



## CURRENT SITUATION & WHAT IS NEEDED

The last year has brought dramatic changes and job market upheaval to employers and candidates alike. Our region is facing the dual challenges of a growing number of candidates considering opportunities outside of their home region, combined with companies growing rapidly and needing more talent than our region currently can provide. As a result, we need tools to help us understand: 1.) which unique differentiators we hold and how we must adapt to keep our skilled talent, and 2.) how we must meet the needs and expectations of out-of-region candidates during the recruitment process.

## THE SOLUTION



To meet this moment, VIATEC is working with BenchMarket to deliver the TechEdge Survey for our community. This will result in a completely new suite of compensation and talent research to address our community's needs for:

- Insight into the compensation practices of other tech hubs across Canada AND a cut specific to the Greater Victoria region
- Biannual data releases to keep up with the pace of compensation changes with insights into salary increases
- The whole picture of employee recognition beyond compensation that accounts for non-financial benefits, work-from-home practices, and other human resource programs
- The ability to understand how cost of living and compensation across regions are related.

## PRICING & WHAT'S INCLUDED

For accurate data that will enable us to grow and compete as a region, we must get input and insights from organizations of all sizes, stages, and sub-sectors. To enable this, we are offering subsidized pricing to all participants.

For \$400\*, VIATEC member technology company participants receive the following through BenchMarket's TechEdge Survey:

- Comprehensive tech sector salary survey
  - Published twice per year: Nov 2021 and May 2022
  - Initially, this will include Greater Victoria, and Ontario tech hubs. VIATEC is actively working with other tech hubs across Canada to expand this survey nationally.
  - Includes over 100 job families, from entry levels to executive positions.
  - Each Job Family matching to a NOC code, enabling comparison cost of living research
  - Data is segmented to allow for anonymity, while enabling as much regional and role specific differentiation as possible
- 7 Annual Human Resource Programs Report by Province (Published annually in May)
  - Published in May
  - Includes:
    - Wellness, Leave and Pension
    - Cash Bonus and Incentive Plans
    - Performance Management
    - On-call Pay
    - Stock Options programs
    - Travel Programs
    - Annual Turn Over Statistics
    - Annual complimentary reports for participating members
  - Salary Increase Survey – just in time for budget and salary planning
    - Published in October (find out what the average salary increases are in the tech sector across Ontario vs Greater Victoria).
  - Student Programs Survey for New Grads & Co-op Students
    - Published in December (find out the going rate for co-ops and new grads from tech and business programs).

*\*Great data requires openness and sharing from all organizations, and we highly encourage participation. In the rare case where a VIATEC technology company member requires access to this talent data but is unable to contribute data, we are able to offer access to the Greater Victoria salary data only for \$1,600. Contact [info@viatec.ca](mailto:info@viatec.ca) for more information.*

Visit [www.viatec.ca/talent-study](http://www.viatec.ca/talent-study) to register as a participant, view FAQs about this project, and more.

Still have questions? Contact [info@viatec.ca](mailto:info@viatec.ca)