ICT Skills Action Plan

Establishment Report

October - December 2009

Context

The ICT Skills Action Plan was inaugurated in 2009 at the Digital Careers Expos, a series of events convened by Accelerating Aotearoa with support from Immigration New Zealand.

The Auckland event was held on the 30th October at the Auckland Town Hall, while subsequent briefings held in Wellington on the 18th November and in Christchurch on the 26th November where invited ICT Industry, Tertiary and Government Representatives, Accelerating Aotearoa and Immigration New Zealand met to consider opportunities for effective collaboration regarding the industry's need in the current and future labour market.

Representatives will meet again in early 2010 to advance plans to establish a multidimensional engagement model for the ICT sector enabling a cohesive view of future labour market needs and approaches to meeting them.

Discussion Purpose

An opportunity for invited ICT sector stakeholders and representatives of Immigration New Zealand to discuss;

- workforce issues the ICT sector faces
- strategic issues the ICT sector has identified
- how Immigration NZ and the ICT sector can work together to address any immigration-related matters that may arise
- how the sector might go about collectively addressing current and future skill needs, and the role INZ could take in this process
- the most effective way for Immigration New Zealand and ICT sector to communicate and further develop the relationship

The longer term objective of this discussion was to explore interest in the establishment of a forum to enable constructive engagement between the ICT industry and stakeholders such as Immigration New Zealand, tertiary institutions, economic development agencies, and Accelerating Aotearoa.

Discussion Participants

Organisation	Representative
INZ	Stephen Dunstan, Group Manager Policy
INZ	Matt Hoskin, Primary Relationships Manager
INZ	Rachel Lishman, Relationship Manager
NZICT Group	Brett O'Riley, Chief Executive Officer
ICT Industry Representatives	Geoff Lawrie, Cisco (NZICT Chairman); Drew Gilpen, Kordia; Richard King, HP; Pat Rossiter, Hyperion; Stu Donahue, HCL; Vivek Iyengar, HCL; Noel Hassapladakis, AbsoluteIT; Justin Treagus, Omega
Tertiary ICT representatives	Jennie Parker, NZSE; Tony Skelton, ACE Training; Chris Mitchell, Axcel Institute
EDA partner – Auckland City Council	Mattia Barbera, Senior Economist, Economic Development; Claire Morris
Accelerating Aotearoa	Judy Speight (Meeting Chair); Andrew Bonica

Meeting Outcome

The group agreed to work collaboratively to explore development of an engagement model for the ICT sector and relevant stakeholders, with the aim of developing a cohesive view of current and future labour market needs and agreeing approaches to meeting them.

Immigration New Zealand suggested that NZICT and other stakeholders may like to investigate whether the approach taken by the Oil & Gas sector to developing and executing a skills action plan might be an approach suitable for use - in part or whole - by the ICT sector.

It was suggested that Immigration New Zealand's relationship managers arrange and host a discussion for representatives of the NZICT Group & Accelerating Aotearoa with Sheree Long of PEPANZ, who manages the implementation of the Oil & Gas Sector's skills action plan.

If the ICT sector is amenable to utilising the same or developing a similar model of engagement, a cross-sector working group could be created, which might include the ICT Industry, Central and Local Government, Tertiaries and Tangata Whenua. The work done by this group could be facilitated by an impartial body such as Accelerating Aotearoa, which could establish the working group, and coordinate a stocktake of existing workforce research and if necessary, arrange additional research. The cross-sector working group could then facilitate the development of a collaborative ICT Industry Skills Action Plan for New Zealand.

Next steps

1. **Review Oil and Gas Sector model** http://www.pepanz.org.nz/membership.cfm
    Immigration New Zealand to facilitate Accelerating Aotearoa and NZICT Group review of the Oil and Gas model for its applicability and relevance (as a model) for the ICT sector, and report back to NZICT Group and other stakeholders present at the Auckland meeting.

2. **Next Meeting**
    Follow up meeting to be scheduled to consider next steps such as:

    a. Joint communication regarding plans
    b. Developing a cross-sector collaborative model
    c. Appointing an independent facilitation body such as Accelerating Aotearoa
    d. Agreeing an initial work programme

3. **Immigration NZ** would like to host workshops for employers in the ICT sector to help them understand and utilise the policies appropriate to their business needs when recruiting skilled workers from overseas.