



Software Human Resource Council
Conseil des ressources humaines du logiciel

The Software Human Resource Council of Canada

Software Human Resource Council • Conseil des ressources humaines du logiciel

The Software Human Resource Council

- Providing Canadian IT labour market intelligence
- Defining national standards for IT skills and jobs, based on the OSPM
- Exploring and maximizing career options for IT professionals

A catalyst for change. A resource. A partner.

www.shrc.ca

www.itp.ca

www.discoverit.org

Conseil des ressources humaines du logiciel

- Fournir de l'information sur le marché du travail canadien en TI
- Définir les normes nationales concernant les compétences et les emplois en TI, en fonction du MPCP
- Explorer et maximiser les choix de carrières pour les professionnels en TIs

Un catalyseur du changement. Une ressource. Un partenaire.

Delivering Business Value

- *Human Resource Best practices for IT.*
- *October 2003*
- *Bratislava Slovakia*

www.shrc.ca



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The Software Human Resource Council

To address the human resource issues in IT employment through:

1. *National definitions of IT occupations based on the OSPM*
2. *Labour market intelligence (LMI)*
3. *Career awareness initiatives*
4. *Career development programs*
5. *Administration of the council.*

www.shrc.ca



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Occupational Skills Profile Model.



- *National standard for defining IT occupations*
- *24 occupational job streams built on skills and accountabilities at 4 development levels.*
- *Tool box online for resume writing, self assessment etc.*



The Source for LMI

Currently 25 IT (NOC) Survey Occupations

1. *Computer and Information Systems Managers*
2. *IT Project Managers*
3. *E-commerce Managers*
4. *Electrical and Electronics Engineers (except Computer Engineers)*
5. *Computer and Telecommunications Hardware Engineers*
6. *Network System and Data Communication Engineers*
7. *Information systems business analysts and consultants*
8. *Systems security analysts*
9. *Information systems quality assurance analysts*
10. *Systems auditors*
11. *Database analysts*
12. *Data administrators*
13. *Software engineers*
14. *Computer programmers*
15. *Interactive media developers*
16. *Web designers and developers*
17. *Electrical and electronics engineering technologists and technicians*
18. *Computer and network operators*
19. *Web technicians*
20. *User support technicians*
21. *Systems testing technicians*
22. *IT Trainers*
23. *Technical writers*
24. *Graphic designers*
25. *Illustrators*



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The Canadian IT Labour Market Initiative

the source for LMI

LMI is provided by 6 activities:

1. National Definitions of IT Occupations
2. Surveys
3. Labour Force Survey (LFS)
4. Case Studies
5. Expert Panel
6. Reports



www.shrc.ca/lmi



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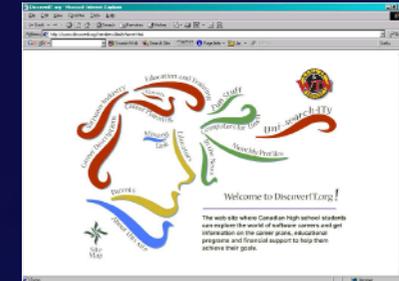
Career Awareness

Canadian Information Technology Career Awareness Website update

DiscoverIT website

for secondary school students, educators, parents
Offers overview of IT professions, profiles, career planning tools, news

www.discoverit.org



Uni-Search-ITy database

Details on post-secondary IT programs at Canadian colleges, universities and career colleges



The Missing Link CD-ROM

interactive guide to IT careers and teamwork for secondary students



Teacher and Presenter Kits

support tools for the classroom introduction of IT and the opportunities it offers





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Career Development

Information Technology Support Associate (ITSA) Program



- three year program for secondary 11
- technical and employability skills for entry level IT positions
- bringing together education and industry to open employment doors
- MOU's signed Pilot in NB on track

Information Technology Professional (ITP) Program

- graduate IT program for university and college grads
- looking to build IT, business and interpersonal skills
- into successful employment
- Millennium Corp – the business simulation
- Future direction – e-learning and international venues
- Lambton, Champlain, Humber, Confederation, Egypt, Scotland, Pakistan.

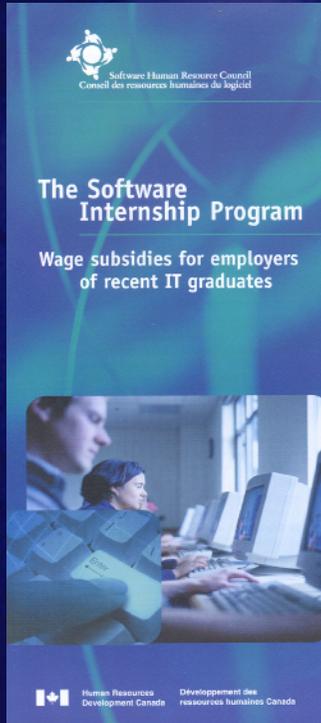




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Career Development

Software Internships 2004



- Up to 12 months of wage subsidies employers of recent IT grads
- Target of 60 over 18 months
- ongoing success

• Ladder of recognition

Program for first phase of building the partnerships and doing focus groups approved for August start.
Program for first phase of building the partnerships and doing focus groups approved for August 2003 start.





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SHRC Development

- *Information Technology Seminar Series*
- **Information Technology Hardware Integration**
- *for Non-Technical Managers*
- *The Need-to-Know Essentials*
- *Wednesday, May 14, 2003*
- *at SHRC*
- *Other seminars in the Information Technology Seminar Series:*
- *Microelectronics for Non-Technical Personnel*
- *Photonics for Non-Technical Personnel*
- *Wireless for Non-Technical Personnel*
- **Microelectronics, Photonics, Wireless, Geo-matics**
- **Funding for resources to assist in development of partnerships and programs to address the human resource issues facing these technology companies.**

• **Connecting the Communities.**

- Pilot program with the province of Nova Scotia.
- Funding of four additional persons in the counties
- Focus on IT employment
- Local LMI data gathering
- Local ITSA organization
- ITP partnership building
- Developing of career awareness products

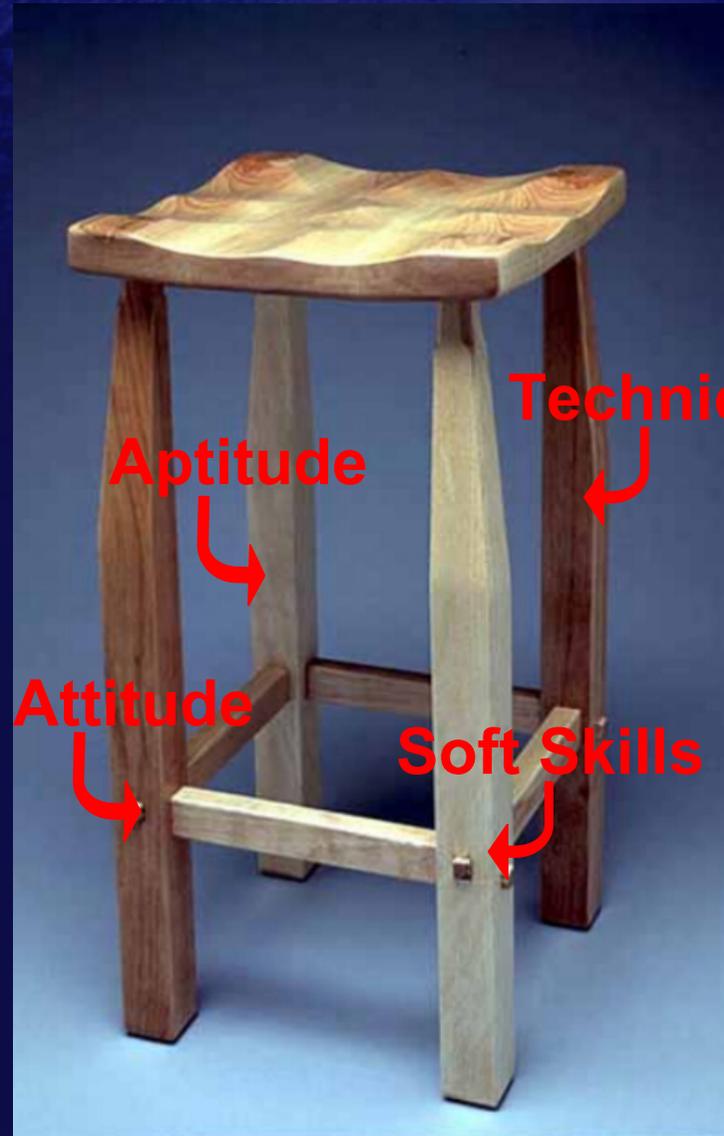
Nova Scotia Information Technology

Human Resources Sector Council



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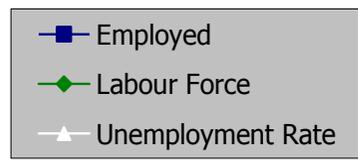
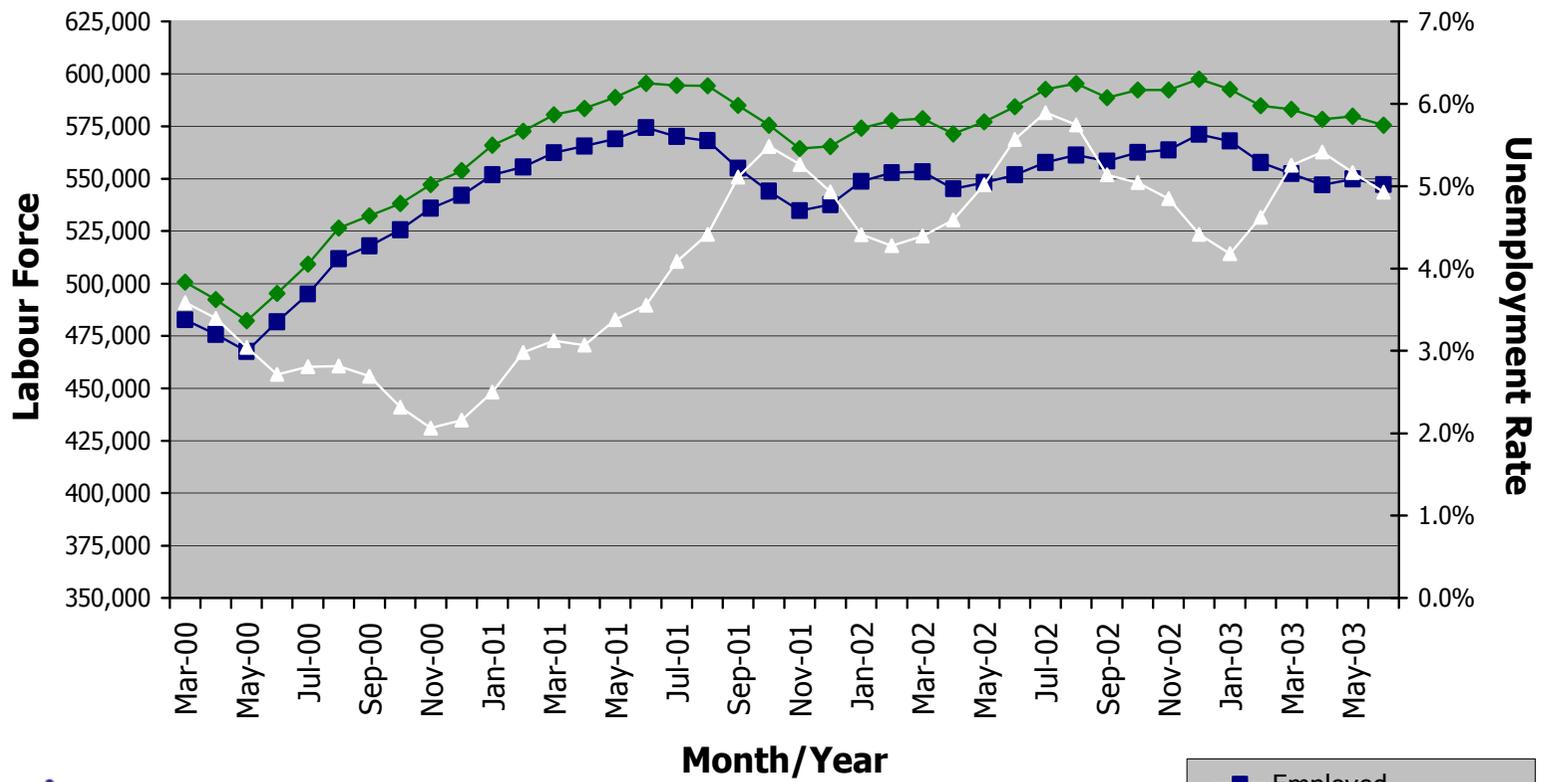
The Skills Stool





Labour Statistics

Labour Force for All IT Occupations March 2000 to June 2003

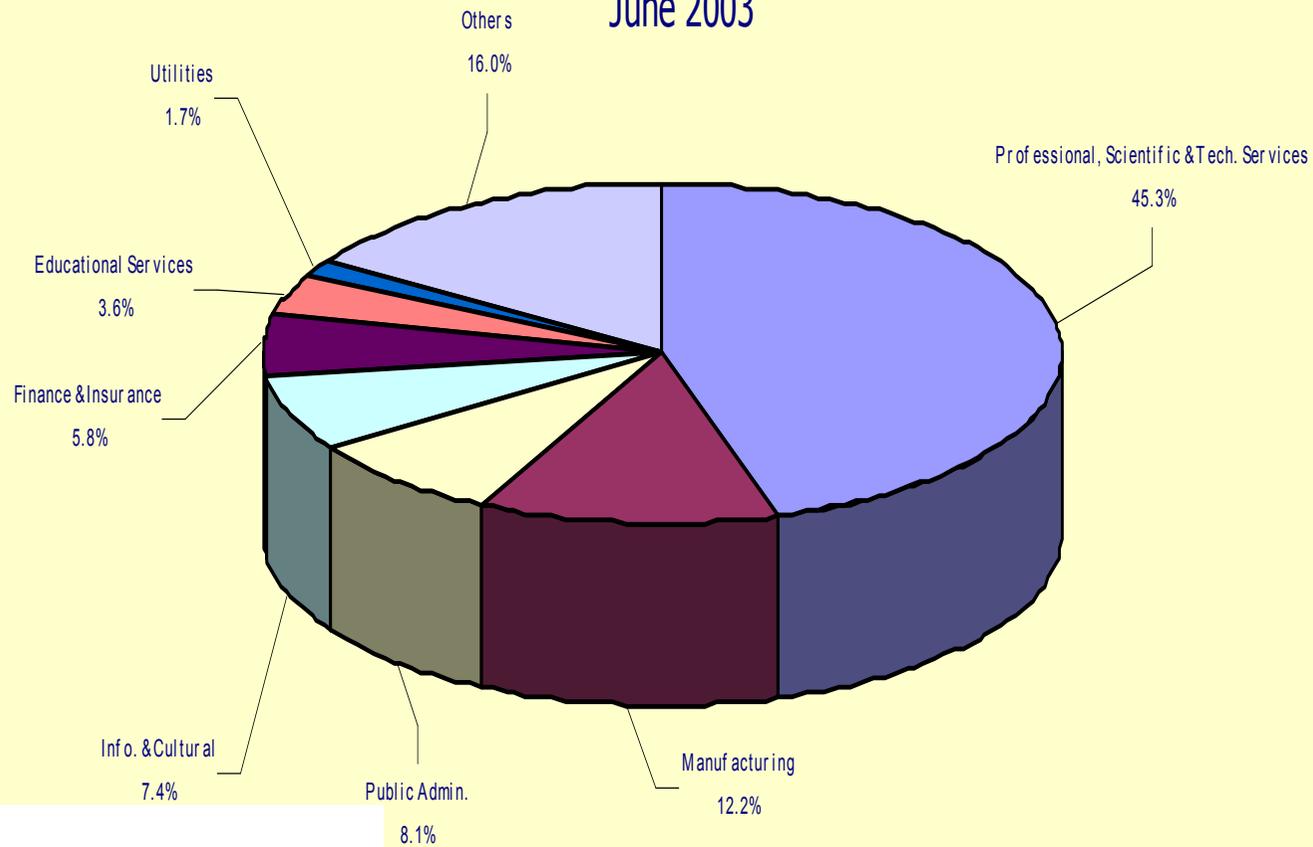




Industry Distribution

Industry Distribution for All IT Occupations

June 2003



Source: Statistics Canada, (Labour Force S

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Best Practices in IT.

- *Thank You for your attention.*
- *Questions ???????*