

## New publication authored by TECHNATION VP addresses skills gap and under-employment of diversity in digital economy

TECHNATION recently partnered with Ryerson's Diversity Institute to research and publish a paper on digital skills. Digital skills and digital careers are part of every industry's future, yet employers say they can't find workers with the information and communication technology (ICT) skills they need.

In this newly released Report, authors Denise Shortt (VP, Industry Development, Diversity and Inclusion, TECHNATION), Brian Robson (Ryerson University) and Magdalena Sabat (Ryerson University) explain how Canada doesn't really have system for figuring out where digital technology jobs end and regular jobs begin - and explore how shared definitions of digital skills and careers will be the gateway for policymakers and employers to fill any gaps.



### KEY TAKEAWAYS

1. Canada's language to describe occupations in the labour market leaves out or mixes up many digital skills, competencies, tools and jobs. This could be stifling Canada's economic growth and innovation. Without an agreed-upon definition of digital skills, it's hard to hire the right people.
2. The under-employment of skilled immigrants (not to mention under-representation of women and other groups) in the ICT industry suggests that recruitment and retention policies and practices of the very firms complaining about this gap may be contributing to the problem.

Please do [read our paper](#) and engage with us on this important issue.

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