

# Software Human Resource Council

Renewed Computer Technology /  
Computers for Schools Ontario  
AGM

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## ***Software Human Resource Council (SHRC)***

**SHRC** meets Canada's IT human resource needs by doing projects, programs, and initiatives on :

- **National standard definitions of IT occupations based on the Occupation Skills Profile Model (OSPM)**
- **Labour Market Information (LMI)**
- **Career Awareness**
- **Career Development**

## ***“Expanding the Reach” of SHRC***

**SHRC** is expanding our mandate to include hardware and other advanced technologies such as;

- **Wireless**
- **Microelectronics**
- **Nanotechnology**
- **Sensors**
- **Photonics**

**Coming – Fall of 2006!**

[www.shrc.ca](http://www.shrc.ca)

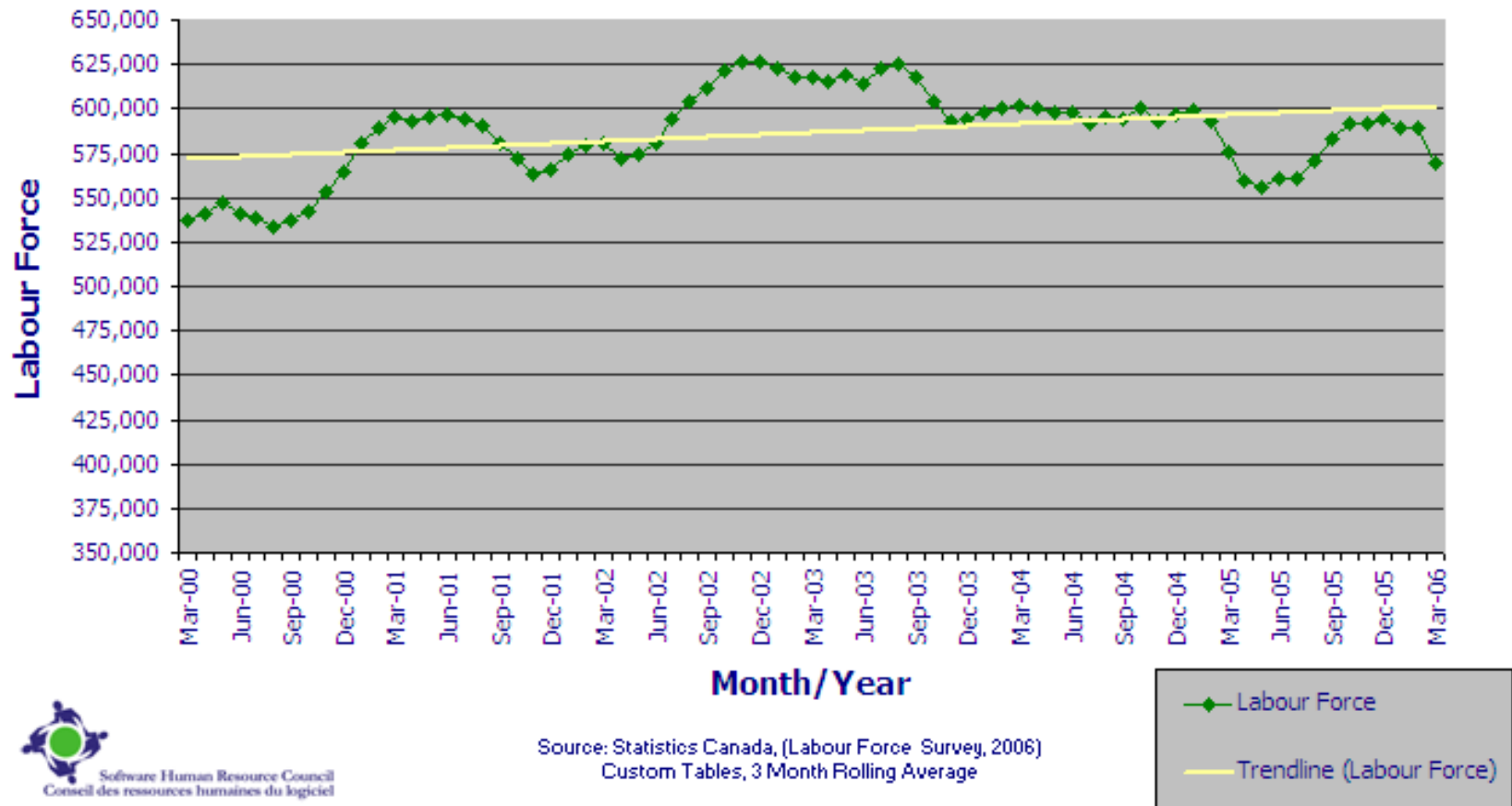


# **Human Resources in the IT Sector**

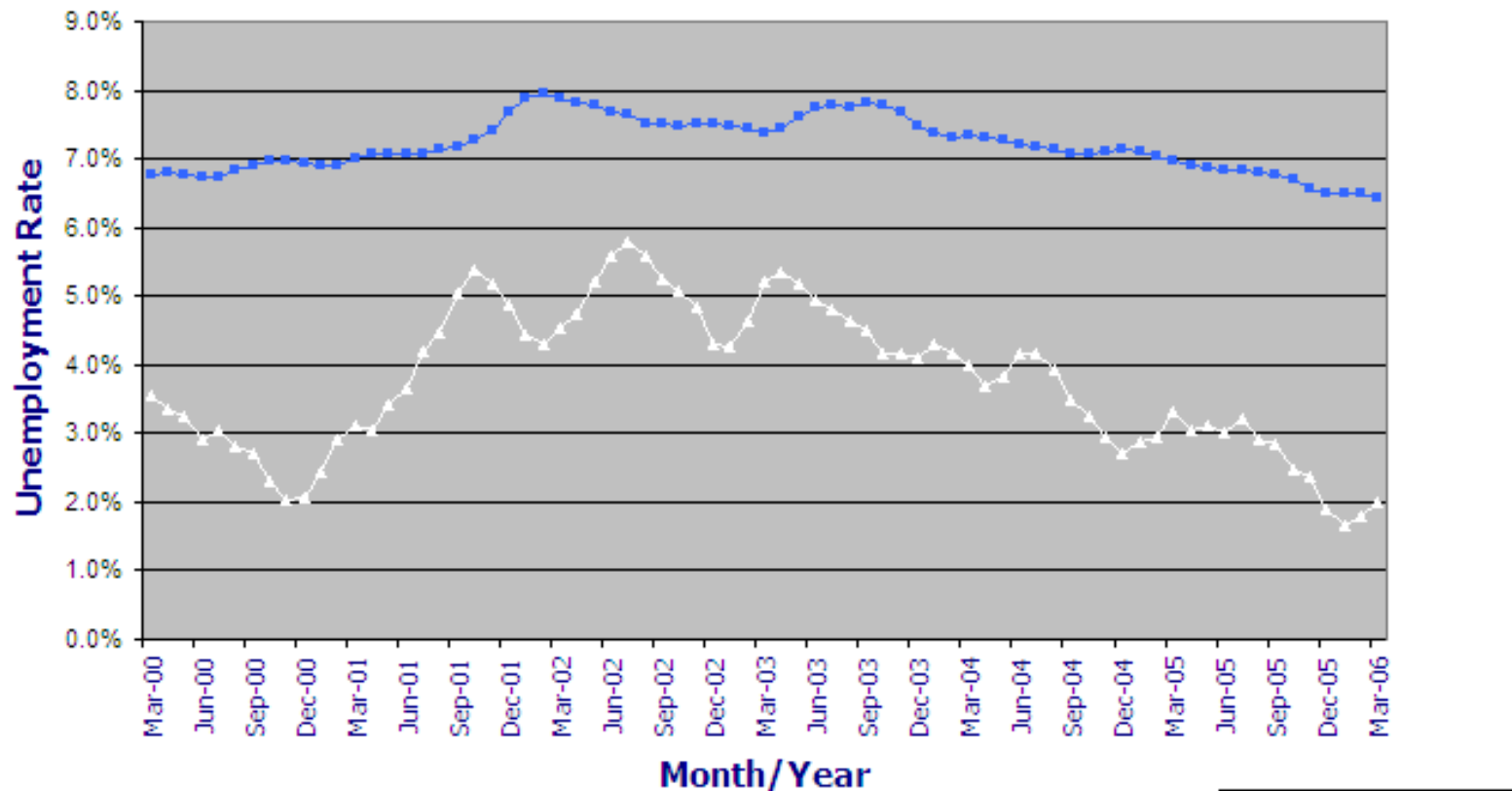
## **Past and Present**

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## Labour Force for All IT Occupations March 2000 to March 2006

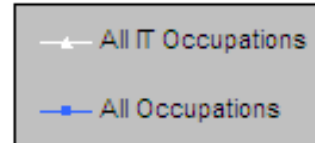


## Unemployment Rate: All IT Occupations vs All Occupations March 2000 to March 2006

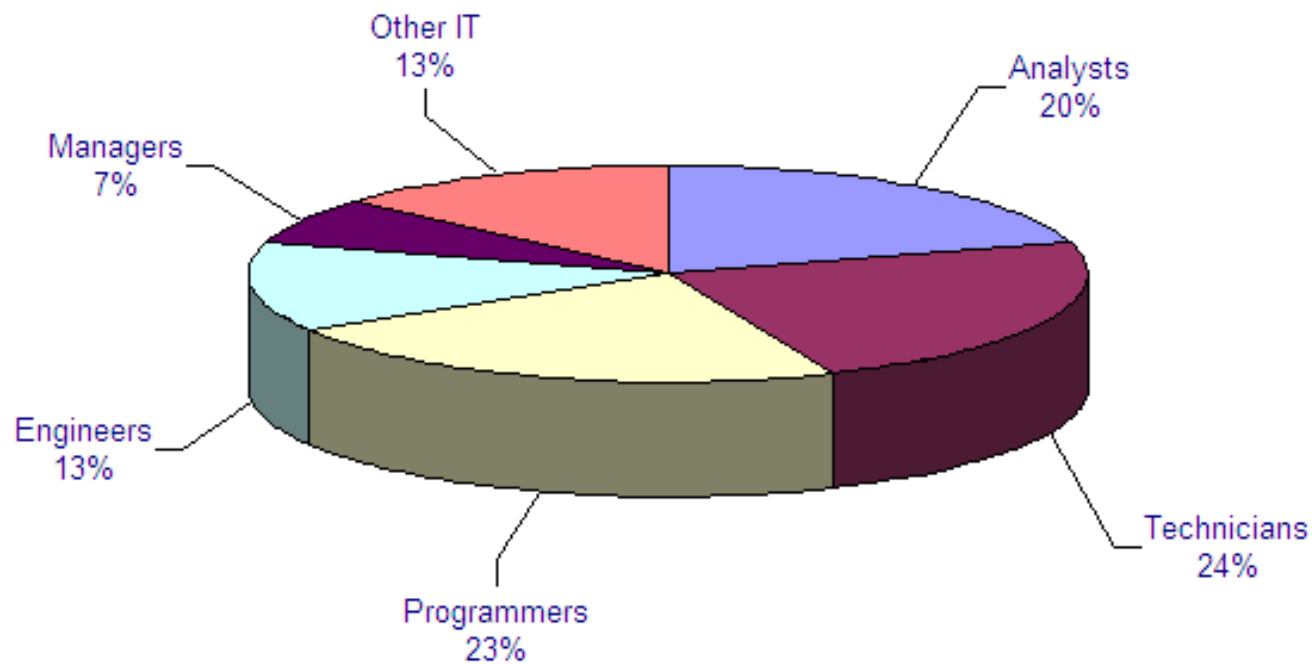


Software Human Resource Council  
Conseil des ressources humaines du logiciel

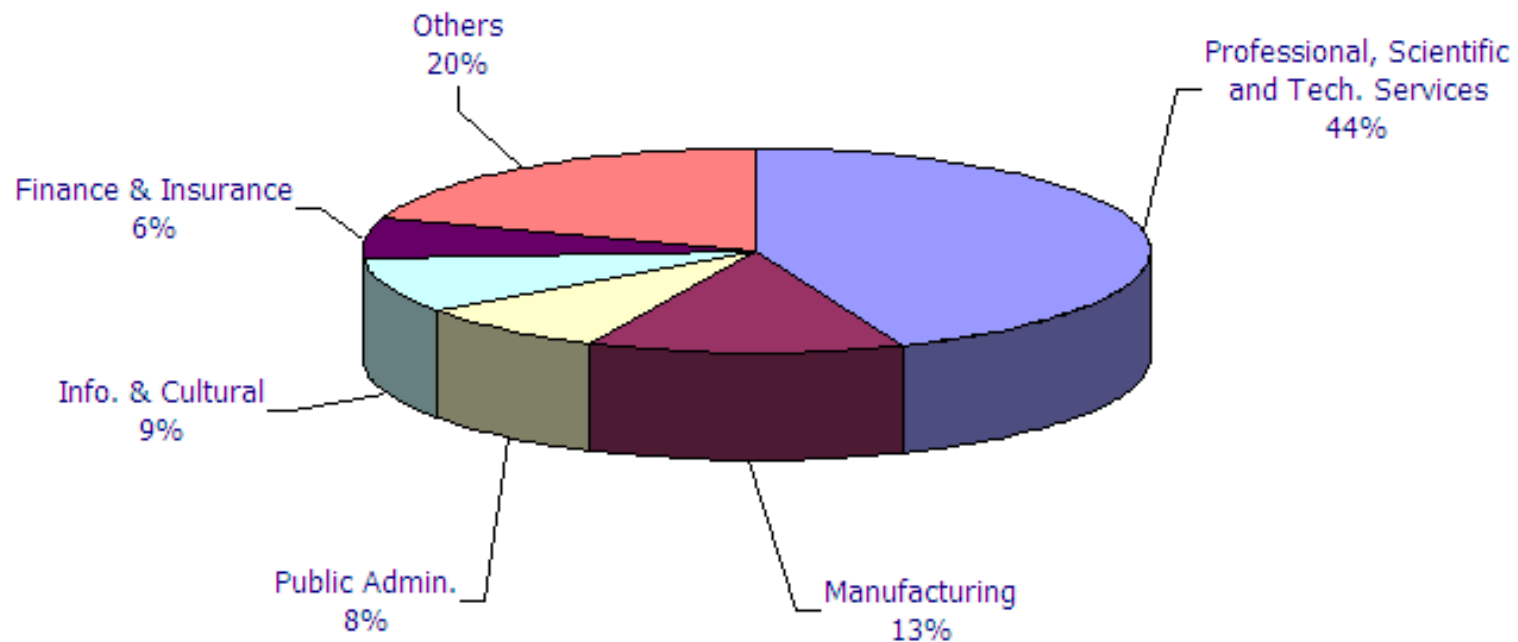
Source: Statistics Canada, (Labour Force Survey, 2006)  
Custom Tables, 3 Month Rolling Average



## Labour Force by Occupational Groups End of 2005



## Industry Distribution for All IT Occupations 2000-2005



## *Today in the IT sector...*

- **46%** of IT workers under the age of **35**
- **75%** of the labour force is male
- Five industry sectors = **80%** of IT jobs
- **75%** of all IT workers - ON and QC
- Jobs in IT are **95%** full time



# **Human Resources in the IT Sector**

## **What does the future hold?**

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## Critical Issues for Canada's Future...1

### ***Technological Change:***

How do we create a professional environment that is ready for change in technology, for both the ***IT Sector***, and the ***Application of IT***?

### ***Global Role/Position:***

What is Canada's role in future IT sector – “High End Mastery” or “Globalization Road Kill?”

## Critical Issues for Canada's Future...2

### ***Supply and Demand:***

How does Canada address the need to attract young people into the sector, increase diversity, and facilitate/integrate international mobility?

### ***Convergence:***

How is convergence between hardware and software changing the way the technology sector functions?

## Critical Issues for Canada's Future... 3

### ***Recognition:***

How do we create a value system for employers, educators, individuals and “the system”?



*How do we ensure that  
Canada continues to be a  
world leader in technology?*

***A good start...***



*Increase the supply of people  
with the “Package”*



# *Make Co-ops work for everyone*



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# *Increase the number of opportunities for women to work in IT jobs*



*Industry, Educators, and Governments  
working together better to support  
“**Learning for Life**” in a real, cost-  
effective and supportive way*



[www.shrc.ca](http://www.shrc.ca)

# *Improve the perception of the IT industry*



[www.shrc.ca](http://www.shrc.ca)

## ***The Need for Recognition***

Create a up-to-date ladder of recognition that clearly demonstrates to:

- **industry** what knowledge, skills, and abilities a person has
- **individuals** what is required to get on the ladder and where to get on!





## ***Partnerships***

Computers for Schools is an excellent example of an opportunity for **Win-Win-Win!!!**

- Give Canadians job specific skills
- Reduce waste
- Provide Technology for those in need

SHRC is proud to support CFS





***The Software Human Resource  
Council***

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