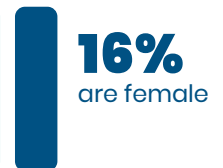
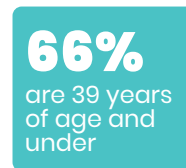


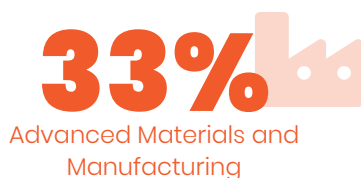
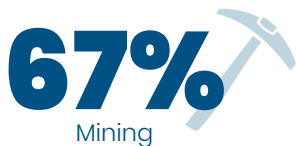
SURVEY OF GREATER SUDBURY'S ICT/HIGH-TECH SECTOR 2020

RESPONDENTS/WORKFORCE



next 24 months - plan to hire over 150 employees

TOP 3 INDUSTRY FOCUS AREAS



HIGHEST DEMAND OCCUPATIONS

- Software Developers and Engineers
- Electrical/Electronics Engineers
- Applications/Web Developers
- Network & IT Systems Administrators/Analysts
- Mechanical Designer/Engineer/Technician
- Client/Server Support Technicians

RECRUITMENT

100% use online job boards or websites

91% use word of mouth and informal networks

76% post on their website

76% use social media

48% on-site recruitment at colleges/universities

Most recruit within Greater Sudbury and Ontario

HARD TO FILL POSITIONS

software engineers/developers

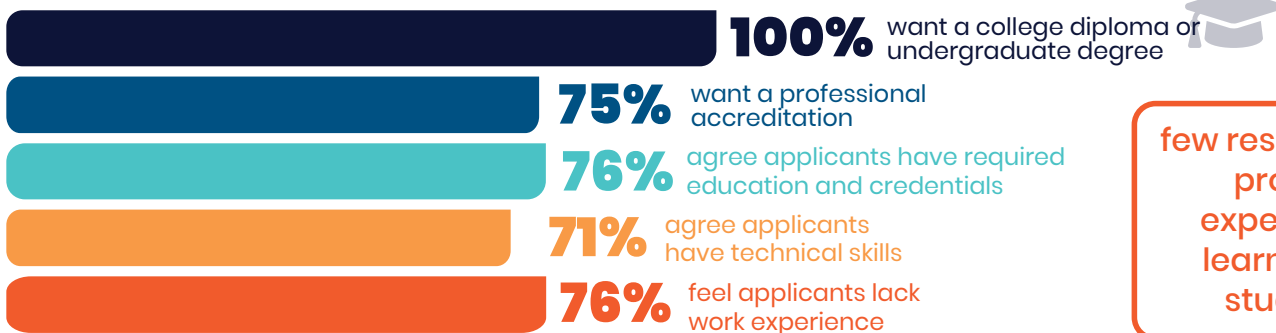
computer programmers

other highly specialized skill sets

"We need to grow our own talent ... you can't decide today that you need a senior ICT person tomorrow and expect to fill that with someone for a year contract to complete a project."

...survey respondent

SKILL SETS



few respondents provide experiential learning for students

other desirable skills: analytical/research; communication; interpersonal; work ethic; organizational; problem solving; self-motivation; professionalism; and willingness to learn

"All the talent goes to Toronto, San Francisco or larger urban centres. [We are] competing with the likes of Amazon, Facebook, Google that are making Toronto their Canadian hub."

...survey respondent

GROWTH OPPORTUNITIES NEXT 2-5 YEARS

Internet of Things (IoT)
Artificial Intelligence (AI) and Machine Learning (ML)
the Cloud

CURRENT - FUTURE CHALLENGES

competition - talent attraction, recruitment and retention

disproportionate allocation of funding to mining sector

challenge for small companies to compete with large companies

funding/resources for innovation and R&D

rising cost of senior talent

protecting intellectual property

50% report fear of "poaching"

IT security

deficiencies with local tech eco-system

(rural area internet access, lack of standards in tech design, development and manufacturing)



NORCAT

This report was produced by Workforce Planning for Sudbury & Manitoulin (April 2020) in collaboration with NORCAT.

For a copy of the report or more information please go to:
www.planningourworkforce.ca or contact info@planningourworkforce.ca