

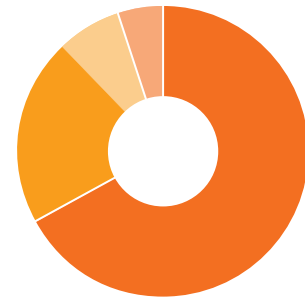
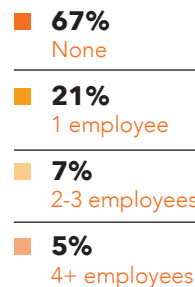
THE AQT 2018 COMPETITIVENESS BAROMETER

DATA ANALYSIS RESULTS FOR COMPANIES
WITH 4 TO 500 EMPLOYEES

TECH SMES HUMAN RESOURCES

67% OF COMPANIES DO NOT HAVE A
DEDICATED HR EMPLOYEE ON STAFF

Among surveyed companies, Human Resources are engaged in production and R&D, which are ongoing priorities. These results mirror the accelerating speed at which technology is constantly evolving and being upgraded.



60% OF BUSINESSES DEVOTE MORE THAN
\$10,000 ANNUALLY TO STAFF TRAINING

UNSURPRISINGLY, THE AVERAGE TRAINING
BUDGET INCREASES PROPORTIONATELY TO
COMPANY SIZE.

- > 4-15 employees: **\$29,000**
- > 16-50 employees: **\$99,000**
- > 51-500 employees: **\$338,000**

The survey reveals that a higher proportion of businesses founded in 2006 or later provides staff training sessions.

An industry clearly focused on continuous development!

ON AVERAGE,

4.4% OF THE TOTAL PAYROLL IS ALLOCATED TO TRAINING ¹

85.3% OF ICT PROFESSIONALS DEVOTE AN AVERAGE OF 100 HOURS PER YEAR TO PERFECTING AND UPGRADING THEIR SKILLS²

PROFESSIONALS UNDER AGE 30: **656 hours/year**

BETWEEN 30-39 YEARS OF AGE: **376 hours/year**

AGE 40 AND OVER: **85 hours/year**

This is made necessary by the rapid pace of technology changes.

\$2.59M IN AVERAGE PAYROLL AMONG RESPONDENT COMPANIES

44% INDICATED THEIR PAYROLL IS LESS THAN \$1.5M.

35 AVERAGE NUMBER OF EMPLOYEES IN QUÉBEC

Survey results reveal that **SMEs with 51 to 500 employees increased their human capital by 4%**. Conversely, staffing for companies with 16 to 50 employees fell by 3%.

8 AVERAGE NUMBER OF EMPLOYEES OUTSIDE QUÉBEC

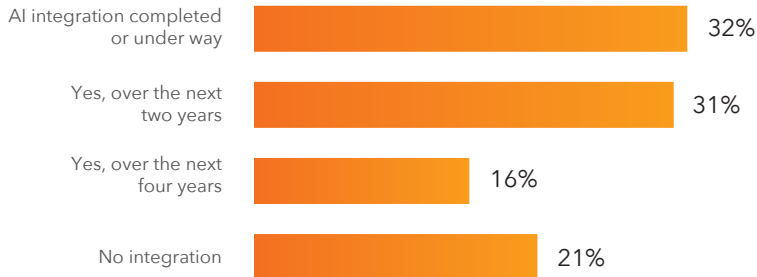
Among survey respondents, **73% state they do not have employees outside Québec**. This grouping consists mainly of companies with fewer than 15 employees (87%) with sales below \$1.5M (89%).

It should be noted that on average, companies in the Greater Montréal area have a higher number of employees outside Québec (12) than those located in other regions of the province.

2. 2015 Sectoral Analysis, TECHNOCompétences, p.60

ARTIFICIAL INTELLIGENCE (AI)

79 % FOR A MAJORITY OF COMPANIES, THE INTEGRATION OF AI INTO THEIR OPERATIONS IS UNDER WAY, OR WILL BEGIN SHORTLY.



OVERVIEW OF TECH SME POSITIONING WITH REGARD TO ARTIFICIAL INTELLIGENCE (AI)

Key challenges include access to talent and to knowledge, with approximately six out of ten respondents anticipating each of these issues.



74% STATE THEIR WORKFORCE IS LIKELY TO GROW IN 2018

This is particularly true of SMEs with 16-50 employees (84%).



At Nubik, we've been in a growth phase over the past few years. Despite all of our best practices, hiring and retaining candidates continue to be challenging. Telecommuting, work/life balance, flexibility, a people-focused management style that rewards autonomy - these strategies are in our DNA, and have enabled us to build an incredible team.

KATIE BUSSIÈRÈS
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