



TAP Network

ROI of Membership

CONTACT US:

- info@tapnetwork.ca
- www.tapnetwork.ca

Background

TAP Network is a member-driven association that empowers Canadian tech sector People and Culture teams with data, insights, connections, and advocacy.

Our 1,000+ members lead and influence People and Culture practice at 250 tech companies, spanning numerous sub-sectors, such as ICT, Clean Tech, AI, Quantum Computing, Life Sciences, Hardware Design, Development and Manufacturing, VFX, Animation, Video Games and Interactive Digital Media.

Founded in 1992, TAP Network has over 30 years of experience supporting Canada's tech sector, and unlike general HR associations, we focus exclusively on the unique, fast-paced environment of tech companies and the specific challenges they face.

As a member-driven nonprofit, every resource we have is directed toward supporting our community and strengthening Canada's tech ecosystem.



Membership connects you to a complete ecosystem of tech-specific data, community, resources, and advocacy to accelerate your success and simplify your work.

TAP Network

Annual Membership Fee Structure

MEMBERSHIP CATEGORIES	MEMBERSHIP FEE	SALARY SURVEY PARTICIPANT FEE	TOTAL ANNUAL COST
Small Company (< 75 Canadian employees)	\$495	\$900	\$1,395 (+gst)
Mid-Sized Company (75 – 250 Canadian employees)	\$595	\$1,000	\$1,595 (+gst)
Large Company (250+ Canadian employees)	\$695	\$1,100	\$1,795 (+gst)

*membership includes an unlimited number of members per company account.



Addressing Business Opportunities for the Tech Sector

Addressing Business Opportunities for Smaller Tech Companies (25 - 75 employees)

- **Maximize Limited Resources:** Access detailed compensation data, cost-effective benefits solutions, and ready-to-use resources at a fraction of the cost of building them yourself.
- **Reduce Isolation:** Connect with peers who understand your unique challenges and share proven solutions that work for companies your size.
- **Grow with Confidence:** Make informed decisions about compensation, benefits, and policies that help you compete with larger organizations for top talent.

Addressing Business Opportunities for Mid-sized and Scaling Tech Companies

- **Scale Your People Function:** Access the data, tools, and peer insights needed to build sophisticated talent strategies as you grow.
- **Benchmark with Precision:** Validate your compensation and benefits approaches against similar companies in your specific subsector and region.
- **Navigate Complexity:** Get ahead of regulatory changes, market shifts, and emerging best practices with support from a trusted industry network.

Addressing Business Opportunities for the Tech Sector

Addressing Business Opportunities for Large, Anchor Tech Companies

- **Complement Enterprise Solutions:** Enhance your existing data with Canadian tech-specific insights that global providers don't capture.
- **Connect Specialized Teams:** Provide your People and Culture professionals with a community of peers facing similar specialized challenges in the Canadian context.
- **Stay Attuned to Local Trends:** Access timely data on Canadian policies, practices, and regulatory developments impacting your tech operations.

Addressing Business Opportunities for Technology Teams Within Non-Tech Companies

- **Access Specialized Tech Talent Insights:** Gain data and benchmarks specific to technology roles that general industry surveys don't adequately cover.
- **Connect with Tech-Focused Peers:** Join a community that understands the unique challenges of building and supporting technology teams.
- **Bridge Industry Perspectives:** Leverage insights from dedicated tech companies to enhance your technology division's talent strategies.

Addressing Business Opportunities for International Companies with Canadian Presence

- **Understand the Canadian Market:** Gain essential insights into local compensation, benefits, and HR practices to attract and retain Canadian tech talent.
- **Navigate Local Regulations:** Stay informed about Canadian employment legislation, immigration policies, and compliance requirements affecting tech employers.
- **Connect with Local Expertise:** Tap into a network of Canadian People and Culture professionals who understand the unique aspects of the Canadian tech ecosystem.

Return on Annual Membership Investment (ROI)

TAP Network membership provides companies with data that drives decisions, a community that powers growth and insights to keep you ahead.

For the above annual fees, companies receive:

1. Data-Driven Decision Making

TAP Network delivers comprehensive, tech-sector specific compensation and benefits data that empowers HR leaders to make confident, informed decisions about talent strategy and competitive packages. The Canadian tech sector focus provides insights that generic HR data sources cannot match.

2. Peer Community & Collaboration

TAP Network connects People and Culture professionals across Canada's tech sector through an engaged community that reduces isolation, accelerates learning, and fosters collaboration. This tech-focused peer network enables members to share challenges, solutions, and best practices specific to their unique industry context.

3. Regulatory Navigation & Advocacy

TAP Network serves as an advocate and guide for navigating complex and evolving employment regulations affecting Canadian tech companies, from immigration policies to pay transparency legislation. This reduces compliance burden and creates a more favorable business environment through collective action.

4. Professional Development & Knowledge Exchange

TAP Network provides targeted professional development and learning opportunities specifically designed for tech sector People and Culture professionals, enabling ongoing skills development and career growth through events, mentoring, and specialized programming.

5. Cost-Effective Benefits Access

Through the Benefits Buying Plan, TAP Network delivers significant cost savings on employee benefits programs for companies of all sizes, with larger companies often achieving dollar savings that exceed their membership investment.

Return on Annual Membership Investment (Cont'd)

6. Canadian Tech Sector Intelligence

TAP Network offers unique insights into Canadian tech sector policies, practices, and trends through pulse surveys, benchmarking, and other research that helps members understand what's happening locally in their industry.

7. Agile Adaptation to Emerging Issues

TAP Network quickly responds to emerging industry challenges with timely resources, roundtables, and expert guidance, helping members adapt to rapid changes in the tech landscape before they become widespread problems.

8. DEIB Guidance & Benchmarking

TAP Network provides actionable diversity, equity, inclusion, and belonging resources, dashboards, and benchmarks that enable tech companies to measure progress and implement effective DEIB strategies tailored to the tech sector.



TAP Network collectively advocates to provincial and federal governments for legislation, resources, and policies that are favourable to the tech industry.

Return on Annual Membership Investment (Cont'd)

9. Comprehensive People & Culture Support

TAP Network provides a complete ecosystem of resources, data, community connections, and professional development opportunities all tailored specifically for Canada's tech sector. This holistic approach enables members to address their full spectrum of People and Culture needs through a single trusted relationship.

10. Trusted Nonprofit Perspective

As a member-driven nonprofit organization, TAP Network operates solely to serve the community's interests, providing an honest broker perspective free from commercial agendas or profit motives.

...And more! For additional information on the full benefits of membership, visit our website tapnetwork.ca and reach out to us at info@tapnetwork.ca.

Connect with TAP Network today to access Canadian tech-specific data, resources, and a community that will strengthen your People and Culture strategy.



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Being a P&C leader can be a lonely job, especially when most of the prevailing research, events and networking groups isn't usually relevant to my specialty in scaling Canadian tech companies.

Since joining TAP Network as a member I've never felt more understood, supported and informed. I truly believe that the power of a peer network cannot be underestimated...

Michelle Brooks, Chief People & Culture Officer, Security Compass