

Exploratory Hui on Skills

Skills are critical to the growth of any sector, especially in high-skill and high complexity sectors such as digital and information technology.

There are long-standing gaps of specific skills within the digital technologies sector. One key factor is a *mismatch* between the skills industry needs vs the skills available in New Zealand. Through the Industry Transformation Plan, we have an opportunity to tackle the entire pipeline and transform our sector.

With this in mind, we would like to invite you to participate in some essential hui over the next month or so, exploring different aspects of the skills pipeline and what we can collectively do to progress them.

These are not talk-fests. We know you're busy and nobody likes those day-long workshops, often high on talk and low on action. So we've condensed these to 2-hour initial exploratory meetings, intended for those who already possess a strong background in each area. They are outcomes-focused and based on evidence about the underlying issues of skills in the digital tech sector. Our collective job is to come up with concrete actions that will address challenges in each area and together, transform skills in our sector.

These hui form part of the Skills Workstream of the Digital Technologies Industry Transformation Plan currently being put together by Government and Industry. IT Professionals NZ is leading the Skills Workstream.

What is the Industry Transformation Plan?

In June 2019, the Government launched its Industry Strategy, outlining its approach to growing strong and innovative industries in New Zealand. The Industry Strategy was updated in June 2020.

At the core of the Industry Strategy is the development of Industry Transformation Plans (ITP) for selected sectors of the economy, where there are opportunities to lift productivity and growth or where significant transition is required.

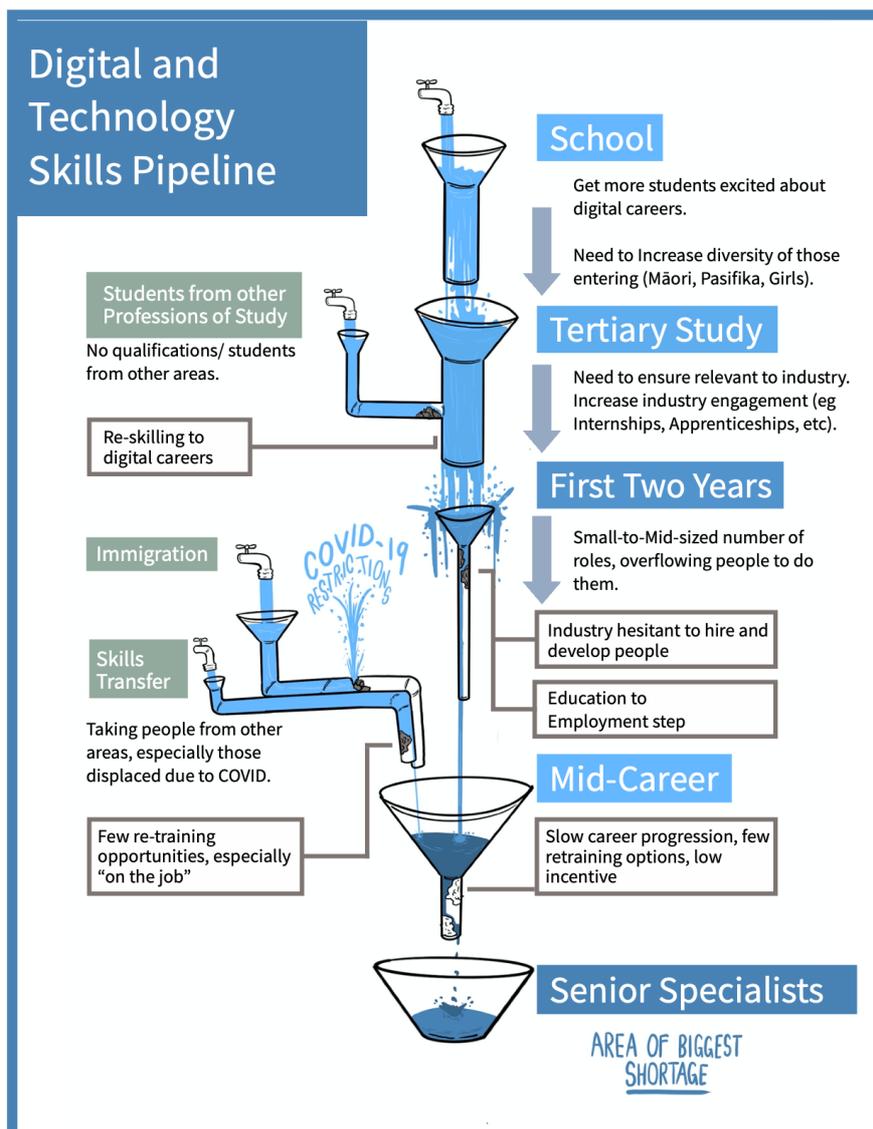
ITPs are long term plans developed in partnership with Government and industry, articulating a vision and an action plan for a sector.

For more information about the New Zealand Government’s Industry Policy visit [Ministry of Business, Innovation and Employment’s industry policy page](#).

What are we trying to achieve in Skills?

We’re trying to create a digital sector with a more streamlined and inclusive system of industry-aligned education and skills pathways, that addresses every stage of the pipeline from school to senior professionals.

Easy, right? We think of the Skills Pipeline like this:



The Skills Workstream is focused on:

1. Providing a strong evidential basis for the assumptions that underpin the Pipeline diagram.
2. Quantifying the issues, and identifying the most challenging areas and highest priorities to “fix” where things are broken.
3. Identifying specific initiatives that will tackle the blockages in these areas.
4. Prioritising, evaluating and structuring these initiatives into a solid workplan, within the Industry Transformation Plan, that will transform skills in our industry.

Outcomes are expected to cross industry, government and education divides and where appropriate, be implemented in partnership with Māori.

We're currently up to step 3, and we really need your help.

Objective of the Exploratory Meetings

Our intention is to bring together a group of experts in each area to help formulate the part of the Industry Transformation Plan that relates to that area, and ensure that what is being considered is appropriate.

The intention is for each group to come up with a small list of **specific actions** that can be taken to drive us towards the overall outcome, given the assumptions. We are looking for the 2-3 highest priority actions in each area.

We are not going to solve everything in these meetings. They are intentionally short and sharp, to enable key approaches to be tested and good ideas float to the top. Further discussion and exploration will happen afterwards. Think of it as the brain-storming part.

Assumptions and Statements

We have a set of assumptions and considerable work has gone into ensuring a strong evidentiary basis for these. Therefore, we take them as read and debating them is outside the scope of these workshops. These are in a separate document and will help steer the direction of discussion.

Where to next?

Following these exploratory meetings, the Skills Steering Group will follow up, define, prioritise and partially quantify the proposed actions from each of the discussions.

The Steering Group will then undertake a wide consultation exercise to test the direction of travel, then use this input to put together a proposed work programme which will form the key skills recommendations in the Industry Transformation Plan. This work programme will include a mix of “quick win” short-term actions, and longer-term projects and initiatives.

Exploratory Huis

The 8 initial exploratory huis will take place over Zoom as follows:

<p>1. Māori and Iwi Engagement</p> <p>Explore how we can ensure a greater level of Māori and Iwi engagement in all aspects of the Skills Plan, including these exploratory huis, to ensure this is both a genuine partnership and respects Kaupapa Māori. This should be by Māori, for Māori, to Māori.</p>	<p>22 March 2021 2pm-4pm Lead: Rata Kamau</p>
<p>2. Disability and Bridging</p> <p>How can we encourage and assist employers to remove barriers for disabled workers, while also supporting the disabled community to work within the digital tech industry?</p>	<p>24 March 2021 10am-12pm Lead: Chandra Harrison</p>

<p>3. Workplace-based Learning</p> <p>Given relevant industry experience is core to the transition to work, what are some key actions that should be taken to provide greater industry-led workplace-based learning opportunities?</p>	<p>24 March 2021 2pm-4pm Lead: Malcolm Fraser</p>
<p>4. Skill definitions frameworks</p> <p>How can we accelerate understanding of skills (vs roles) in industry, greater focus on skill frameworks such as SFIA, and support wider adoption of skills-based assessment and development?</p>	<p>25 March 2021 1pm-3pm Lead: TBC</p>
<p>5. Schooling System</p> <p>What needs to occur within the schooling system (Years 1-13) to help achieve our objectives, given the assumptions? How do we get more school students excited about careers in tech, what existing programmes should be supported and what new initiatives are required?</p>	<p>29 March 2021 2pm-4pm Lead: Paul Matthews</p>
<p>6. Government as an Employer</p> <p>Given the Government is the largest employer of tech talent in New Zealand, what should Government do “as an employer”? Which agency should take ownership and how do we enable a cross-agency response?</p>	<p>31 March 2021 10am-12pm Lead: Paul Matthews</p>
<p>7. Diversity and Inclusion</p> <p>Given the assumptions and outcomes, how do we ensure all actions also support the objective of improving diversity and inclusion in the digital technologies industries, and reduce the perception (and sometimes reality) of an industry less welcome to diversity? Specific focus on gender, Māori and pacifika and ensuring equal opportunities for everyone.</p>	<p>31 March 2021 2pm-4pm Lead: Kate Pearce</p>
<p>8. Upskilling and Reskilling</p> <p>How can we achieve a coordinated national approach to upskilling and reskilling, catalyse, fund and support initiatives in this space, and achieve greater industry buy-in to investing in upskilling existing workers?</p>	<p>1 April 2021 1pm-3pm Lead: David Glover</p>