

Skills Gap Benchmark Report

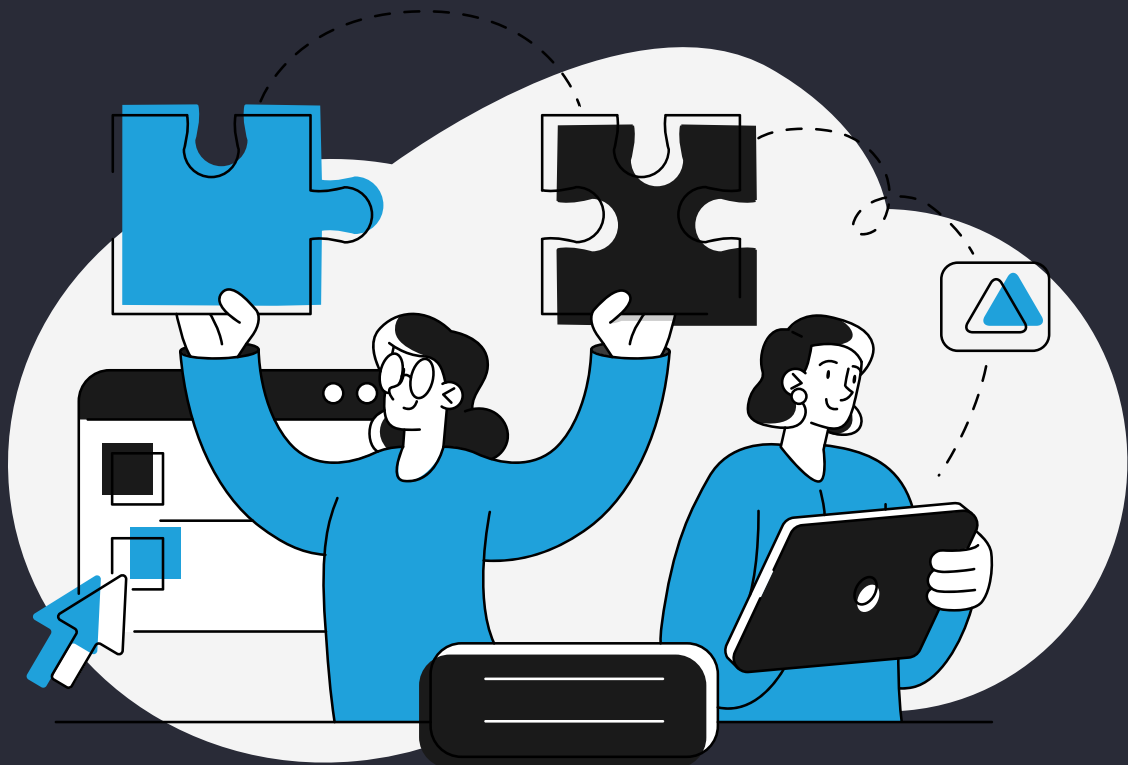


TABLE OF CONTENTS

03

WHAT ARE
SKILLS GAPS?

05

WHY DO SKILLS
GAPS EXIST?

07

TECHNICAL VS.
SOFT SKILLS

07

TECH-ENABLED
PROFESSIONAL CAREERS:
OUTLOOK, EMPLOYABILITY,
KEY SKILLS

15

DATA SCIENCE/ANALYTICS
CAREERS: OUTLOOK,
EMPLOYABILITY, KEY SKILLS

20

DEVELOPMENT CAREERS:
OUTLOOK, EMPLOYABILITY,
KEY SKILLS

26

CONCLUSION

28

APPENDIX

INTRODUCTION

As the Canadian tech industry continues to flourish, there is a rising demand for skilled workers in a variety of sectors ranging from data sciences, development, and other tech-enabled roles.

This fast rate of industry growth means continued professional development is necessary and workers should consistently upskill in order to keep up with evolving roles. As the requirements of not only tech careers but other technology-enabled careers broaden, so do the skills gaps workers possess.

Whether you are looking to change careers or upskill, this report will help ensure your success. Learn to identify your best possible career paths in tech and the skills required, plus get detailed job outlooks, earning potential, and employability.

We'll also provide valuable resources on how you can bridge your skills gaps in order to grow in your current role, or make the transition to a new career.

WHAT ARE SKILLS GAPS?

A skills gap refers to the difference between the knowledge and expertise that employers expect employees to have, and the skills employees actually possess. Whether you are a recent graduate hunting for a job, looking to change careers, or eyeing a promotion, identifying and bridging your skills gaps can give you an edge over other job-seekers in your industry.

THE IMPORTANCE OF IDENTIFYING AND BRIDGING YOUR SKILLS GAPS

According to the Information and Communications Technology Council ([ICTC](#)), the digital workforce in Canada will grow by 3.6%, with the majority of demand for skilled workers in professional, scientific, and technical services. Still, while the demand for digital roles grows, 35% of employers in Canada [report difficulty](#) finding skilled workers.

This issue is not unique to Canada. Globally, [32% of employers](#) are either neutral or dissatisfied with the skills offered by their new hires in specialized positions and [28% of employers](#) are either neutral or pessimistic about the ability to hire and keep employees with the right blend of skills.



In the technology sector specifically, while the demand for tech jobs is growing, employers' faith in finding skilled workers is shrinking. On the other hand, one-third of Canadians report being [over-qualified](#) for their current job requirements.

This tells us that there is both a skills shortage for the types of tech jobs emerging and a mismatch between the skills required for certain jobs and the skills employees currently possess.

By identifying your skills gaps and upskilling—with the right training and courses—you can ensure that you stand out as a well-qualified job applicant in an industry that's suffering from an extreme shortage of qualified talent. By identifying and closing your skills gap, you will better match employers' expectations and ensure your success whether changing careers or moving up the corporate ladder.

WHY DO SKILLS GAPS EXIST?

Gone are the days when one-time training would provide the necessary skills to progress in your career. Today, workers are responsible for ensuring their skills are up to par in an ever-evolving job market. The increasing complexity in tech-enabled disciplines also means that workers need to be consistently learning just to avoid falling behind.

There are a number of reasons for the growing skills gap. Here are a few of the standout causes:

1. CANADA'S RAPIDLY GROWING DIGITAL ECONOMY

The basic technology skills required by workers have expanded, with entry level and junior roles requiring significantly higher knowledge levels. As digital and technology jobs continue to evolve, skills gaps continue to widen.

Adoption of new technologies in traditional industries also means [roles are being merged](#) to combine digital and non-digital skills—technical and soft skills. For example, data analysts may be required to have strong communication and presentation skills, marketers may be required to have strong analytical skills, and HR managers may be required to have the skills to visualize statistics and data.

2. MISALIGNMENT BETWEEN TECHNOLOGY INDUSTRY AND EDUCATION

While specialized roles combining technical and soft skills are more attractive to employers, post-secondary education does not address all these facets, leading to a **misalignment between industry and education**.

According to the ICTC, the most sought after skills by Canadian technology industries are a combination of technical skills, business and management skills,

and soft and interpersonal skills. Yet, many post-secondary programs do not provide well-rounded programs to prepare top talent for the workforce. In fact, Google, IBM, and Apple have [all concluded](#) that a university degree is no longer sufficient to determine a candidate's aptitude.

While universities offer some unique benefits—including an opportunity to explore potential career paths and traditional social experiences like on-campus housing and in-person networking—for those more interested in a high-quality, efficient education, specialty schools deliver immense value.

3. INADEQUATE ON-THE-JOB TRAINING

The half-life of skills in today's economy is between [2.5-5 years](#), meaning that the value of skills that workers possess today will only be half as sought-after in a couple of years. Yet, **employers do not provide adequate on-the-job training** for their employees to continue evolving their skills or learn new ones, with 20% of global employers [reporting](#) that they do not have a strategy in place to address skills shortages.

4. APPLICATION OF NEW TECHNOLOGIES TO TRADITIONAL ROLES

According to a recent [LinkedIn report](#), the banking industry is officially undergoing a digital transformation. With the digitization of traditional industries like banking and education comes a need for more specialized roles that merge technical and business skills.

While larger companies may have the resources to train workers, smaller businesses may find it more difficult to bridge the skills gap. And with [97.9%](#) of businesses in Canada being small businesses, the onus is on workers to bridge their skills gap on their own, more than ever.

5. BASIC, ENTRY-LEVEL SKILLS HAVE EXPANDED

Today, junior and entry-level roles simply require a [higher level of knowledge](#) than in previous years. The pervasiveness of automations and [artificial intelligence](#) throughout workplaces continue to rapidly increase the need for basic technological skills in non-technology sectors.

TECHNICAL VS. SOFT SKILLS

Whether you are looking to change careers or grow in your current role, **your skills gaps could include technical skills such as proficiency with digital tools or knowledge of programming languages, and/or soft skills, which could include communication, problem solving, or leadership skills.** Having the right balance of skills will not only make you more employable if switching careers, but empower you with the right skills to grow in your current career. Below, you will find technical and soft skills required for careers in data, development, and other tech-enabled professions, as well as how to bridge any skills gaps you may have.

TECH-ENABLED PROFESSIONAL CAREERS: OUTLOOK, EMPLOYABILITY, KEY SKILLS

The Canadian digital economy is rapidly evolving. Traditional professions like banking, real estate, sales, and HR are relying more heavily on technology, while roles are being merged to include technical and business skills. To stay ahead of the curve, Lighthouse Labs offers a variety of upskill courses, as well as free resources to help tech-enabled professionals bridge their skills gap and grow in their current careers.

TECH-ENABLED PROFESSIONAL JOB OUTLOOK:

Because traditional industries are undergoing a digital transformation, technology can enable almost any role across a wide variety of industries. According to the Canadian Job Bank, HR, sales, real estate, banking, and marketing are all industries that will continue to grow over the next few years, with technological advancements enabling this growth. HR manager roles are expected to grow by [10%](#) by 2028, corporate sales manager roles by [1%](#), real estate agent roles by [9%](#), banking manager positions by [4%](#), and advertising and marketing manager jobs by [7%](#). These are just a few of the types of tech-enabled professions that currently exist, with additional career opportunities below.

TECHNICAL SKILLS

Although each industry will have its own set of specific technical skills, upskilling in data or development could help you make better business decisions, understand your team better, and be a more effective leader. These skills include:

- Basic data analysis and statistics
- Advanced Excel functions for data cleaning and collection
- Planning, forecasting, and trend analysis
- Data visualization and building dashboards
- Basic web development
- HTML, CSS, Javascript

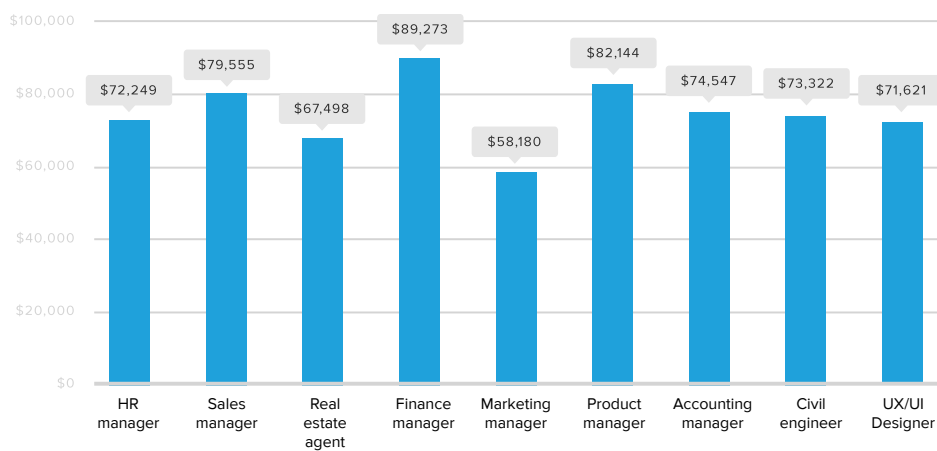
SOFT SKILLS

Depending on your industry, the most favorable soft skills will vary; however, should you be looking to climb the corporate ladder to a management or leadership position, some soft skills to hone include:

- Leadership and people management
- Communication and presentation skills
- Critical thinking and problem solving
- Collaboration and teamwork
- Empathy and emotional intelligence
- Adaptability and agility

EARNING METRICS

According to [Indeed](#), the average annual salary for a few tech-enabled careers are as follows:



UPSKILL COURSES

Lighthouse Labs offers courses in a variety of formats, to accommodate your life or work schedule. Upskill courses are an excellent option to get a feel for the types of curriculums you will be learning, should you wish to commit to a Reskill course down the road. **For tech-enabled professionals in a variety of careers, Upskill courses are a fast way to begin bridging your skills gap.**

INTRO TO DATA ANALYTICS (6 WEEKS)

[LEARN MORE](#)

Lighthouse Labs' Intro To Data Analytics course is a 36-hour course spread out over 6-weeks for data beginners. You'll learn the fundamentals of data analytics, which you'll be able to apply to your current role, or use as a jumping off point for deeper learning in the future. Although Upskill courses are not designed to get you job-ready if you are choosing to change careers, there is a wealth of knowledge available to start bridging your skills gap in your existing career.

This course is designed for data beginners in a variety of professions—from HR to marketing and real estate. Whether you are an executive or early stage professional, you'll learn the skills of basic data analysis, which can be applied to your unique workspace, and how to get the most out of your existing data to make better business decisions.

Some skills you'll learn in the Intro to Data Analytics course include:

- Setting measurable goals for data analysis including asking the right questions
- Data collection and combining multiple datasets
- Data cleaning techniques and analysis best practices
- Data analysis with Microsoft Excel on various data sets
- Data visualization and building dashboards in Tableau

With interactive live online classes and real-world datasets, you'll get to work on case studies like marketing campaign analysis, sales performance comparisons, social media engagement, real estate market trends, and video game data analysis.

DATA ANALYTICS FOR HR-101 (4 DAYS)

[LEARN MORE](#)

Data analytics is often cited as one of the fastest-growing in-demand skills within HR. If you're currently in an HR position, learning to better collect, clean, analyze and visualize data could help you turn people-data into meaningful insights. Data analytics for HR can be a powerful tool to make data-driven business decisions, and optimize talent investments. Once HR managers understand how to wrangle employee data, they can use it to model and forecast key areas such as risk of turnover, performance data, predicting high achievers, retention, and engagement.

A 12-hour, 4-day course, Data Analytics for HR-101 is aligned to the CPHR Competency Framework, and will cover HR-specific cases from recruiting, to attrition and employee engagement.

Some skills you'll learn in the Data Analytics for HR-101 course include:

- Data analysis foundations with HR-related data sets
- HR Data collection and cleaning with advanced Excel functions
- Planning and forecasting with Tableau
- Visualizing data and creating meaningful quarterly HR reports

DATA ANALYTICS FOR SALES LEADERSHIP (4 DAYS)

[LEARN MORE](#)

If you're in a sales position, bridging your data analytics skills gap will help you learn to leverage data and technology and create critical insights that inform sales decisions. Learning to identify key sales data, collect, clean, analyze and visualize it will help you further develop strategies to improve short term and long term sales performance. Learning to harness sales metrics and data is a powerful tool sales leaders can use to empower their team and make better, data-driven sales and business decisions.

Covered in 12 hours over 4 days, Data Analytics for Sales Leadership explores sales-specific case studies including sales planning and execution, forecasting, pipeline management, sales representative performance, and more. This course is coordinated in conjunction with the Canadian Professional Sales Association and can earn up to 12 CPSA professional development units.

Some skills you'll learn in the Data Analytics for Sales Leadership course include:

- Data analysis foundations and cleaning with advanced Excel functions
- Data analysis techniques for sales-related datasets
- Sales planning, forecasting, and trend analysis
- Sales data visualization and dashboards to build data-driven business cases

Which careers can benefit from upskilling in data?

As you can see, data analytics skills can be transferred to almost any profession! In fact, according to the Canadian Job Bank, most data analyst workers are employed in the industries of computer systems design and related services, such as finance, insurance, real estate and leasing services. Some other careers that can benefit from upskilling in data analytics include:

- HR
- Sales
- Marketing
- Real estate
- Leadership positions
- Entrepreneurship
- Developers
- Project Managers
- Data administration
- Digital marketing
- Accounting
- Business administration
- Civil engineering
- Supply chain management
- Automotive industries
- Science

INTRO TO WEB DEVELOPMENT (6 WEEKS)

[LEARN MORE](#)

Whether you are new to coding, are trying to bring a great idea to life, or want to learn to communicate with your developers better, our Intro to Web Development course is a stepping stone to eventually becoming a web developer, and will equip you with tools that apply directly to professional web development. In 36 hours spread over 6 weeks, you'll learn how to create beautiful, functional apps and understand front and back end web development fundamentals. This course is for you if you'd like to try your hand at development before committing to a Reskill bootcamp, communicate better with your development team, or gain valuable career skills.

In this Intro to Web Development course, you'll learn:

- Web development fundamentals and intricacies explained
- Ruby—the coding language powering Shopify and Basecamp
- How to make HTTP work for you
- How to create responsive web pages with HTML and CSS
- How to track projects in GitHub
- Sinatra Web Frameworks for building web applications

INTRO TO FRONT-END WITH JAVASCRIPT (6 WEEKS)

[LEARN MORE](#)

Front-end development is what most people think about, when they think of a traditional developer role. Front-end is basically the practice of taking a bunch of data and code, and translating it into visuals, so that users can view and interact with it. Whether you're a coding newbie who just wants to learn how websites are built, have a personal website or blog you'd like to take to the next level, or are a tech-enabled professional who wants to customize landing pages and email templates, learn proper tracking and pixel management, or communicate more effectively with your dev team, this introductory course is for you.

Throughout the 36 hours spread over 6 weeks, you'll learn how to structure web pages with HTML, style them with CSS, and add dynamic functionality using JavaScript. You will also learn AJAX and API requests to enable your website to dynamically display information from other web services like Twitter and Google Maps.

In this Intro to Front-End with Javascript course, you'll learn:

- Web development fundamentals and intricacies explained
- How to create responsive web pages with HTML and CSS
- JavaScript programming language to build responsive websites
- How to make your projects stand out with jQuery

Which careers can benefit from upskilling in development?

The [Canadian Job Bank](#), tells us the majority of software developer and related roles work in computer systems design and related services, such as finance, insurance, real estate and leasing services, telecommunications, information and culture services. Some other careers that can benefit from upskilling in development include:

- Project coordinators
- Administrators
- Graphic designers
- Technical team leads
- QA
- Sales
- Project Managers
- Product Managers
- Head of marketing
- Digital marketing
- Customer support
- Small business owners
- HR
- Digital Design (UX/UI)

DATA SCIENCE/ANALYTICS CAREERS: OUTLOOK, EMPLOYABILITY, AND KEY SKILLS

If you are looking to change careers into Data Science or Analytics, you've made a great choice. Not only are data science careers in high demand in Canada, but the [Harvard Business Review](#) even named data scientists as the sexiest career of the 21st century!

DATA SCIENCE JOB OUTLOOK

According to the Canadian Job Bank, **database analyst and administrator jobs are projected to grow by 16% in the next 7 years**. While the labour market is expected to [experience a shortage](#) as the industry continues to grow and the retirement rate increases. The Job Bank predicts that over half of all data job openings will be due to job creation—a stat much higher than the average 27% for other occupations.

LinkedIn also recently reported a variety of data-related careers in their [Top 15 Emerging Jobs Report](#) including machine learning engineers, data engineers, data scientists, big data developers, and data consultants.

Therefore, should you change into a career in data, your future will be bright.

TECHNICAL SKILLS

It goes without saying: if you do not enjoy math or numbers, a career in data may not be for you. If you do, however, there are a number of technical skills you will need to be successful. A background in STEM (science, technology, engineering, math), economics, finance, or statistics will be beneficial, as you will be working with numbers all day long. In addition to a background in numbers, employers will look for the following technical skills:

- Proficiency in data tools such as SQL, Excel, Jupyter, Tableau
- Programming languages such as Python and Julia
- Data manipulation and wrangling
- Data visualization
- Statistics and probability
- Machine learning and model deployment
- Data and software engineering

SOFT SKILLS

In addition to hard technical abilities, a successful person in data will also possess a number of soft skills—those that are not quantifiable, but refer more to behaviour and aptitude in the workplace. Soft skills are just as important as technical skills. You could be the most talented data scientist in the world, yet if you are not self-motivated, do not pay attention to detail, or are unable to communicate effectively, your career growth may be stunted. Some soft skills data employers will look for include:

- Independently driven
- Storytelling and presentation skills
- Structured thinking
- Analytical, logical mindset
- Innovative and intellectually curious
- Ability to collaborate with others
- Strong attention to fine details

IN-DEMAND JOBS

A career in data is not restricted to data Analyst and data Scientist careers. In fact, data science opens up a wealth of career opportunities ranging from analyst to machine learning and engineering careers. Although a change in career will usually mean starting at an entry level due to larger skills gaps, the following career prospects can be seen as an end goal or career destination, should you wish to continue your career in data.

ANALYST CAREERS

- Data Analyst (Junior, Senior)
Market research, Management consulting, Marketing, Advertising, Telecommunications, Financial services, Healthcare, Technology, Insurance
- QA Officer Analyst
- Business Analyst
- BI Data Analyst
- Big Data and AI Analyst
- Data Consultant
- Data Scientist Generalist

MACHINE LEARNING/AI CAREERS

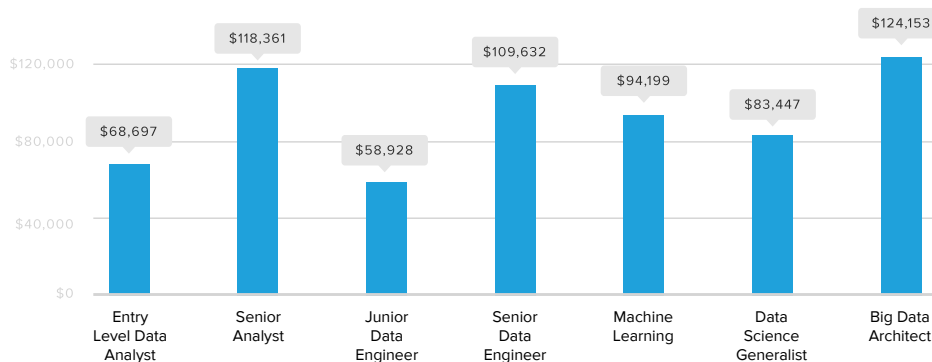
- Machine Learning Scientist / Engineer
- Data and AI Architect
- AI/Data Mining Researcher
- AI Optimization Specialist
- AI Scientist / Engineer

ENGINEER CAREERS

- Data Ops Engineer
- Jr. NLP Engineer
- Data Engineer

EARNING METRICS

Let's talk about cash. A career in data can be quite lucrative. According to Indeed, the average annual salary for some popular careers are as follows:



BRIDGE YOUR DATA SKILLS GAPS

Once you've identified your skills gaps, there are a number of ways to bridge those gaps, ranging from professional courses to free resources.

RESKILL BOOTCAMP

Lighthouse Labs is committed to bringing you only the best, cutting-edge curriculums in data. Depending on whether you are looking to change careers or upskill in your current role, you can choose from 6 week, 12 week, or 30 week flexible programs to suit your lifestyle and work schedule.

DATA SCIENCE BOOTCAMP (12 WEEKS)

[LEARN MORE](#)

The Lighthouse Labs **Data Science Bootcamp** is a 12-week course designed to give you the skills, knowledge, and confidence to launch a career in Data Science. This Data Science Bootcamp is created by industry professionals, and leading experts in data science and technology, who know exactly what you'll need to be successful as a data science professional.

In our Data Science Bootcamp you will learn a variety of the following subject matters to bridge your skills gaps and equip you with the right skills and knowledge for an entry-level role in data science.

- Math foundations including probability, statistics, linear algebra
- Programming languages including Python, Jupyter Notebook, VSCode
- Setting up Data Science Environments using Anaconda Git, and Virtual Environments
- Data wrangling and the art of data manipulation using Pandas, API, and Regex
- Relational and non-relational databases including SQL, NoSQL and SQLite
- Data visualization tools, guidelines, and best practices
- How to build Machine Learning models
- The Development Process from design to deployment

You'll also gain valuable real-life experience collaboration and presentation experience, with a final group project, as well as hone your soft skills in interviewing, communication, and experimental design.

If you are considering a career change but cannot commit to the full 12-week Bootcamp, Lighthouse Labs offers Upskill courses for you to begin bridging your data skills gap. Part-time courses are an excellent option to get a feel for the types of curriculums you will be learning, should you wish to commit to a Reskill course down the road.

WHAT SKILLS WILL YOU LEARN IN EACH OF OUR DATA COURSES?

	Data Science Bootcamp	Intro to Data Analytics	Data Analytics for HR	Data Analytics for Sales
Data Foundations	✓	✓	✓	✓
Python, Jupyter Notebook, VSCode	✓			
Math Foundations	✓	✓		
Data Wrangling	✓	✓	✓	✓
Databases	✓			
Data Visualization	✓	✓	✓	✓
Data Engineering	✓			
Machine learning	✓			
Development Process	✓			

DEVELOPMENT CAREERS: OUTLOOK, EMPLOYABILITY, KEY SKILLS

Similar to data science/analytics careers, jobs in web development and related careers are in high demand in Canada. Changing careers into this industry will be a smart move, with plenty of roles available and a high growth trajectory.

WEB DEVELOPMENT JOB OUTLOOK

According to the [Canadian Job Bank](#), software developer jobs are expected to experience a shortage at a national level until 2028, and employment is expected to grow at an average higher than the national average.

Computer programmer and interactive media developer jobs are expected to increase by 14%, while web designers and developer jobs are expected to grow by 12% by 2028. The main reason for this incredible growth will be technological advances leading to new job creation. In fact, half of all developer-related job openings will be due to job creation—a proportion much higher than the national 27% average.

As traditional Canadian firms digitize, and new technologies like artificial intelligence, 3D printing, and blockchain continue to grow, new roles for developers will emerge. As well, newer technologies will continue to permeate the telecommunications and information and culture industries, with 5G mobile and virtual and augmented reality.

TECHNICAL SKILLS

To be successful in a career in web development, you'll need to be proficient in a number of technical skills; however, these will come much easier to you if your mind thinks logically and you enjoy solving puzzles. A background in computer science, software engineering, and some mathematical aptitude will be beneficial. In addition to this, employers will look for the following technical skills:

- Programming languages such as Javascript and Node.js
- HTML, CSS, Babel, Webpack
- Cloud Computing skills such as AWS, GCP or Azure
- Data structures and algorithms
- Databases and data modeling
- Git and Github
- Software architecture
- Object Oriented Design
- Software testing and debugging

SOFT SKILLS

In addition to these technical skills, a well rounded developer should have a natural curiosity and aptitude for problem solving, and be able to think about the “big picture” creatively. If you’re the type of person who enjoys putting together 1,000 piece jigsaw puzzles without looking at the picture on the box, a career in development may be the right choice for you. Some soft skills employers look for in developers include:

- Methodic with a strong attention to fine details
- Enjoys puzzles and problem solving
- Critical, creativity and strategic thinking
- Management skills (time, people, project)
- Collaboration and communication skills
- Growth mindset
- Self-learning and independent worker
- Open-mindedness, agility, and adaptability

IN-DEMAND JOBS

Although the first thing that may come to mind when thinking of a career in development may be web developer jobs, you can go far in this industry with a [variety of career paths](#). If your goal is to change careers, you will be required to start at an entry level; however, if you keep your eye on the prize, you could see yourself in the following careers as you work your way up the corporate ladder. Having said this, a promising stat is that 91% of Web Development Bootcamp graduates from Lighthouse Labs identified as senior or intermediate developers 3-5 years after graduation.

WEB DEVELOPER CAREERS

- Full-stack Web Developer (Junior, Senior)
- Front-end Developer
- Back-end Developer
- Software Developer
- Java Developer
- Junior/Senior Developer
- Customer Success Developer
- iOS Developer
- Web Designer
- Systems Architect

ENGINEER CAREERS

- Web development Engineer
- Full-stack Software Engineer
- Software Engineer
- DevOps Engineer

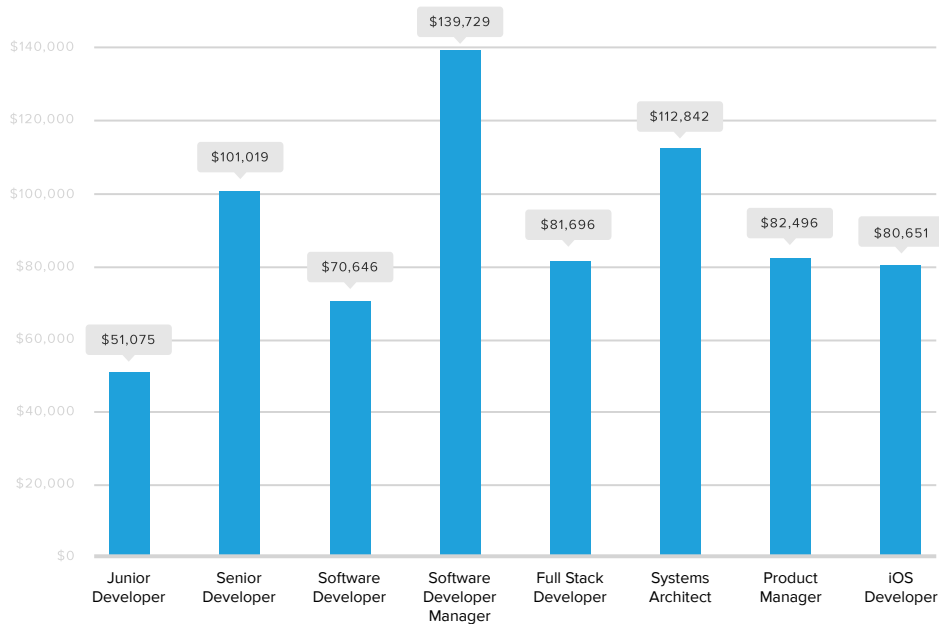
OTHER DEVELOPMENT-ENABLED CAREERS

- QA Analyst
- Digital Product Manager
- Scrum Master
- Technical Product Manager
- Dev Marketer
- Business Analyst

EARNING METRICS

In a recent Lighthouse Labs survey of Web Development Bootcamp graduates, the average annual salary reported 3+ years after graduation was \$85,247 pre-tax, with the highest salary figure at \$270,400.

According to Indeed, earning metric for other popular development careers are as follows:



BRIDGE YOUR DEVELOPMENT SKILLS GAPS

Once you've identified your skills gaps for a career change to development, Lighthouse Labs can help you bridge those gaps.

RESKILL BOOTCAMP

If you're looking to change your career, Lighthouse Labs Bootcamps will help you bridge your skills gaps and get you job-ready. Despite the economic instability of the past year, [97%](#) of job-seeking graduates from the Lighthouse Labs' Web Development Bootcamp secured employment in 2020—87% of them within 180 days of graduation; a testament to the efficacy of our programs.

WEB DEVELOPMENT BOOTCAMP (12 WEEKS)

LEARN MORE

Our **Web Development Bootcamp** is a 12-week course designed to give you the skills, knowledge, and confidence to launch a career in Development and related careers. Our flagship course, you'll learn how to think, build, and problem solve like a developer from industry experts and technology professionals.

In the Web Development Bootcamp you will learn a variety of the following subject matters to bridge your skills gaps and equip you with the right skills and knowledge for an entry-level role as a developer, or in a development-enabled career.

- Programming languages such as Javascript and Node ecosystems
- How to build responsive user interfaces with HTML, CSS, Babel, Webpack, and more
- Automated Test Driven Development methodologies and best practices
- React JS frameworks and how to structure user interfaces
- Ruby on Rails concepts and how to communicate with databases
- Software Architecture
- Databases and Data Modeling
- Computer Science Fundamentals including algorithms and data transformation

You'll also gain real-life practice by creating your own fully-functional web app built from scratch, using a tech-stack & team of your choosing. Our pair programming and group projects will allow you to hone your collaboration skills, and you'll get the chance to practice your interview skills for the real thing through a series of mock interviews with mentors.

WEB DEVELOPMENT FLEX (30 WEEKS)

LEARN MORE

For those looking to change industries who cannot commit to the 12-week Bootcamp duration, Lighthouse Labs offers [Web Development Flex](#)—a 30-week course designed to fit around your busy schedule with a similar curriculum as the 12-week Bootcamp. Students can choose between evening and weekend lectures or weekday afternoons, and will learn all the valuable tools needed to confidently search for a job upon graduation.

Lighthouse Labs also offers a variety of [Upskill courses](#) for those who are not ready to jump into a full 12-week program.

WHAT SKILLS WILL YOU LEARN IN EACH OF OUR DATA COURSES?

	Web Dev Bootcamp	Web Dev Flex	Intro to Web Dev	Intro Front-End JavaScript
Javascript	✓	✓		✓
HTML, CSS	✓	✓	✓	✓
jQuery	✓	✓		✓
Automated Testing	✓	✓		
Node.js & React JS	✓	✓		
Ruby on Rails	✓	✓	✓	
Software Architecture	✓			
Databases and Data Modeling	✓	✓	✓	
Computer Science Fundamentals	✓			

RESOURCES TO CONTINUE BRIDGING YOUR SKILLS GAP AFTER GRADUATION

[Alumni Network](#) (Appendix A)

[Career Services](#) (Appendix B)

[Career Boost Program](#) (Appendix C)

[Slack channels and community events](#) (Appendix D)

FREE RESOURCES FOR ANYONE TO BRIDGE THEIR SKILLS GAP

[Admissions team consultation](#) (Appendix E)

[Free online programs](#) (Appendix F)

[Lighthouse Labs blog](#) (Appendix G)

[Career Accelerator](#) (Appendix H)

[Challenges](#) (Appendix I)

CONCLUSION

As the Canadian digital economy continues to grow, skills gaps are becoming more apparent in a variety of roles. Whether you are looking to change careers or grow in your current career, it's important to identify and benchmark your technical and soft skills gap to keep up with evolving roles. Whether you need to work on your data analytics or development skills, knowing your skills gap is the first step. From there, Lighthouse Labs can help you get to where you need to be with a variety of full-time courses to get you job-ready, and part-time courses to help you upskill or begin to bridge that skills gap.

LEARN MORE ABOUT LIGHTHOUSE LABS

LIGHTHOUSE  LABS
www.lighthouselabs.ca

APPENDIX

Appendix A

[Alumni Network](#)

Lighthouse Labs offers an ambassador module and alumni network where potential students can connect with graduates and learn what training at Lighthouse Labs is all about from those with first-hand experience.

Appendix B

[Career Services](#)

Although Lighthouse Labs takes an immersive approach to our programs to get you job-ready, our Career Services team consists of mentors and guides to connect graduates with fulfilling careers.

Appendix C

[Career Boost Program](#)

For those who enrol in the Career Boost program, you'll get access to resume writing and interview workshops, personalized coaching from mentors, and access to the Lighthouse Labs Alumni Job Resource Site and Career Services for life. We'll also network on a local and national scale on your behalf, and match you with the right type of employer from our expansive list of industry connections. Lighthouse Labs' Career Services has a 87% success rate within 180 days of graduation.

Appendix D

[Slack channels and community events](#)

Lighthouse Labs graduates aren't just students for 12 weeks—they get entered into the Lighthouse Labs community for life, upon graduation. Here, students can join Slack channels with alumni to continue learning, find out about new job opportunities, find tech test resources, get invites to events, conferences, and hackathons, sit in on past classes, and more.

Free resources for anyone to bridge their skills gap

Appendix E

[Admissions team consultation](#)

Even if you are not sure what your next move is and whether Lighthouse Labs is right for you, the Admissions team will be happy to provide consultation and advice—whether that includes a program at Lighthouse Labs or not.

Appendix F

[Free online programs](#)

For those who aren't yet ready to commit to an upskilling part-time program, Lighthouse Labs offers free online classes for potential students to learn the basics of web development, iOS development, and data. These crash courses are designed by the Lighthouse Labs team, and can be completed for free in the comfort of your own home.

Appendix G

[Lighthouse Labs blog](#)

Another free resource created by Lighthouse Labs, find information here about everything ranging from admissions advice, career tips, student and teacher features, tech news, and more.

Appendix H

[Career Accelerator](#)

Whether you've found yourself out of work, or reflecting on your career trajectory and how your current skills align with the future of work, the Lighthouse Labs Career Accelerator will help you navigate the new world of work, improve your digital skills, and reach your career goals. The Career Accelerator leverages the Lighthouse Labs Career Services team's years of experience helping graduates jumpstart their career in tech. You'll get access to workshops, resources, and curated events straight to your inbox for free.

Appendix I

[Challenges](#)

Every year, Lighthouse Labs hosts a 21-Day Challenge, to help people learn the basics of Python and data analysis or coding, in a fun, engaging way. Based on the principle that it takes 21 days to build a habit, participants will go through a series of 15-20 minute challenges for 21 days and compete against others to gain entries to win daily prizes, finalist prizes, and a grand prize draw.