



Developing Tomorrow's
Workforce Today

Information and Communications
Technology Council Conseil des technologies de l'information
et des communications



THE FACTS

ICT Competency Profiles Framework

Managing ICT human resources in this dynamic economy is complex, costly and time-intensive. Skills that were needed ten years ago are simply out of date and keeping up with the new trends and competencies can be overwhelming.

Employers like you need to know the technical, business and interpersonal skills that are needed for today and tomorrow to help you hire the right people. You need to be able to assess what skill gaps your current employees have in order to retrain them to be more productive and help them advance their career. One thing is certain – the labour market is very competitive, and there is mounting pressure on you to recruit, reward and retain the best and the brightest talent to achieve your current and future business goals.

The ICT Competency Profiles Framework Helps You Manage Your Most Valuable Resource

The ICT Competency Profiles framework is an innovative online human resources management tool. It is the first Canadian-specific resource that outlines national occupation profiles for 36 ICT work streams and clearly demonstrates the critical competencies – knowledge, skills, and abilities – that employees need within each work stream in order to successfully perform their job. This resource is reliable, relevant and timely for employers. It has been developed through extensive research of ICT labour trends as well as through the input of employers – both large and small. It has already been implemented in many post-secondary institutions across Canada and is providing a national benchmark on which future ICT curriculums are being built. The result is a closer link between education and industry and a more effective way to ensure that new ICT workers have the right mix of skills to meet employers' need.

If You Have ICT Employees This Resource Is For You

The ICT Competency Profiles framework is perfect for small and medium-sized business owners and human resources managers who are responsible for hiring ICT employees.

"Using the ICT Competency Profiles framework is much more efficient. Instead of taking days and weeks to develop an ICT job description, it takes less than an hour to review the framework for a specific occupation, select the competencies that are most relevant, and develop a job description that is specific to my organization. The result is a comprehensive ICT job description that helps line managers succeed in recruiting the right person for the right job at the right time."

David Wilson, HR Professional

Gain A Competitive Advantage By Improving Your Human Resources Management

This resource will:

- Help you succeed in all your human resources functions, including hiring quality staff, recognizing and rewarding top performance, creating targeted employee development plans and preparing succession plans;
- Give you online access to a national database of ICT work streams with a comprehensive list of competencies needed within each work stream;
- Give you the flexibility to select the competencies that fit your organization and, through web-based technology that will soon be in place, you can create your own customized ICT job profiles to match your specific needs;
- Help you implement effective human resources practices into your daily operations, making it easier to recruit new workers and maintain positive employee morale; and
- Help you develop human resources strategies that will lead your organization into the future.

For more information on the ICT Competency Profiles framework visit www.ictc-ctic.ca or contact competencyprofiles@ictc-ctic.ca.

Try The ICT Competency
Profiles Framework Today And
Start Planning Your Human
Resources For Tomorrow!

Canada

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