IT Professionals
NEW ZEALAND
Te Pou Hangarau Ngaio

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Hon Dr David Clark
Minister for Digital Economy and Communications
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Tēnā koe Minister

A plan for upskilling and reskilling in the digital technology sector

We are very pleased to share with you the recently completed Plan for Upskilling and Reskilling, a deliverable of the Digital Technology Industry Transformation Plan (the ITP).

It has been prepared by IT Professionals, steered by the Skills Reference Group for the ITP, and funded by MBIE. It picks up the first recommendation in the 2021 Skills and Talent Plan, which was to increase upskilling and reskilling at the mid-career level as a way to fill demand for the senior roles where the sector has the greatest shortage.

The Plan puts forward 10 recommendations on what needs to be done to upskill our digital technology workers to be able to take on more senior roles, reskill them into areas where there is the greatest demand, and reskill people from other industries who could be awesome in digital techology.

THE SHORT LIST

Action 1: help digital technology workers get the upskilling and reskilling support they need from employers by providing resources and training for employers

Action 2: create a "directory" that makes it easy to know what upskilling and reskilling training options are available

Action 3: embed the SFIA skills framework by providing resources and self-service tools to help digital technology workers and employers map skills and training needs

Action 4: collaborate on *earn while you learn* and work integrated learning options, starting with what a number of people are calling a digital technology apprenticeship

Action 5: resource Māori organisations to design and deliver initiatives that target the upskilling and reskilling of Māori.

THE LONGER LIST

Action 6: conduct an awareness-raising campaign highlighting opportunities and how to move into the digital technology sector

Action 7: government agencies leading by example in sharing experience on supporting staff to reskill when going through a major transformation project

Action 8: collect and map information on skills that are in demand (and soon to be in demand), match it against training and experience needed to move into these areas, and provide to people working in the sector, employers and training providers

Action 9: amend government procurement rules and contracts for digital technology services to require commitments to upskilling and reskilling (and diversity and inclusion targets)

Action 10: develop a greater range of "right sized" top up training options for those already in the sector.

We are actively working with MBIE, DIA, MoE, Toi Mai, Te Pūkenga as well as coordinating across the Digital Technology industry groups to shape up the next steps for these recommendations. This partnership approach will bring the neccessary collaboration between industry, government and the education sector.

We think some of these actions can be resourced from existing funding streams. This includes development of training, guidance and tools for employers on how to develop and support domestic talent, which could be funded from the recently announced budget for SaaS and skills. The funding for the domestic tech story could be used for the awareness raising campaign. Other actions will need financial support to get off the ground and we need your help to make this happen.

We are looking to you as the Minister to support continued focus on and prioritisation of this mahi.

I look forward to discussing the plan with you at our meeting on 27 July.

Nāku noa, nā

Victoria MacLennan
Chief Executive
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