORMATION TECHNOLOGY
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Edmonton • Toronto • Ottawa • Montréal

March 9, 2016

The Honourable MaryAnn Mihychuk, P.C. M.P.
Minister of Employment Workforce Development and Labour
140 Promenade du Portage
Gatineau, QC K1A 0J9

Dear Minister,

On behalf of the Information Technology Association of Canada (ITAC), I wanted to personally thank you for both your time and attention during our Hill Day on February 23. ITAC intends on being a strong partner and will provide constructive advice on how Canada can move its Digital Agenda forward.

As discussed, the IT skills gap is a reality our sector is facing, we have continually addressed this issue and it is fast becoming business as usual. The IDC study highlighted in our meeting (also attached) identifies that Canada currently has 54,000 unfilled positions due to this skills gap and will grow by 15% by the end of 2016.

In order to ensure that Canadians have the right skills to fill these positions, we need to create a long-term talent strategy. This strategy must include programs like ITAC's Business Technology Management (BTM) program which your department funds, and has a proven track record of success.

Funding programs such as BTM supports the growth of the knowledge economy all while tackling general and youth unemployment.

Further dialogue is needed so we can best explain what our sector is doing to address the skills gap, increase diversity, and provide Canadians with highly paid jobs.

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Moreover, we would like to continue our discussion regarding two areas which were raised during our meeting, Job Bank and Aboriginal skills training. ITAC is happy to mobilize the appropriate industry partners in order to assist you in the development of future policy and programs in these areas.

- **Job Bank:** we have looked at some of the representative companies and found that the overwhelming majority of young people use sites such as Kijiji, Monster and Workopolis. Therefore, we would like to discuss with your team how best to use Job Bank so that we can match the supply of talent with the demand for talent.
- **Skills Mismatch and Aboriginal Communities:** we believe that the expansion of the CareerMash program nationally to all high schools will drive interest in technology careers. And delivering BTM Program, which is currently supported by your department, to all colleges and universities will improve the skill levels with a proven placement track record.

Minister, we believe that ITAC as the national voice of ICT sector, is the primary driver to enable a digital economy. ITAC should actively engage with your department to ensure that we collaborate and support in meeting key policy objectives and outcomes.

Regards,



Karna Gupta
President and CEO

Please find attached the document we created as the Hill Day Leave behind for future reference. Additionally, we have attached all bios for those that participated in Hill Day 2016. At your request we have also included a copy of the Talent report that highlights the ICT skills gap Canada faces. For more information on how ITAC is driving a long-term talent strategy in Canada go to: [ITAC Talent](#)