

## SECTION 4 INDUSTRY ISSUES AND STRATEGIES

<b>Skilling WA: Strategic goal 1</b> Increase participation in the workforce particularly among the under-employed and disengaged, mature-aged workers, Aboriginal and Torres Strait Islander and other under-represented groups.			
Issue (from Section 3)	Strategy	Actions	Skilling WA Priority Action
Accessible and accurate information outlining employer skills needs and work opportunities in local <b>ICT industry</b> is lacking for many secondary students in WA. This negates opportunities for tertiary training institutions, and eventually ICT employers, to recruit the most suitable candidates, with the necessary skill-sets, into the sector in areas of highest labour demand.	Contribute to an industry-focused ICT training and workforce environment which works effectively to foster excellence; attract and retain the right people with the right skills for the right ICT roles in WA, and to support the ICT sector in its role as a key business enabler within WA's economy.	See section 5	1.1.1, 1.2.5, 1.2.6

## Skilling WA: Strategic goal 2

Supplement the Western Australian workforce with skilled migrants to fill employment vacancies unable to be filled by the local workforce and address those factors which support a growing population.

Issue (from Section 3)	Strategy	Actions	Skilling WA Priority Action
<p>Current supply of adequately skilled &amp; experienced <b>Telecommunications</b> trainers (at the trade/ VET level) is inadequate to meet current and future training needs – particularly in relation to the NBN roll-out. This issue is creating inefficiencies and poor training outcomes in some areas of industry.</p>	<p>Identify the current skills &amp; skills gaps in the existing Telecommunications Trainer workforce, pinpointing areas of greatest need to recommend appropriate skilled migration measures and/ or workforce upskilling initiatives to expand pool of qualified Telecommunications Trainers in WA.</p>	<p>FutureNow to collate information on existing labour pool of Telecommunications Trainers in WA.</p> <p>FutureNow to work with local training providers already utilising/ employing skilled migrant Telecommunications trainers to identify global target areas of high-skill labour supply.</p> <p>FutureNow to use information gathered to inform recommendations to state government on priority areas and strategy to plug trainer shortfalls.</p>	<p>2.1.1</p>

**Skilling WA: Strategic goal 3**

Attract workers with the right skills to the Western Australian workforce and retain them by offering access to rewarding employment and a diverse and vibrant community and environment to live in.

<b>Issue (from Section 3)</b>	<b>Strategy</b>	<b>Actions</b>	<b>Skilling WA Priority Action</b>
Access to workplace experiences (internships &/ or cadetships) for many tertiary ICT students (VET & university) is currently lacking. Traditional 'on-the-job' VET training structures (ie traineeships) are of little interest to local ICT employers who opt to train personnel via private 'in-house' arrangements. Yet to grow the local industry and support tertiary students in training, a whole of industry approach to providing more workplace experiences to tertiary ICT students is required.	Encourage a stronger whole-of-industry and government-led approach to ICT workforce planning, through an improved state government ICT strategy. Such a strategy must provide tertiary ICT graduates and new ICT workforce entrants with appropriate support mechanisms - promoting the high skills standards demanded by industry employers and establishing a more robust ICT workforce culture in WA.	See section 5	3.1.2

**Skilling WA: Strategic goal 4**

Provide flexible, responsive and innovative education and training which enables people to develop and utilise the skills necessary for them to realise their potential and contribute to Western Australia's prosperity.

<b>Issue (from Section 3)</b>	<b>Strategy</b>	<b>Actions</b>	<b>Skilling WA Priority Action</b>
<p>Some aspects of current tertiary ICT VET training are unable to respond adequately to the fluidity and rapidly changing skills-needs of some parts of industry.</p>	<p>In partnership with local industry, identify areas of VET ICT training delivery most vulnerable to outdated, then advocate for appropriate reform in these areas and/ or pursue alternative training delivery pathways in these areas.</p>	<p>FutureNow to conduct a series of roundtables with local industry stakeholders to identify training package areas most vulnerable to outdated.</p> <p>FutureNow to strategise appropriate solutions for improving and/ or replacing these vulnerable areas of training delivery, ensuring any alternatives are more relevant to the long-term skills needs of industry.</p> <p>FutureNow to use information gathered and strategies developed to advocate for necessary change/ relevant training reform.</p>	4.1.4
<p>Lack of industry-led thought leadership in training is adversely affecting the local ICT industry's ability to nurture a highly skilled, adaptable, multi-faceted and entrepreneurial ICT workforce (now and into the future). Local Industry employers are increasingly demanding a business-minded, multi-faceted ICT workforce which current tertiary training structures are not necessarily providing for.</p>	<p>Encourage higher ICT skills &amp; workforce standards within the current and future local ICT workforce to overcome skills deficits and boost sector productivity.</p>	<p>See section 5</p>	4.1.4

<p>Increasingly competitive market-driven tertiary education landscape impeding collaborative pathway partnerships between VET, university and industry in the <b>ICT tertiary training sector</b>. This is problematic for future ICT workforce as large parts of the industry demand at least an AQF level 7 qualification for entry. More VET/university/ industry partnerships are required to allow optimum workforce to flourish to enhance overall sector capability.</p>	<p>In partnership with local industry stakeholders devise a more coherent whole of industry approach to the promotion of more strategic tertiary training pathways in the relevant areas of the <b>ICT Industry</b>.</p>	<p>FutureNow to work with local <b>ICT Industry</b> employer stakeholders such as the ACS to model best practice VET to university (or vice versa) training pathway matrixes documenting these combination (creative and technical) workforce skill-needs.</p> <p>FutureNow to inform local <b>ICT Industry</b> tertiary training providers of local employer skill-need using documentation as a tool to encourage greater collaboration and strategic partnerships to emerge.</p>	<p>4.2.1</p>
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## SECTION 5 RECOMMENDED PRIORITY ACTION PLAN

FutureNow Strategy			
1. Encourage a sharpening of the current and future local ICT workforce to overcome current & future skills deficits and boost productivity of the sector's workforce.			
Recommended Priority Action(s)	Steps to Implement Actions	Priority	Date to be completed
<p><b>To achieve sustained skills growth within the current and future local ICT workforce FutureNow to investigate the most effective ways to address the lack of successful tertiary-training-to-workforce transition structures for WA's graduate ICT workforce. More effective whole of industry structures must be developed and supported by government to balance the needs of WA's tertiary ICT graduate workforce (new entrants) with the needs of ICT employers.</b></p>	<p>FutureNow to work in consultation with local industry peak bodies such as the ACS to model effective, industry-relevant work experience &amp; training strategies for tertiary ICT training providers and students, to address current challenges. FutureNow to also work with major local employer organizations such as CCI WA to broaden the reach and stakeholder engagement in this project.</p>	High	Ongoing
	<p>FutureNow to work with local RTO's and Universities to develop a more coordinated approach to industry-focused ICT training and education delivery.</p>	High	Ongoing
	<p>FutureNow to provide DTWD with documentation on proposed new training-to-work transition models to assist with DTWD's future ICT training policies &amp; planning.</p>	High	June 2015
Lead Agency: FutureNow			

## FutureNow Strategy

2. Contribution to an industry-focused ICT training and workforce environment which works effectively to foster excellence; attract and retain the right people, with the right skills for the right ICT roles in WA, and to support the ICT sector in its role as a key productivity & innovation driver of WA's economy.

Recommended Priority Action(s)	Steps to Implement Actions	Priority	Date to be completed
<p><b>Develop structures to address the business-oriented skills-gaps within some parts of tertiary ICT training in WA to ensure our future ICT workforce possesses the necessary skills required to drive local industry sustainability &amp; excellence.</b></p>	<p>FutureNow to work in collaboration with local VET in schools stakeholders to ensure accurate information about local ICT industry skills-needs and industry trends are accessible to ICT, business and digital media students, to improve right skills to right ICT tertiary training pathways.</p>	<p>High</p>	<p>Ongoing</p>
	<p>FutureNow to work in partnership with other Training Councils to construct relevant 'inter-industry' VET training skill-sets to address current ICT/ business skills gaps in some areas of industry.</p>	<p>High</p>	<p>June 2015</p>
	<p>FutureNow to work with local tertiary training providers to encourage thought leadership in training, emphasizing the need for local ICT tertiary training providers to nurture a highly skilled, adaptable multi-faceted and entrepreneurial future ICT workforce.</p>	<p>High</p>	<p>June 2015</p>

Lead Agency: FutureNow