



Community Colleges Australia

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At a glance...

3 years since the Joyce Report

26th month of a **36th** month pilot, culminating in June 23

18 person team plus industry representative Board

2,650 contacts, across **935** companies

4 customers, Learners, **Employers** , Training Providers, Government



Our purpose

**To strengthen the
network of digital
and tech
professionals which
employers can
access.**



The challenge

**Employers can't
access the digital
skills needed at the
speed required.**

A growing challenge

*Need 60,000 digital professionals
needed each year*

*Education system currently producing
10,000 students a year*

*By 2025, 90% of
workers will need
digital skills*

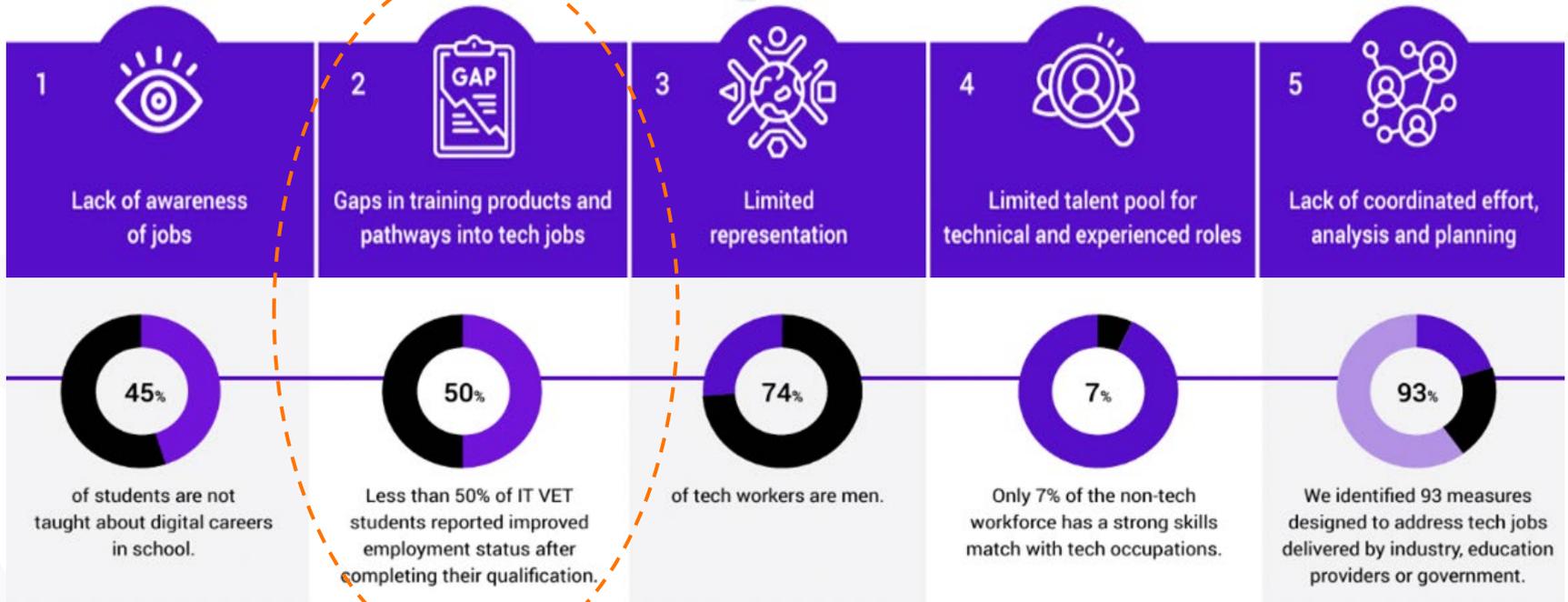
*20% of jobs will
not exist*

*Wage inflation
30-40%*

*1-8 years to
complete a
qualification*

*74% of tech
workers are men*

Closing the 1.2 million digital skills gap



Alignment effort behind priorities

While all initiatives will be important in achieving our workforce objectives, there are a shortlist of priority initiatives which are focused on workforce pressures that require coordinated action during 2022-23



Increase awareness and understanding of job opportunities in Tech

Nation-Wide Campaign

- Industry to design and implement a nation-wide awareness campaign to improve and demystify the tech sector for Australians

National Work Experience Program for Secondary School

- Industry to establish virtual work experiences for priority tech roles, and work with government to make these available to secondary school students



Fix gaps in education and training products and pathways

Defined and Managed Skills Standards and Pathways

- Industry to define job, position, capability descriptions, skills standards and pathways to provide a consistent reference point for skills and workforce development/reskilling for high-shortage roles

Digital Apprenticeship Model

- Industry and government to co-design and implement a digital apprenticeship model at scale for new entry-level technical roles

Innovative learning and recognition options

- Better identify and utilise innovative learning options, and improve recognition arrangements to support individuals to upskill, reskill and have their skills recognised throughout their career



Target skilled migration to areas of high-need and greatest shortages

Streamlined skilled migration

- Government to streamline skilled migration for high-salary, experienced technical roles with chronic shortages – ie through committing to specific processing times

Pathway to PR for international students

- Governments to simplify pathway to permanent residency and industry to improve employability for international student graduates in tech fields to retain capability in Australia



Improve diversity of the tech workforce

Public commitment to diversity targets and reporting for the industry

- Industry to demonstrate commitment to improving diversity within the tech workforce, through company specific targets/statements and reporting

Improved support for women to transition into tech

- Improve support for women considering a transition into tech through information, reskilling and mentoring to improve attraction and retention of women in tech



Improve industry-level workforce supply and demand analysis

Commit to 1.2m tech jobs by 2030 and develop plan to achieve it

- Industry and government to commit to 1.2m tech jobs target, and to establish program for ongoing data analysis and tech workforce planning and progress monitoring, in conjunction with Jobs and Skills Australia

■ Cross sectoral

■ Targeted workforce segment

Digital is Different

The need for an agile system that recognises the needs of Employers, Training Providers, Learners and Government

Current State

- Lack of capacity
- Many forms of training
- National Training System is slow to change
- Inflexible funding system



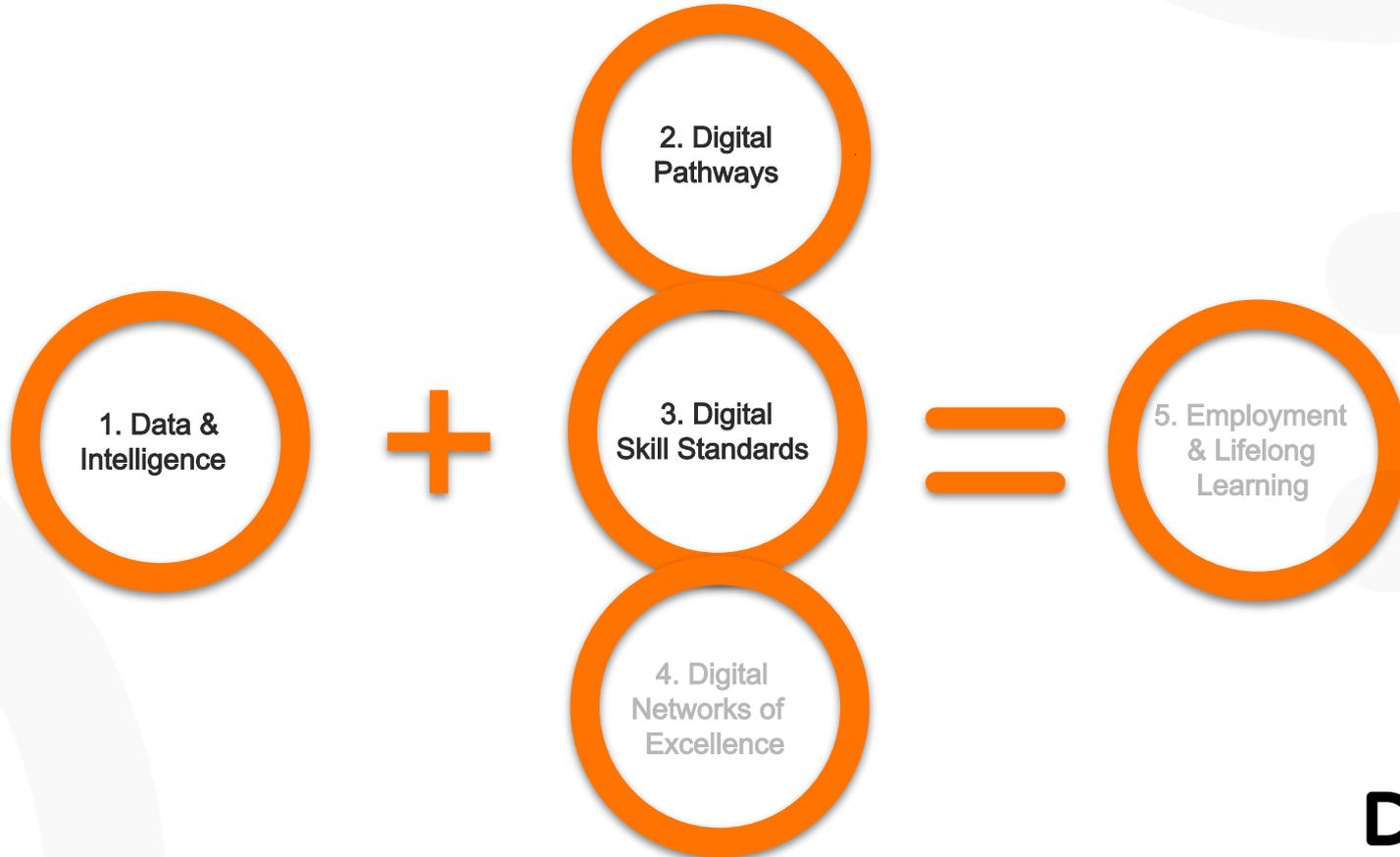
- Skilling at scale
- Agile and responsive
- Agile funding mechanisms

Future State



**A skills based
approach focused
on skills that are
relevant,
transferable and
adaptable.**

DSO Model



Skills Pathways

Understanding the needs of employers and learners



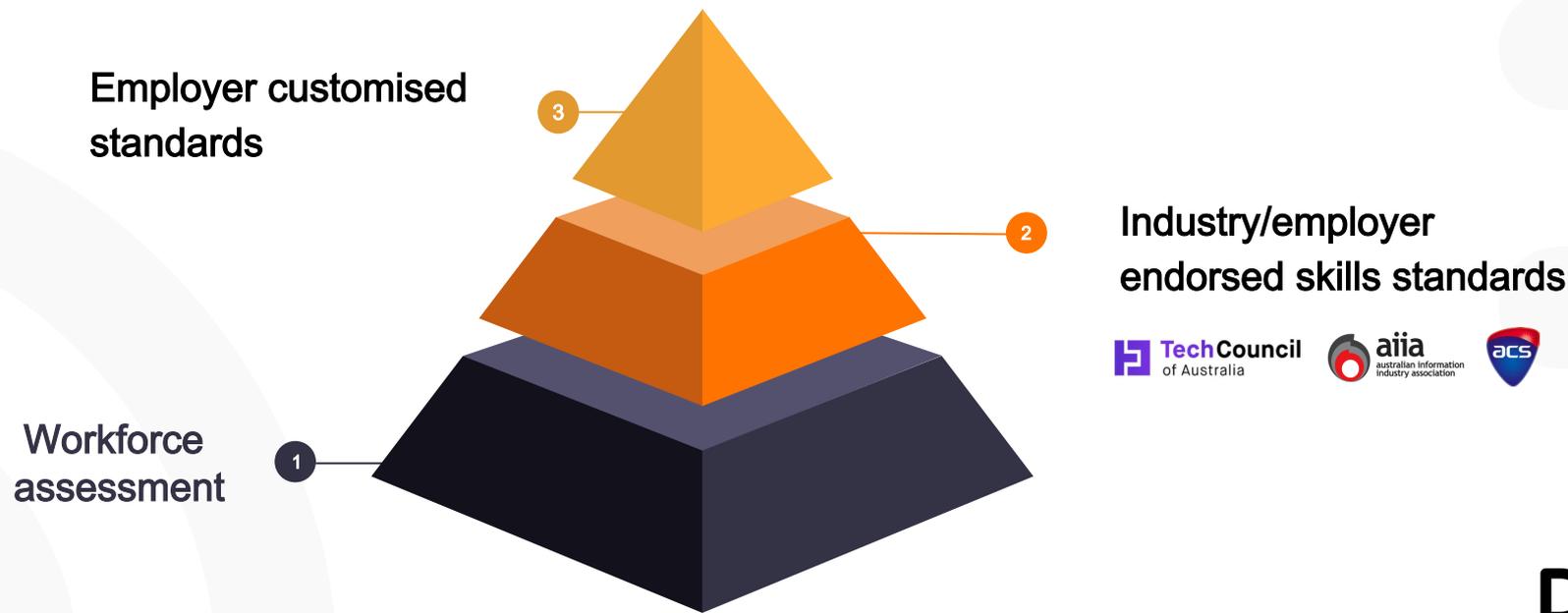
Job Roles

Hierarchy of Digital Skills



Digital Skills Standards

Flexible forms of training delivery assessed against an agreed standard



Digital Literacy



Learnings from pilots and engagements

Built

Skill standards x 5 - industry relevant skills

- Digital Literacy
- Digital Fluency
- Software Development
- Analytics
- Cybersecurity

Digi tools - free online training

- Pre-assessment
- Human Skills Tool
- Digital skills
- Skill Up/skillfinder



Digi skills Academy

YEAR13

Reached 1.53 million Gen Z, 508 Schools, 150,000 parents

Test and Evaluate

Data Analysts - Train 100

Software Developers - Kangan/Cremorne

Cyber Professionals - Canberra Cyber Hub, Services Australia

Digital Literacy - Australian Army, Northern Territory

Digital Fluency - NAEN; DESBT

Digital Confidence for Executive Leaders - Microsoft

Nous Data Project

17 Active Trials & pilots

Engage and Inform

- Digital Employers Forum with Tech Council of Australia
- 6 working groups
- Tech Expo
- Government Roundtable
- Partnerships
- Training Organisations



DSO Impact

- 935 organisations across 20 industries
- 32 training providers
- 4,000+ employees/learners
- 6 pilots in different states plus 11 national pilots



Connect and help shape our recommendations

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www.linkedin.com/company/digital-skills-organisation



Thank You