



Australian Government

Department of Finance and Administration

BREAKOUT SESSION 2

HOT TOPICS IN TRANSFORMATIONAL GOVERNMENT

ICT SKILLS

PETER DALE
AUSTRALIA



Australian Government

Department of Finance and Administration



ICT Skills in the Australian Government

Peter Dale

**Australian Government Information
Management Office**



The skills issue

- ICT supports most government programmes
- ICT skilled people are increasingly hard to find (and retain)
- ICT careers not attractive to young people
- Gender Imbalance



Where has Australia come from?

- Management Advisory Committee report, *'Managing and Sustaining the APS Workforce'*, October 2005
 - <http://www.apsc.gov.au/mac/apsworkforce.htm>
 - Establish an ICT Professional and Skills Development Taskforce



Work to date (1)

- ICT Professional and Skills Development Taskforce
 - Formed in October 2005
 - Made up of 14 Australian Government Agencies and 2 State Government Observers
 - Taskforce concluded in June 2007
 - [Report](#) published in August 2007
 - 13 Recommendations, 8 being pursued immediately
 - http://www.agimo.gov.au/publications/2007/september/meeting_the_demand_for_ict_skills_in_the_australian_public_service



Work to date (2)

- APS ICT Pilot Apprenticeship Programme
 - 79 apprentices placed across 10 agencies
- Promoting APS ICT Careers
 - APS Career information on [Australian Computer Society](#) and [IT Pro Australia](#) websites



Work to date (3)

- Mentoring
 - Women In Technology Executive Mentoring - stages 2 and 3
 - CIOs from smaller agencies



Work to date (4)

- Demand Metrics
 - Identified high demand skills
 - Quantified demand
 - Benchmarked remuneration
- Promoting ICT Careers
 - Careers expos



Work to date (5)

- Working with Stakeholders:
 - Industry Leadership Group
 - Tertiary and VET sector
 - Professional Associations
 - ICT Industry Groups
 - Other jurisdictions



What are we doing next? (1)

- 8 Priority Recommendations of Taskforce
 1. Transportability of Security Clearances
 2. Multi-Use ICT Contracts
 3. Whole-of-Government accreditation for Project Managers
 4. Use of migrant and offshore ICT resources



What are we doing next? (2)

- 8 Priority Recommendations of Taskforce
 5. ICT awareness for non-ICT senior executives
 6. Mentoring Programmes
 7. ICT apprenticeship and Cadetships
 8. Working with the Education Sector



What are we doing next?

- Developing repeatable statistics
- Advising Government on ICT skills workforce planning
- Promotion through ICT expos and Career Fairs
- Demand management
- Alumni programmes
- Ongoing training in required competencies



Governance

- ICT Skills Implementation Advisory Group
 - Implementation oversight
 - 11 Australian Government Agencies represented
- Reports to the Business Process Transformation Committee



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Want to know more?

Peter Dale

Australian Government Information Management
Office

Department of Finance and Administration

+61 2 6215 1514

peter.dale@finance.gov.au



Discussion Questions

1. Is this a skills crisis or a phase of the demand supply cycle?
2. Is ICT skills availability impacting on the delivery of government programmes and trust in government?
3. How are governments managing supply?
4. How are governments managing demand?
5. Who are key stakeholders?
6. Is there a role for ICA?