

The Treasury

Future of Work Tripartite Forum 2 May 2019 Information Release

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Digital Skills Forum

Presentation for Future of Work
Tripartite Forum

May 2019

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Chair – Digital Inclusion and Digital Economy
Ministerial Advisory Group

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- Director and Principle Consultant, Equinox IT
- Former Co-Chair NZRise and Digital Skills Forum

Digital Skills Forum

- Formed in 2014 as a cross-government collaboration with industry
- Members
 - Institute of IT Professionals, NZTech and NZRise
 - Ministry of Business, Innovation and Employment, Department of Internal Affairs, Ministry of Education, Tertiary Education Commission, National Cyber Policy Office
- Focus on digital technology skills and capability for the tech sector and the wider economy

Digital Skills Forum

- *Digital Skills for a Digital Nation* Report (2017)
 - Identified economic and social challenges in digital skills space facing New Zealand (NZ)
 - 10 x industry backed recommendations
- Return to IT Programme (2018)
- Skills Framework for an information age (2018) adoption
- Internships Review (2019)

Why are Digital Skills important to Aotearoa?

Technology is both a disruptor and an enabler

Digital Skills Hui - March 2019

- **Preparing for the future of work** – crowd-sourcing ideas on priority areas for addressing future of work issues
- **Bridging the gap between education and employment** – creating better pathways for new talent to enter the industry
- **Diversity and inclusion in the industry** – what can we do to make our workplaces more inclusive?
- 1 Day, 250+ attendees, industry, government, education, NGO's, unions, workshop based, top ideas voted on.

Preparing for the Future of Work

Arming our existing and future workforce with digital skills

Top theme of the day – focus on people and skills, not the technology

Indicative Recommendation - Amplify existing programmes to prepare our people for the rapid pace of change ahead (how to learn, un-learn, re-learn)

- “Active engagement with Maori and Pacific youth to build their capability and ability to engage and work in the tech sector”
- “The value of soft skills to be recognised”

Pathways from Education to Employment

Improved connections between students, educators and industry

Top theme of the day – support for internships as a way to gain real-world experience

Indicative Recommendation - A national platform to facilitate pathways into work experience and jobs

- “There are good [internship] practices all over but not co-ordinated and therefore not scaled or consistent.”
- “Currently a series of disconnected training and learning approaches – fragmented, reactionary, out of date, slow moving”

Diversity and Inclusion

Increase participation - especially women, Māori and Pasifika

Top theme of the day – implement measurement and reporting on diversity across industry and government

Indicative Recommendation - “Tech Talent Charter*”
commitment to policies to improve diversity, reporting on statistics, support for all employers

- “Lack of accountability of organisations around diversity at senior leadership level”
- “Diversity and inclusion is not a tech problem”

* “Tech Talent Charter” is a UK Government initiative

Collaborative Approach

- Not just an Education issue to resolve
- Joint action from unions, employers and range of Government agencies
- National Conversation - our citizens need to understand the impacts of automation and how “work” is changing

Next Steps

- Digital Skills Forum to continue working through Hui outcomes - develop further recommendations
- Digital Skills Forum will send these recommendations to relevant parties in industry, government and education, including this forum.