

ALGOMA ICT EMPLOYER SURVEY

38

Company
Responses

6,326

Total Employees

471

ICT Specific
Employees
Identified

Top Algoma Organization Sectors

Information and Communication Technology:

- Sector focuses on supplying technologies to process, transmit or receive information
- 15 of 38 respondents said it was their primary sector (**39% of responses**)

Other Services:

- Includes educational services; administration & support; professional, scientific and technical services; and utilities, within the survey
- 10 of 38 respondents said IT was their primary sector (**26% of responses**)

Educational Services:

- Instruction provided by specialized establishments; schools and training centres
- 4 of 38 respondents said it was their primary sector (**11% of responses**)

Employee Demographics and Hiring

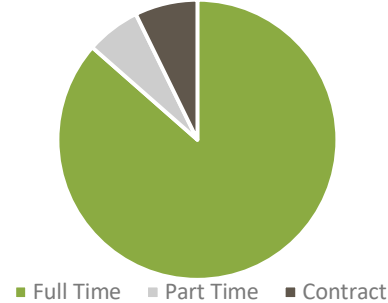
Number of ICT Employees in Surveyed Organizations:

Full Time – 441 Employees

Contract – 37 Employees

Part Time – 32 Employees

Employees by Status



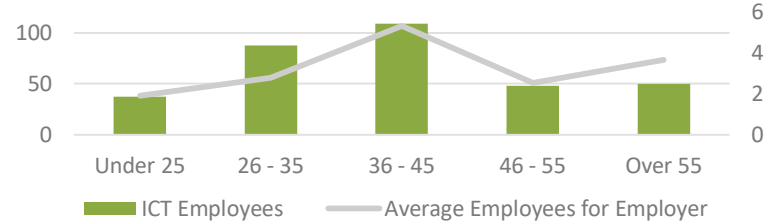
Most common age brackets for ICT Employees:

Under 25 years = 37 Employees (11%)

26 – 35 years = 82 Employees (25%)

36 – 45 years = 109 Employees (33%)

Age Breakdown of Employees



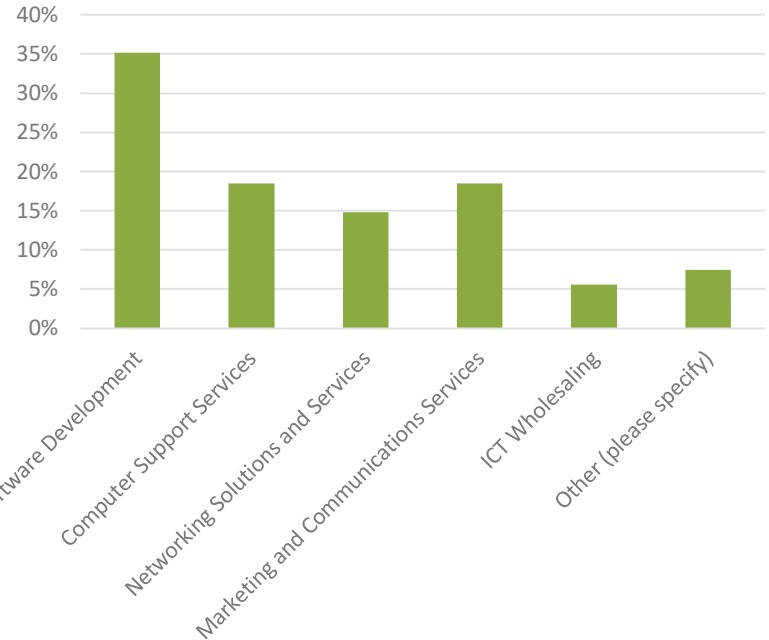
59% of surveyed organizations said they will hire ICT Resources within the next 12 months

91% of those employers said they hire ICT employees for company Expansion/Growth reasons

ICT's most popular industry categories in Algoma

- 1) Web/Mobile/Software Development
- 2) Computer Support Services
- 3) Marketing and Communication Services
- 4) Networking Solutions and Services
- 5) ICT Wholesaling
- 6) Other

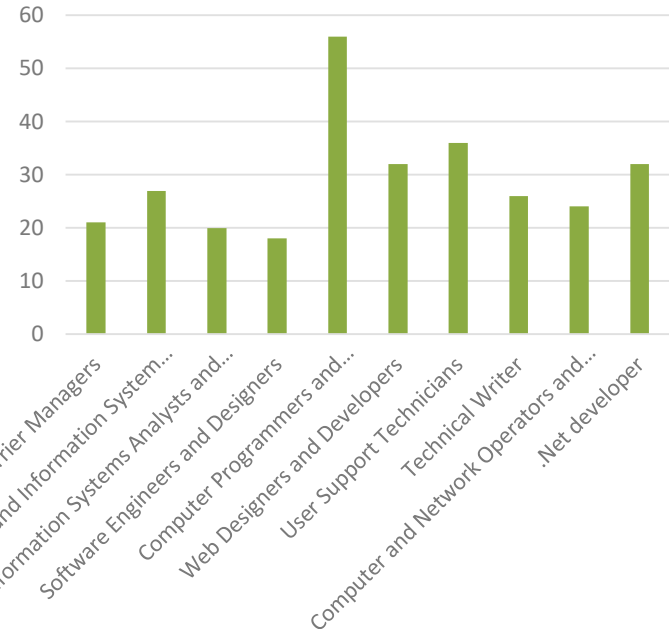
Breakdown of Industry Categories (%age)



Top 10 ICT Employee Occupations in Algoma

- 1) Computer Programmers & Interactive Media Developers
- 2) User Support Technicians
- 3) .NET Developer
- 4) Web Designers & Developers
- 5) Computer & Information Systems Managers
- 6) Technical Writer
- 7) Operators and Web Technicians
- 8) Telecommunications Carrier Managers
- 9) Information Systems Analysts and Consultants
- 10) Software Engineers and Designers

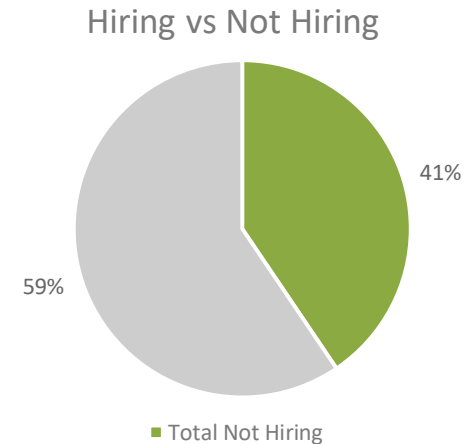
Top 10 ICT Employee Occupations



Hiring

Upcoming hiring trends in the Algoma District

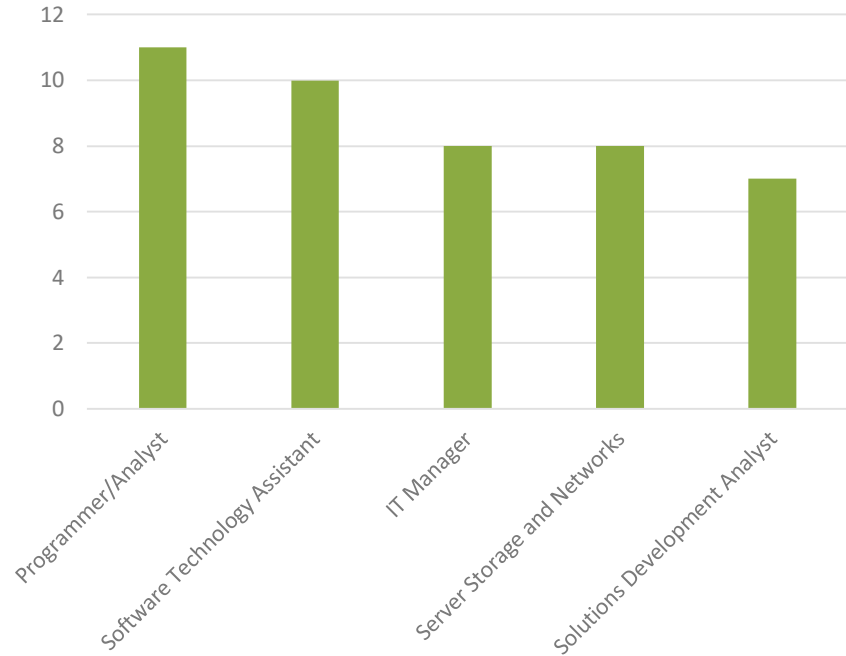
- 1) 37 of the companies surveyed identified their hiring intentions for the next year
- 2) 59% of respondents identified they plan on hiring
- 3) With a total of 92 new ICT employees looking to be hired in the upcoming year



Top 5 technical skills that will be targeted during hiring:

- 1) Programmer/Analyst
- 2) Software Technology Assistant
- 3) IT Manager
- 4) Server Storage and Networks
- 5) Solutions Development Analyst

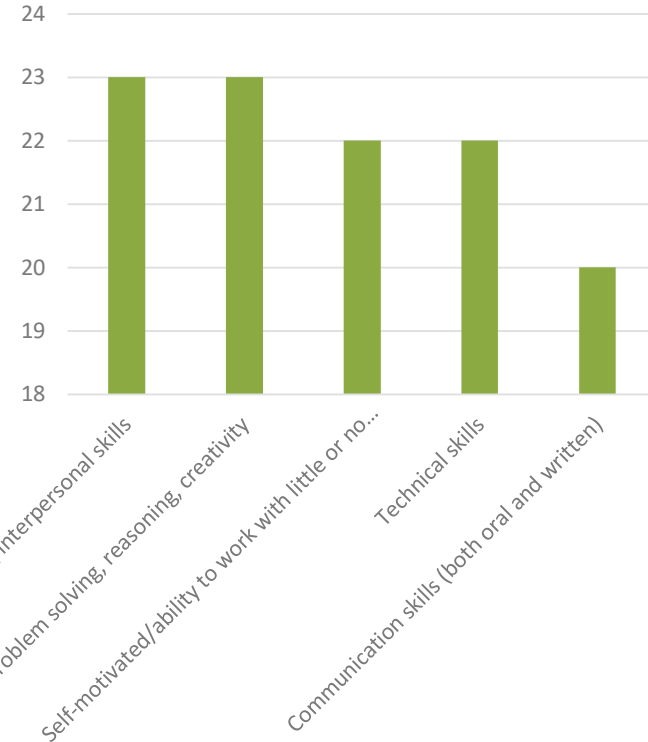
Top 5 Technical Skills Targeted



Top 5 Soft Skills that are looked for in ICT Employees

- 1) Teamwork and interpersonal skills
- 2) Problem solving, reasoning, and creativity
- 3) Self-motivated to work with little or no supervision
- 4) Technical skills
- 5) Communication skills (both oral and written)

Top 5 Soft Skills Targeted



Top Technical Skills and Soft Skills Desired by Employers

We compared employer survey answers to determine which soft skills were desired by each technical skill identified. The top technical and soft skills identified are:

- 1) Web Developers who are self motivated
- 2) Web Developers who have problem solving skills
- 3) Web Developers that have proper technical skills
- 4) Software Engineers with problem solving and teamworking skills
- 5) Programmers with problem solving and technical skills

Available ICT Talent in Algoma

ICT Qualified Resources in Algoma from 18 Respondents:

- 44% Good availability
- 11% Fair availability
- 27% Poor availability
- Only 3% said Excellent

Geographic areas targeted for ICT recruitment by respondents:

- 56% said within the Algoma District
- 30% said within the province of Ontario
- 14% said within the rest of Canada

Top Recruitment methods organizations use to fill ICT positions

- 1) Online Job Postings
- 2) Organization Website
- 3) Word of Mouth and Personal Contacts
- 4) Employment and Recruitment Agencies
- 5) Internal Bulletins and Personal Recommendations

Graduates Hired for ICT Occupations

Recent graduates hired for ICT positions from institutions:

- 1) 50% of respondents hire mainly from Sault College
- 2) 34% of respondents hire mainly from Algoma University
- 3) 9% of respondents hire mainly from Lake Superior State University
- 4) 6% of respondents hire mainly from other institutions

Respondents rating of recently hired ICT graduates:

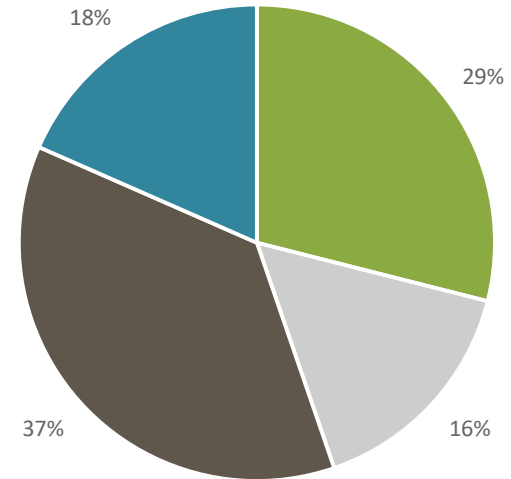
- 1) 50% said ICT graduates were Good
- 2) 40% said ICT graduates were Excellent
- 3) 10% said ICT graduates were Fair

ICT Training

Training offerings for new ICT employees:

- 1) 18% of ICT employers offer no training
- 2) 37% offer both internal and external training
- 3) 29% of employees offer internal training only
- 4) 16% only offer external training opportunities

Training Breakdown



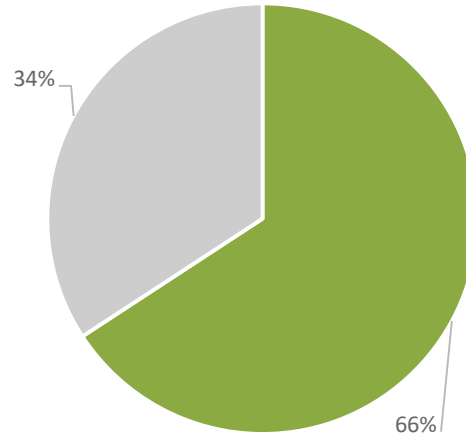
■ On Site Training Only ■ External Training Only
■ Internal and External Training ■ No Training

ICT Training

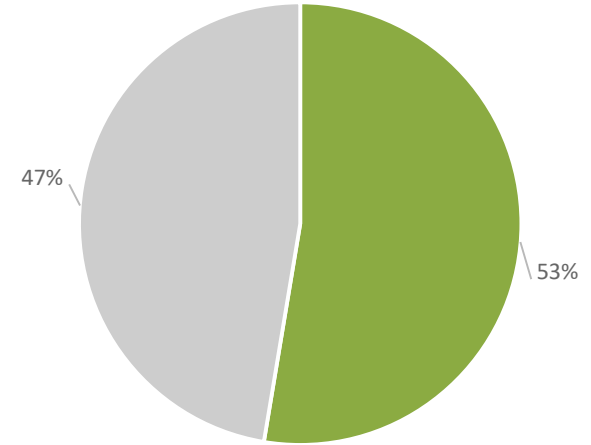
Percentage of ICT Employers that offer on-site or external training:

- 1) 66% offer On-site training
- 2) 53% offer external training

On-Site Training Offered



External Training Offered

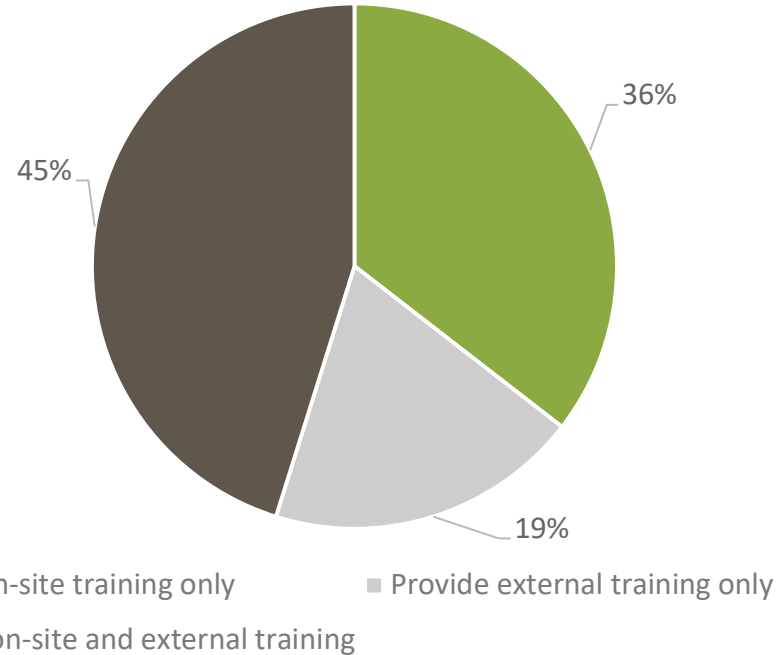


ICT Training

Of companies that offer some form of training:

- 1) 45% offer on-site and external training
- 2) 36% offer only on-site training
- 3) 19% offer only external training

Training Breakdown



Wrap up

- 1) 50% of respondents hire mainly from Sault College
- 2) Top soft skills desired: teamworking, problem solving, communication and technical skills
- 3) 11% of workforce demographic is under 25, 30% is over the age of 45. Concerning in a growing sector.
- 4) Online job postings still number one recruitment method
- 5) Programmer, Software Technology Assistant, and IT Manager top technical skills targeted in next year of hiring.