

Towards a new model for the development of digital skills

Australia's digital skill needs

With the growing integration of technology and automation across many industries, every worker is now, or soon will be, a digital worker.



Almost **two in three** Australian workers (64%)¹ currently apply digital skills in their work. In the next 5 years that number is set to increase to **90%**²



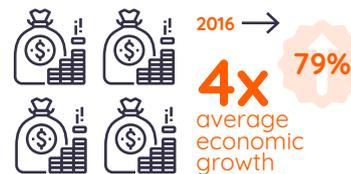
300,000 new digital professionals are required over the next 5 years³

The tech sector is an engine room of employment

2005 → 2021



Between 2005 and 2021, the tech sector in Australia grew by **66%**, compared to **35%** in other industries⁴



The economic contribution of the digital sector has increased by **79%** since 2016 and has outpaced average growth in the economy by **more than four times**⁴



The Vocational Education and Training (VET) sector is currently not well placed to meet Australia's digital skill needs

The Vocational Education and Training sector (VET), is uniquely placed to deliver cost effective and diverse training approaches, and is suitable for every kind of worker to gain the skills they need. However, training must adapt quickly to the rate of change and the increasing demand for digital workers, to compete with international competition.



Moving from competency-based training to a skills-based model

Compared to competency-based training, a skills-based model adapts more quickly to the changing needs of digital workers. A skills-based approach to learning develops skills that are adaptable to future needs by enabling individual learners to achieve skills that are transferable across different jobs, occupations and contexts.



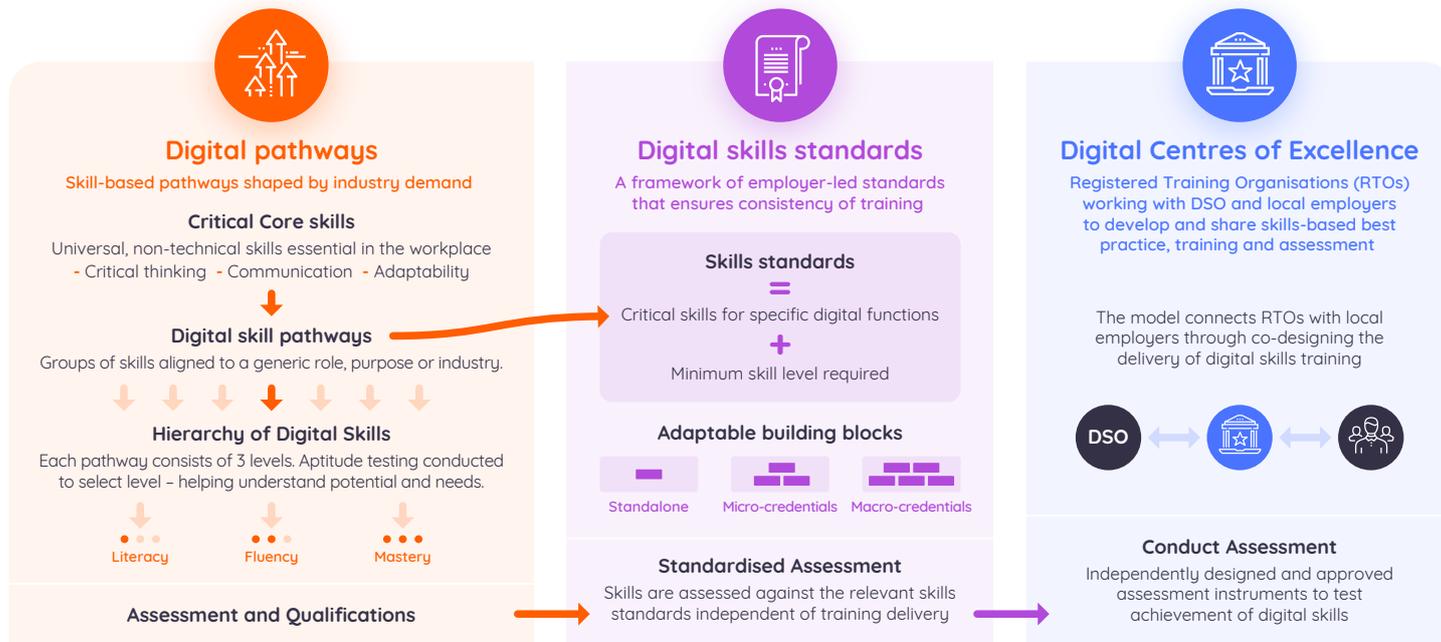
Skill standards will drive the change to a skills-based model

A standard describes the digital skills and the associated level of **proficiency** to undertake **specified functions in the workplace**. Consistent standards will **unify employers, learners and training providers** about what needs to be done while promoting confidence in training outcomes.

1. AlphaBeta (commissioned by Amazon Web Services) 2021, Unlocking APAC's Digital Potential: Changing Digital Skills Need and Policy Approaches
2. Australian Government, Australia's Tech Future: Delivering a strong, safe and inclusive digital economy, <https://www.industry.gov.au/sites/default/files/2018-12/australias-tech-future.pdf>
3. Deloitte Access Economics, Australia's Digital Pulse 2021, Future Directions for Australia's Technology Workforce, <https://www.aes.org.au/insightsonpublications/reports-publications/digital-pulse-2021.html>
4. Accenture (commissioned by Tech Council of Australia) 2021, The Economic Contribution of Australia's Tech Sector <https://techcouncil.com.au/wp-content/uploads/2021/08/TCA-Tech-sectors-economic-contribution-full-res.pdf>

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THE DIGITAL SKILLS DEVELOPMENT MODEL



A common taxonomy underpins the model to help learners and employers understand and access the opportunities provided by digital skills.

Examples of the model in practice:

- Skill Standards and Qualifications Trials
- NCVET Pathways Research
- Skill Finder Proof of Concept
- Train 100 Data Analysts Pilot
- The Cremorne Project
- Digital Toolbox

For the full report go to:

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