Thank you to all employers and industry partners who participated in the survey which was part of the Building Capacity in the Digital Economy Project. We are pleased to provide this summary of the quantitative data while analysis on the qualitative data continues.

There were 174 employer/industry respondents to the survey. Architectural, Engineering and Related Services were the most highly represented group (20%) of respondents followed by Software, Data and Internet Processing/Publishing and Professional, Scientific, and Technical Services (11% & 10%) [Q20]. There was a good distribution across the different sized companies ranging from 14 - 24% for each of large, medium, micro, enterprise, micro and small in ascending order [Q21]. Survey respondents were most prevalently in executive positions (44%) then Human Resources/Recruiters (35%) and followed by Engineers (26%) [Q22].

60% of respondents indicate they are currently experiencing a skills gap with 17% expecting to experience a gap in the next 2-5 years [Q1]. The most common cause attributed to the skills gap was that job applicants do not have the right skills (62%) followed by loss of skilled staff (41%) and new graduates not having the necessary skills (36%) [Q2]. The most common methods for mitigating the skills gap were building skills internally, hiring, redeploying existing resources/employees [Q3].

Hard skills are more difficult to find at the supervisory/management level (69%) followed by intermediate (62%) then junior/entry (36%) while on average (42%) of respondents found it challenging to find employees with the appropriate soft skills across the same staffing levels [Q4&5]. When it comes to learning new technologies 67% of respondents provide training to their employees) on company time [Q12].

Participants responded positively 30% & 47% to having EDI policies and gathering EDI data from employees, respectively [Q15]. However, less than 34% of respondents provide employees with training on age diversity, disability, ethnic, gender, racial, Indigenous, and sexual diversity [Q16].

The four winners of the complementary booths for the UVic Co-op and Career Services Hi-Tech Fair are:
- Pacific GeoTech
- M3 Mechanucal
- Queen’s Printer
- Acutonix

In addition to analysis on the qualitative data, Focus Group discussion topics and agendas are being developed for Fall Term 2021. Registration for Focus Group discussions will open in September so stay tuned.