



Xtreme Talent Accelerator Program (XTAP)

**Program Information
for Employers**

WHAT IS XTAP?

The Xtreme Talent Accelerator Program (XTAP) is a fully funded skills development program offering hands-on, industry-led workshops, networking and career development support to help Ontario's workforce reskill, upskill and seize new opportunities. XTAP's upskilling programs aim to equip participants and their employers with a competitive advantage in our dynamic talent market, by accelerating advancement and impact.

WHY XTAP?

At Invest Ottawa, we have seen an increasing need for talent skilled in web development, cloud computing and data analytics. We developed this program to benefit:

Ontario's tech talent

- By providing an opportunity for employees to upskill, so they can advance their careers and contribute more in their current organizations.

Ontario's tech firms

- To help improve workforce performance and reduce training costs
- To help retain tech talent and reduce turnover and recruiting costs.

WHO IS THIS PROGRAM FOR?

- This program is ideally suited to those with 2–5 years' experience in development, frameworks or IT, whose employer is in Ontario.
- To qualify, applicants must be 18 years or older, a resident of Ontario and a Canadian Citizen, Permanent Resident or Protected Person.
- Participants engaging in part-time workshops should be able to dedicate certain amount of time to their chosen workshops, as per follows:
 - AWS Cloud Development and Cloud Architecture workshops require 7-10 hours for 10 weeks
 - Intro to Data Analytics requires 6 hours a week for 6 weeks
 - Data Analytics for HR 101 requires 3 hours per evening for 4 evenings
 - Intro to Web Development requires 6 hours a week for 6 weeks

WHAT DOES XTAP OFFER?

1. Technical workshops designed and delivered by industry leaders:



Lighthouse Labs

- Front-End Development with React
- Back-End Development with Python
- Data Analytics for HR 101
- Intro to Data Analytics
- Intro to Web Development

Note: Each of these specialized offerings includes core web development skills in JavaScript, HTML and CSS.



Amazon Web Services (AWS)

- AWS Developer Certification Program
- AWS Solutions Architect Certification Program

2. Career development services to help build future tech leaders within their organization, including workshops in:

On the Job Skills:

- Tech, EQ and You: Exploring and Understanding Emotional Intelligence in Tech
- Personality Assessments
- Designing Your Professional Digital Presence
- Time Management

Ethics and Employee Advocacy:

- Employee Rights in the Workplace



3. Access to LinkedIn Learning:

All participants receive a one-year subscription to LinkedIn Learning, with access to:

- 16,000+ online technical and non-technical courses
- A self-serve or defined learning path based on your learning needs

YOUR ROLE AS AN EMPLOYER

Applicants will need your consent to qualify and continuing support to successfully complete a skills development program. Let's unpack what that really means for you.

Endorsement of applicants:

We ask applicants to obtain verbal approval from their employer before applying. We will reach out to you later for confirmation of endorsement from a signing authority within your organization to formally consider their application. We will also require a main point of contact, who can be anyone the employee reports to (such as a team leader or supervisor) or an HR department representative, for our team to stay in touch with when needed.

Support during the program:

We ask employers to give their employees (once accepted) adequate time to complete the workshops.

XTAP's part-time Cloud Development, Cloud Architecture, React and Python workshops require synchronous learning (attending instructor-led sessions and consultations) during business hours and asynchronous learning (group projects, reading assignments and other self-paced work that can happen during evenings and weekends) that can add up to 7-20 hours per week over 10 to 12 weeks. Specifically:

- **AWS (Cloud Developer and Solutions Architect)** – An average of four hours per week is required during business hours to attend virtual sessions and consultations with the instructors; however, the program also includes three weeks that require one to three full days (i.e., 9am – 5pm) for instruction and Jam sessions.
- **Lighthouse Labs (Front-End and Back-End Development)** – Up to four hours per week are required during business hours to attend two live lectures (one to two hours in duration, depending on the topic). Additional daytime support from instructors will be available to participants as needed.

We also offer weeknight and weekend workshops (Intro to Web Development, Intro to Data Analytics and Data Analytics for HR 101) which require 3-6 hours per week and can be completed entirely outside business hours.

YOUR ROLE AS AN EMPLOYER (CONT'D)

Job shadowing and project opportunities:

Our goal is to see XTAP graduates making a bigger contribution to their organization by applying skills acquired through the program. We ask you to offer them opportunities to succeed at a higher level, through access to new projects or increased responsibilities within existing ones.

Feedback on participant progress:

To comply with our funders' requirements, we require employers to complete surveys during and after the program to report on your employee's progress and skills development experience.

Continued career development support:

We ask employers to continue to empower and support our program participants after they have completed their skills development through XTAP.



WHAT CAN EMPLOYERS EXPECT FROM XTAP?

We will:

- Provide employers with up to \$1,000 per graduate upon their completion of the program to offset any additional supervisory or associated costs. XTAP will support employers, where possible, to ensure that conditions are in place to support each participant's success.
- Support participants with one-to-one coaching and technical mentorship to empower them to complete the program.
- Manage our industry partners to ensure the delivery of workshops and issuance of certifications.
- Keep employers (through the main point of contact) informed about workshop schedule and program completion.
- Ensure equity and fairness through randomized selection of participants.

We will not:

- Provide job placement services for participants. The program intends to encourage and equip the participants with the skills to advance their careers and make a bigger impact within their current organization.
- Share participants' evaluation reports with employers, due to the privacy and data governance policies of our funders and delivery partners. Participants are free to share their reports with you as they see fit.
- Accept applications that employers make on behalf of their employees. Please direct your employees to apply at investottawa.ca/xtreme-talent-accelerator.

Please note that although we would like to accept everyone who applies to the program, capacity is limited. While an employer endorsement is required for an application to be considered, it does not guarantee an employee's acceptance.



The Xtreme Talent Accelerator Program is offered at no cost to accepted talent thanks to the support of the Ministry of Labour, Training and Skills Development.

For more information, please visit:
investottawa.ca/xtreme-talent-accelerator



Contact us
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