



Integrative Trade Competencies Development Project Communiqué - #01
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FITT to Identify Key Competencies of Integrative Trade

Task force of 11 Canadian business leaders to help prepare our country's workers, businesses and training organizations to seize the opportunities made possible by integrative trade

OTTAWA, ON – Forum for International Trade Training (FITT) President Caroline Tompkins announced today that the organization has launched a project to identify the integrative trade competencies necessary for Canadian employees and employers to remain competitive. Determining these worker competencies will prepare workers, businesses and training organizations in Canada to seize the opportunities made possible by the rapid emergence of this new kind of trade.

“Globalization has complicated the way in which international business is understood,” says Caroline Tompkins, CITP, President of FITT. “The concept of integrative trade has emerged to describe that complex global system of trade. Our organization is taking a lead role in Canada to gain a clear understanding of the system and how it impacts jobs, skill sets, training and career paths.”

Driving the project forward is a task force of 11 Canadian business leaders. Task force members are experts in international business, global supply chains, trade finance and human resources. Supporting their work will be an expert team of researchers from Mercer, a global human resources consulting firm.

“Mercer was chosen to lead the project research, because of its considerable corporate knowledge of competency profiles and because it can leverage from its global databases—a vast array of competency information on the whole international trade sector,” says Ms. Tompkins. “As an added bonus, Mercer also enjoys an intimate working knowledge of the Certified International Trade Professional (CITP) competency profiles.”

The task force will carry out its vital work in two phases. Phase 1, which is scheduled to be completed in the spring or early summer, will focus primarily on developing and validating a competency matrix. The task force will meet twice over the course of Phase 1.

In Phase 2, which will take place this summer, the task force will analyze curricula in schools and training organizations across Canada to see where skills development in integrative trade exists. The task force will then identify current and emerging gaps between the types of learning and training that exist and the types of learning and training that workers in integrative trade require.

Findings in this second phase will also enable the task force to provide input into the human resources strategy that will result from FITT's comprehensive Human Resources International

Trade Sector Study. Full details on this pan-Canadian exploration of the human-resources challenges that face our country's international trade sector can be found at **www.TradeReady.ca**, Canada's online hub for news, information and learning resources related to international trade and our country's efforts to compete and win in global business.

"While the Integrative Trade Competencies Development Project stands alone as a unique project, it also dovetails perfectly with the Human Resources International Trade Sector Study," says Ms. Tompkins. "The integrative trade competencies project and the trade sector study are investigations that will together enable Canadian workers, businesses, schools and training organizations to make the most of the exciting and potentially lucrative possibilities of integrative trade."

About the Forum for International Trade Training:

FITT equips individuals and businesses with the practical skills they need to succeed in today's competitive global marketplace. A not-for-profit organization established by industry and government, FITT develops international business programs, sets competency standards, and designs the certification and accreditation programs for the Certified International Trade Professional (CITP) designation, the standard of excellence for trade practitioners.

For further information:

Contact FITT at **613.230.3553 ext. 111** and **info@fitt.ca**.

And bookmark **www.TradeReady.ca**. Use the site every day to access updates on the Human Resources International Trade Sector Study, discuss trade matters with other exporters and get trade intelligence from respected news sources, prominent trade industry organizations and key government departments and agencies.

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