

### Minutes for 2 July 2019 Digital Skills Forum

<b>Time/Date:</b>	Tuesday, 2 July 2019, from 1pm to 2:30pm.
<b>Location:</b>	OptimalHQ, Level 4, 139 The Terrace (located between James Cook and Novotel Hotels).
<b>Attendees:</b>	<p><i>Members:</i> Victoria MacLennan (Chair; NZRise); Paul Matthews (Institute of IT Professionals); Graeme Mueller (NZ Tech); Amy Corkery (Department of Prime Minister and Cabinet); Glenys Robinson (Ministry of Education); Dale Karauria (Te Puni Kokiri)</p> <p><i>Guests:</i> Gabriel Brougham (MBIE); Gerald Minnee (MBIE); Ellen Davidson (MBIE)</p>
<b>Apologies:</b>	Dale Karauria (Te Puni Kokiri); Elena Higgison (Department of Internal Affairs); Tiopira Piripi (DIA); Florence Malama (MBIE); Daniel Merriott (ITP); Tiopira Piripi (Department of Internal Affairs); Katrina Sutich (MoE); Sandra Laws (MBIE); Richard D'Ath (MoE)

#### **Agenda item 1) Internship Report**

At the last meeting the Digital Skills Forum agreed to create and publish an internship report with the remaining budget from 2018/19 financial year. At this meeting Victoria M presented a mock-up of what the internships report could look like: this report will build off the research carried out in 2018 (the internship survey) and will aim to provide a State of the Nation on internships. This will look at and include:

- barriers to entry for interns
- incorporating the 'pathways' theme from the Digital Skills Hui
- others' research (e.g. Summer of Tech)

The report will incorporate numerous sources of data, including economic pressures from the workforce perspective, info from the internship survey and the Hui; and case studies – one will be from the Dev academy and the second from Summer of Tech.

This work will produce recommendations and will also feed into the Future of Work Tripartite Forum update.

#### **Actions:**

The Digital Skills Forum will need to validate draft recommendations which come out of the internships report; these will be emailed out to Digital Skills Forum members (this will be based on insights from the report and the Hui).

Before the next Digital Skills Forum meeting a draft will be published of the internship report with members to provide thoughts/ comments on these insights. At the next Digital Skills Forum meeting, agreement will be sought to adopt the Internships report.

## **Agenda item 2) Future of Work Tripartite Forum update**

The Digital Skills Forum will present back to the Future of Work Tripartite Forum on 12 August, with a 20-25 minute window. Ellen D outlined that the purpose of the report back to the outcomes of the Hui and where to next, and approaches to deal with digital skills going forward.

There was initial discussion around involving someone from the universities sector to talk about approaches for increasing the uptake of digital skills: there was suggestion that this could include someone from a traditional pathways background and someone from Dev Academy as an example of an alternative pathway to demonstrate different sorts of development in this space.

Victoria M emphasised that the scope of the Digital Skills Forum is to look at digital skills for the tech sector but also digital skills for the New Zealand workforce (and that the Digital Skills Forum has no capacity to look at base level skills).

Dale K suggested that the Digital Skills Forum could give a summary in lieu of having people turn up from academia (and as a more efficient use of time); suggestion that Victoria M and Paul M could do this.

Gerald M provided some useful things to bear in mind when dealing with the FoW Tripartite Forum:

- its moving away from guest speakers and presentations
- there should be an emphasis on an ask for the FoW Tripartite Forum
- this would help the FoW Tripartite Forum to more focus on delivery
- Digital skills is an important subset of how to prepare for responding to what we expect to be faster rate of skills change and job change
- Whatever asks the Digital Skills Forum has, these should be circulated with relevant people, so they see it's coming and which means there will be more focused conversation (this will be with Ministry of Finance people); and
- This will focus Ministers on what to do in this space

Victoria M reflected that this was the approach the Digital Skills Forum had gone with last time it had presented to the FoW Tripartite Forum: e.g. one of the "asks" was improved funding and focus for the Digital Skills Forum.

Gerald M suggested that the Digital Skills Forum should develop an elevator pitch around what we want and set up a conversation from the NZ Inc point of view that is good to have; and that while the university talk might have been the ask (see above), that perhaps it is better to reframe this (i.e. having a real discussion around policy issues and putting on the table collateral that supports particular RECs, such as ones around apprenticeships and internships).

Victoria M suggested that she and Ellen D would sketch something up along these lines soon.

For example, this could be to expand on draft recommendations and develop them further (i.e. add to the paper Kim and Vic have already written and include internships in this).

There was also discussion around two further themes in light of the questions raised at the May FoW Tripartite Forum (and for the FoW Tripartite Forum to think about):

- is there something different the Government should be doing with fees-free funding?; and
- how the tech industry could address issues around an apprenticeship-type model?

On the fees-free theme:

- Victoria M asked the question whether there is something we could conceive of differently for lifelong learning (e.g. as an alternative, examples of what is happening in the UK – free lifelong learning for every adult)
- Gerald M indicated that the Treasury has been doing some work on fees free stuff and that it would be worthwhile checking-in with what the Future of Work Tripartite Forum and what the Treasury is doing in this space; in addition Gerald M raised the question that while there has been a lot of work by the Ministry of Education to change vocational education, how can we reach firms? For example, from the level of reforms that MoE presented, it's hard to see how average firms will engage with this, after all the change has occurred: is demand-side sending the right signals?

On the apprenticeship theme:

- Further in-depth discussion on apprenticeship type model
- Discussion around piloting for specific subject areas (e.g. software testing roles)
- Questions around what is an “apprentice” (e.g. blue collar vs more technical roles?)
- Discussion around different models of apprenticeships based on overseas examples (e.g. in the UK, Germany)

### **Actions:**

Victoria M and Ellen D to sketch something up: (i.e. to outline what the Digital Skills Forum wants and how to communicate this to the FoW Tripartite Forum).

Recognising that there is not much time until 12 August, the biggest challenge is to pull something together. Victoria M emphasised that it will be important for Digital Skills Forum members to respond material that will be shared prior to the Digital Skills Forum next meeting.

When reporting back to the FoW Tripartite Forum, potentially indicate that the Forum has discussed certain options, and that outcomes that forum would want to achieve is x,y,z and that the forum could recommend that it is worthy of diverting funding into different models.

### **Agenda item 3) Comms to Hui participants**

There was general consensus that an update is needed for Hui participants, to bookend the Hui and show the progress is being made (i.e. to emphasise that Hui participants are part of this journey)

Some ideas from the Forum were to:

- share high-level insights from the Hui

- turn the “3 pager” that Kim and Vic were working on into collateral that could be shared with Hui participants
- come up with a newsletter and publish this (e.g. address one of the Hui workshop pathways) and provide an update that the skills forum will be talking to the FoW Tripartite Forum in August (with update to follow after this).

#### **Agenda item 4) Any other business**

Amy C gave an update on the “Cyber Security Refresh”: <https://dpmc.govt.nz/publications/new-zealands-cyber-security-strategy-2019> (and with an emphasis on the second priority area given the work the DSF is doing: strong and capable workforce and cyber ecosystem)

Victoria M also gave a plug to “From the Knowledge Way to the Digital age”:

[file:///C:/Users/BroughG/Downloads/growing-innovative-industries-in-nz-from-the-knowledge-wave-to-the-digital-age%20\(3\).pdf](file:///C:/Users/BroughG/Downloads/growing-innovative-industries-in-nz-from-the-knowledge-wave-to-the-digital-age%20(3).pdf)

Graeme M talked about diversity and inclusions issues for NZTech (update on NZTech board and that there is a need to create diverse board to guide tech sector’s thinking: and a desire to have specific targets on this front with goals to change and to implement through other organisations).

Gabriel B announced that he will be leaving MBIE so there will be a new Digital Skills Forum secretariat going forward.