ITAC Industry Insider Newsletter
November 1, 2019

ITAC seeks to gain a deeper understanding of our members' needs as employers and willingness to hire a student in an intern position

As a prominent advocate for the expansion of Canada's innovative capacity, ITAC encourages technology adoption to capitalize on productivity and performance opportunities across all sectors. A key focus area for our Association is talent – helping organizations such as yours better anticipate and respond to the demands of today's workforce and access a whole new pool of talent, while simultaneously addressing the underemployment problem for recent graduates.

ITAC and Ryerson University's Diversity Institute have just collaborated on a new initiative, the *ITAC ADaPT Program*[1]. The Program is a skills development and work placement initiative that helps to bridge the employment gap for recent graduates. Our aim is to deliver this Program on a national basis in the coming months.

Our goal is to gain a deeper understanding of our members' needs as employers over the coming months – and their willingness to hire a student in an intern position. The second is to see who would be willing to participate in one of three initiatives that will require some time, but would help us better define the best method to develop and curate curriculum based on the digital competencies identified as being most 'in demand' across the country.

ITAC and the Diversity Institute would then launch a "tool" that can then be used by our members' organizations to draw the right talent needed to succeed and grow.

The three models that we would like to test are:
- A week-long **bootcamp**;
  A **blended learning** approach - which consists of two days of face-to-face workshops followed by two to three days of online training; and
- **Online training.**

All three of these models will run concurrently. Your feedback will enable us to offer accessible and scalable delivery approaches in diverse contexts to equip post-secondary students with the skills they need to enhance their employment

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[1] Funding for this Program is through The Future Skills Centre (FSC). The FSC is a forward-thinking centre for research and collaboration dedicated to preparing Canadians for employment success.   The Future Skills Centre is building a new evidence base on labour market trends and the skills sought and required in the workforce now and into the future. Employing cutting-edge research, we will anticipate and rapidly respond to demands for skills, increase opportunities for diverse job-seekers, and strengthen informed training and decision-making.

opportunities in the ICT sector. Once this methodology has been applied in cities across the country, the *ITAC ADaPT Program* will then be offered on a national scale.

Rigorous skills testing and assessment of aptitude, competencies and skill development are also key components of the Program.

It might also interest you to know that in addition to creating curriculum, ITAC and the Diversity Institute are also seeking to:
- Recruit new talent pools to address skills shortages in the ICT sector;
- Improve employment and income opportunities;
- Increase inclusion of under-represented groups;
- Test new effective and affordable models and pathways to employment; and
- Provide alternative pathways into ICT roles for students from non-STEM programs.

As an industry leader, your participation is integral to this national initiative. It allows you to be involved in cutting-edge research that will change how Canadian talent is developed and grown so we can stay competitive in an ever-changing global economy.

If interested, ITAC would appreciate a few minutes of your time to discuss the Program – and your potential involvement – over the next few weeks.   For more information, or to set up a time, please contact Dwayne Cormier, Director, Industry Development at dcormier@itac.ca.