

The NSW Digital Skills & Workforce Compact 2023–30

EMBARGOED



Our foundation partners

The NSW Digital Skills & Workforce Compact is an innovative and industry-informed plan to enable NSW to meet the projected 2030 digital workforce shortfall of 85,000. It harnesses the resources and creativity of government, industry and the education and training sector.



NSW Vice Chancellors' Committee



Our commitment

The NSW Government, the digital industry and the education and training sector in NSW commit to a program of reform, action and innovation under the NSW Digital Skills & Workforce Compact 2023-30. We will collaborate under 6 pillars of action to deliver a resilient pipeline of digitally skilled and capable people to support the industry and the broader NSW economy.



The 6 pillars of action

1. Change the way people think about digital careers

Our priorities in 2023-24

Deliver an industry-developed information campaign that will encourage learners, parents, educators, careers advisors, mid-career workers and people not currently in training or employment to explore a career in digital industries via Careers NSW.

2. Plug the leaks in training and careers

Our priorities in 2023-24

Develop and implement re-entry pathways for people who have outdated or unfinished qualifications to obtain recognition for their skills and learning, and to re-engage with the digital industry.

3. Drive diversity in the digital workforce

Our priorities in 2023-24

Develop evidence-based approaches to open doors for under-represented groups including women, Aboriginal and/or Torres Strait Islander peoples, people with disability, people from refugee backgrounds, neuro-diverse people, and people in regional and rural NSW.

4. Help people move into digital training and jobs

Our priorities in 2023-24

Design, pilot and implement a modern Digital Traineeship in NSW, bringing new work-integrated learning opportunities to learners across NSW.

5. Make training more responsive to industry needs

Our priorities in 2023-24

The Institute of Applied Technology at Meadowbank will deliver an innovative model of education, co-designed by industry and underpinned by stackable micro-credentials that are easily updated to evolve with industry advancements. We will also leverage the NSW Universities engagement with industry for workforce renewal.

6. Use Government levers to drive digital job growth

Our priorities in 2023-24

Facilitate more work placements for students in Cyber Security courses through the Industry Placement Program, providing valuable industry experience to aid entry into the workforce.

New South Wales is home to a thriving and innovative digital and tech industry. It's a leading contributor to the state's economy and provides employment opportunities for thousands of people across the state.

The world around us is changing – rapidly and constantly. Businesses and communities everywhere are undergoing significant digital transformation to meet the challenges of new economic and social environments.

Our current approach to skill development and employment in the sector does not meet the industry demand for skilled and capable employees into the future.

We want to ensure that NSW can take advantage of the benefits this transformation brings. We will work together to ensure that people across NSW, from all backgrounds and at all life stages, can access opportunities to develop digital skills, pursue fulfilling careers and increase community participation.

Our collaboration

We will:



Establish a **Digital Education Advisory Group** to connect industry expertise with school curriculum and VET product development.

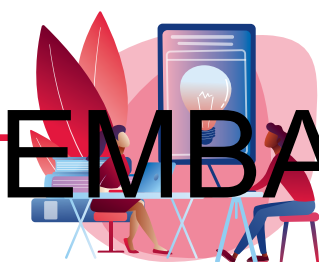


Deliver the **NSW Schools Digital Strategy**, a seven-year program to create connected, collaborative and digitally enabled schools.



Launch the **Skills Compare** functionality of the **Education Wallet**, which will help prospective students make informed choices.

EMBARGOED



Help students in Years 9 and 10 understand cyber careers by delivering micro-skills through the **Cybermarvel** program.



Provide more opportunities for people to build foundation digital skills through training organisations including **TAFE NSW** and Adult and Community Education providers.

Desired outcome:

NSW residents have a solid foundation of digital skills to actively study, work and participate in community life.



Lead: NSW Government



Lead: Digital Industry

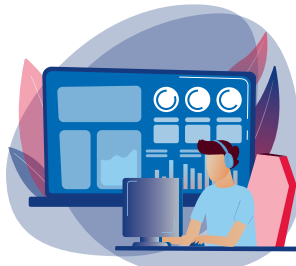


Lead: Education and Training Sector

We will:



Support the transition of young learners from high school into digital careers through the **Virtual VET** and work experience program in schools across NSW.



Map digital roles and skills against secondary subjects and **VET qualifications** to help learners make decisions about subject selection and career paths.



Deliver **accessible skills assessments** to identify transferable skills that map to in-demand jobs and illuminate the pathway to a digital career.

EMBARGOED



Build a digital careers access portal on the **Careers NSW** website providing curated, industry-developed information that promotes the wide range of opportunities in the industry.



Deliver fee free and subsidised **VET courses** in digital and tech.

Desired outcome:

More people can recognise, access and pursue opportunities to train, work and grow their careers in the digital industry.



Lead: NSW Government



Lead: Digital Industry



Lead: Education and Training Sector

We will:



Develop and deliver **industry workshop programs** to support learners, educators and trainers to access the latest industry-practices by bringing industry expertise, knowledge and innovation into classrooms and learning spaces.



Host **VET trainers** in digital and tech workplaces, providing opportunities for educators to build their skills and bring the industry to life for learners.



Scope an **Institute of Applied Technology (IAT)** Digital hub-and-spoke model across the TAFE NSW campus network, and university partners, to deliver advanced workshops to regional and rural communities in NSW.



Provide a strong NSW voice to Commonwealth **qualification reforms**, tech related training packages and the new Jobs & Skills Council.

EMBARGOED

Desired outcome:

The NSW training market is innovative and responsive in the way it designs, develops and implements digital training and workforce development products.



Lead: NSW Government



Lead: Digital Industry



Lead: Education and Training Sector

We will:



Establish a data-informed understanding of the current workforce diversity profile, to support the development of **diversity benchmarks for industry**.



Use workforce **diversity profile data** to design and implement targeted programs that support the industry to attract and support a diverse workforce.



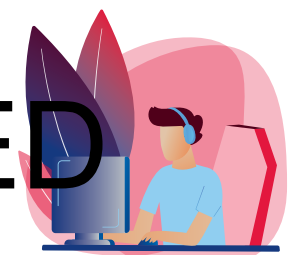
Explore opportunities to provide **scholarships, subsidies and allowances** to support re-training for people working in declining industries or seeking a career change, and entry for under-represented groups.



Establish a no prior knowledge entry requirement for introductory level micro-credentials offered by the **IAT Digital**.



Explore **partnership opportunities** with employers that have commitments and programs in place to hire and support a diverse workforce.



Enable flexible pathways to **university degrees** at partner universities.

EMBARGOED

Desired outcome:

Women, Aboriginal and/or Torres Strait Islander peoples, people with disability, people from refugee backgrounds, neuro-diverse people, and people in regional and rural NSW are increasingly represented in training and in roles in the digital industry.



Lead: NSW Government



Lead: Digital Industry



Lead: Education and Training Sector

We will:



Build **cultural safety, flexibility and inclusion** into workplace and industry initiatives so people who move into the industry, stay in the industry.



Build cultural safety, flexibility and inclusion into **education and training environments and programs** so people are supported to overcome barriers to their career aspirations.



Explore diversity targets in NSW Government contracts with digital and technology suppliers, to drive progress towards industry diversity benchmarks and **NSW Government Closing the Gap** targets.

EMBARGOED

Desired outcome:

The digital industry actively develops a culture that supports the growth and retention of a diverse, skilled and motivated workforce.



Lead: NSW Government



Lead: Digital Industry



Lead: Education and Training Sector



The NSW Digital Skills & Workforce Compact is an initiative of the NSW Skills Board.

The NSW Skills Board provides independent advice to the NSW Government on how best to meet the skills and training needs of NSW individuals, industry, regions and the economy. The Board provides high level, strategic advice on the vocational education and training system in NSW.