



DIGITAL TRANSFORMATION

EXPERT PANEL

Thanks for submitting your response!

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Name of the organisation (where relevant): Australian Library and Information Association

1.1 What key issues would need to be taken into account by a nationally agreed digital skills taxonomy?

Answer Provided: ALIA is a supporter of the Australian Digital Inclusion Alliance (ADIA) (<https://www.digitalinclusion.org.au/>), which has also put in a submission describing our ideas around a National Digital Inclusion Roadmap. These include the creation of a Digital Capabilities Framework to provide a common understanding and goal for what it means to be a digitally capable individual. The ADIA submission details existing frameworks, strategies and programs in Australia and internationally, together with a compilation of digital skills to be considered for a national Digital Capabilities Framework.

1.2 What key issues would need to be considered by a future-focussed framework for digital skills and soft skills at all skill levels with the goal of supporting: self-evaluation; planning and design of training products; building pathways between VET, school and higher education sectors?

Answer Provided: There are 1500 public libraries across Australia, assisting children, young people and adult learners in their communities every day. For example, libraries host English language classes and conversation groups; provide tech skills training sessions; give people the opportunity to test out new devices such as Virtual Reality systems and 3D printers; assist with adult literacy. Often libraries work closely with their local schools and there have been some productive partnerships with VET institutions and universities. However, the role of public libraries in the adult learning space is rarely articulated and it would be useful if the panel were to draw attention to it in its final report.

1.3 How should digital skills be expressed in training products so that they are broad enough to be relevant across industry and prevent ‘churn’ in the VET system but be specific enough to give VET practitioners sufficient information for their delivery? What additional mechanisms might help training products to keep pace with the rate of change in relation to digital technology and skills, for example, Skill Sets, micro-credentials, ‘live’ support materials?

Answer Provided:

1.4 How can higher level soft skills that are increasingly important to existing workers’ future resilience be made more explicit in national training products?

Answer Provided: As a founder member of the Australian Media Literacy Alliance (<https://medialiteracy.org.au/>), ALIA would like to see media literacy acknowledged as an essential foundation skill for learners in the future and embedded in curricula for all subjects. The ability to differentiate between authentic, current, accurate information and misinformation is more critical than ever before, when there is so much online content with no evidence behind it, and it applies to all area of study.

1.5 Are there any other critical issues in relation to ‘training products’ that you believe need to be addressed to enable the VET system to support existing workers through the impact of digital transformation?

Answer Provided:

2.1 Given Vocational Education and Training is an industry in its own right, and plays a pivotal role in building the skill base of other industries, how could Australia establish a dedicated program of world class innovation and applied research into digital pedagogy? How could successful innovation in digital pedagogy be most effectively extended across the full VET sector?

Answer Provided:

2.2 How might a national professional development program build the capability of the entire VET workforce in relation to both digital pedagogy and digital transformation? Would existing capability frameworks (such as DigCompEdu and DigCompOrg) be of use?

Answer Provided:

2.3 What are the key practitioner capabilities that need to be built in relation to delivery of digital skills and soft skills?

Answer Provided:

2.4 Are there any other critical issues in relation to 'teaching and learning' that you believe need to be addressed to enable the VET system to support existing workers through the impact of digital transformation?

Answer Provided:

3.1 Some types of support (such as financial and learning support) are already key features of the Australian VET system. What are the barriers to providing other types of support to learners, particularly pre and post training?

Answer Provided:

3.2 What types of support are critical for the most vulnerable groups of workers, for example, those in occupations that are being significantly automated or augmented by technology, those without the necessary learning and literacy skills for upskilling and reskilling and those whose personal circumstances create significant barriers to learning?

Answer Provided: Public libraries are well used by vulnerable people from disadvantaged backgrounds, who may be unemployed, in casual work, or in low paid positions at risk of redundancy. Often, they need help with basic literacies – reading and writing, especially if English is not their first language – and with digital literacy. They need it delivered in a safe, friendly, supportive environment, in a way that is flexible and can be adapted to their individual circumstances. Libraries offer group sessions as well as one-on-one support with literacy and digital skills. This often flies under the radar of state and federal government but deserves to be recognised in this context.

3.3 What bodies are best placed to provide the different types of pre and post training support to existing workers?

Answer Provided: As described at Q1.2 and Q3.2, public libraries are well placed to provide informal, self-directed support to Australians at all stages of their learning journey.

3.4 Are there any other critical issues in relation to 'learner support mechanisms' that you believe need to be addressed to enable the VET system

support existing workers through the impact of digital transformation?

Answer Provided:

4.1 What are the most effective approaches for building employer and employee awareness of the need for and value of upskilling or reskilling in response the digital transformation of their own industry or job role?

Answer Provided:

4.2 What information and support do employers and individuals need to make informed choices about upskilling and reskilling opportunities?

Answer Provided:

4.3 What bodies are best placed to help employers and workplaces to build a sustainable culture of lifelong learning?

Answer Provided: As described at Q1.2 and Q3.2, public libraries are well placed to provide informal, self-directed support to Australians at all stages of their learning journey. Library managers have a collegial approach and welcome engagement with local businesses to the benefit of their communities.

4.4 Are there any other critical issues in relation to 'industry leadership' that you believe need to be addressed to enable the VET system to support existing workers through the impact of digital transformation?

Answer Provided:

5.1 How can Australia grow the total investment pool for upskilling and reskilling of existing workers?

Answer Provided:

5.2 In what ways could VET better connect with Australia's innovation agenda to ensure we have the skilled workforce necessary for the adoption of new technologies and support the process of digital transformation across all industry sectors?

Answer Provided:

5.3 What are the most significant policy barriers to lifelong learning and the upskilling and reskilling of existing workers and how should they be addressed?

Answer Provided:

5.4 What possible models could provide a reliable means of capturing and validating data on digital skills supply and future demand?

Answer Provided:

5.5 How might the VET system most efficiently capture data on the VET sector's contribution to upskilling and reskilling the existing workforce?

Answer Provided:

5.6 Are there any other critical issues in relation to 'system settings' that you believe need to be addressed to enable the VET system to support existing workers through the impact of digital transformation?

Answer Provided:

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