Microsoft

Creative approaches to skill our future workforce

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Future Skills, Microsoft

Empower every learner on the planet to achieve more
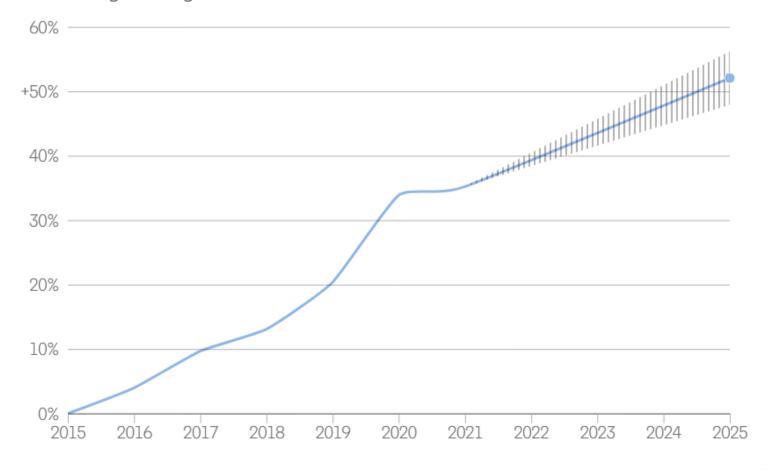
Technical skills are more important than ever in Aotearoa

102K new jobs

will be created by 2025, with the tech industry growing at twice the rate of the rest of the New Zealand economy.[1]

51%
of employers think **college graduates** are not well prepared for the workplace.[2]

60%
of IT managers say job applications with **industry-recognized certifications** are significantly more likely to be reviewed.[4]

64%
of recent graduates believe their alma maters needs to **focus more on certification opportunities**.[3]

A people-based industry means a growing sector presents an **opportunity to build a more diverse workforce**, including for Māori and Pacific Peoples.[5]

1. IDC White Paper, March 2021 Doc #AP47548321 Public Cloud Services Opportunities and Dividend to the New Zealand Economy
2. "How College Contributes to Workforce Success," AAC&U, 2021.
3. "Graduate Employability Report," Cengage, May 2021.
4. "2021 Value of IT Certification Employer Report," Pearson VUE, 2021.
5. Draft Industry Transformation Plan 2022-2032, New Zealand Government

Adapting skills for a changing job market

Percentage change in LinkedIn members' skills, New Zealand 2015-2025

60%

+50%

40%

30%

20%

10%

0%

2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025

Same job, different skills

Top skills a worker had in the past for a specific job compared with the skills a worker today has for that same job.
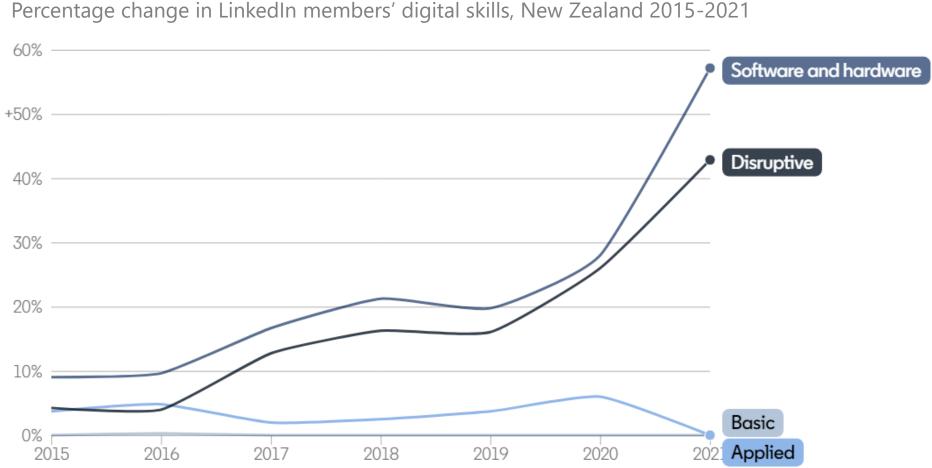
Skills changed by 35% on average in New Zealand since 2015

In most cases, the pace of change accelerated during the COVID-19 pandemic.

Between 2021 and 2025, we would likely see **4 new skills** in the top skills for a job.

Source: Future of Skills, LinkedIn Corporation 2021 https://linkedin.github.io/future-of-skills/#explore

Digital disruptive skills reshaping how we work

Percentage change in LinkedIn members' digital skills, New Zealand 2015-2021

Skills enabling growth

$31b
est. contribution to GDP

by 2024 via the upskilling of employees, skilling of students and communities as part of cloud adoption across the region[1]

60%
of employers said that finding talent is their biggest recruitment challenge[3]

5%
of the workforce is employed by the New Zealand Tech Sector[2]

What are our challenges and gaps – bring information and data re. gaps. Why is MSFT at table. Are not enough people, and when there are, not outcomes that we need.
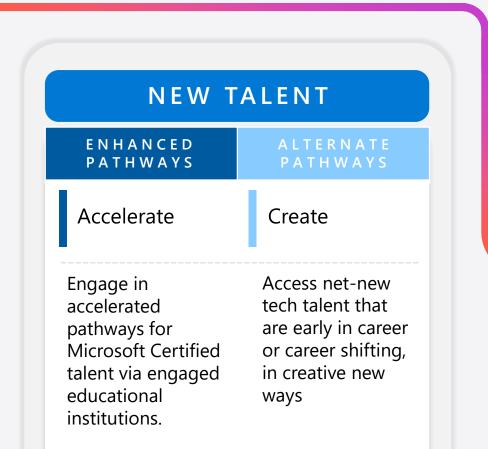This is the challenge for us, want to partner to solve for that.

1. IDC White Paper, March 2021 Doc #AP47548321 Public Cloud Services Opportunities and Dividend to the New Zealand Economy
2. Statistics NZ, 2021
3. Beyond Recruitment Economic & Labour Report 2021/22

Solving critical talent shortages

Enhanced traditional pathways and alternative pathways to reach people where they might be

NEW TALENT

ENHANCED PATHWAYS	ALTERNATE PATHWAYS
Accelerate	Create
Engage in accelerated pathways for Microsoft Certified talent via engaged educational institutions.	Access net-new tech talent that are early in career or career shifting, in creative new ways

Microsoft Learn for Educators

Access training, tools, and free certifications that prepare faculty to deliver cutting-edge technical instruction and hands-on labs.
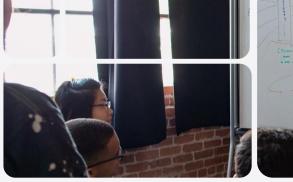
aka.ms/msle

Accelerating with online bootcamps

Intensive online bootcamps to build Microsoft skills with employment outcomes within our ecosystem

Partnering to drive diversity

Tupu Toa Mauri and Pasifika

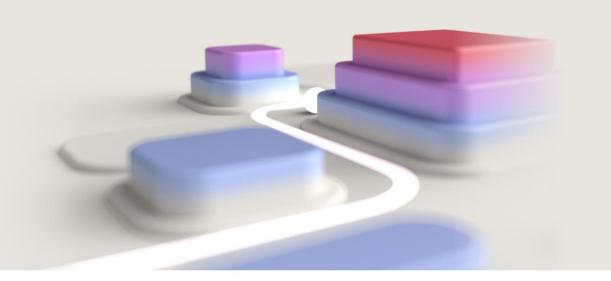Learning partners to provide alternative partners for women to build tech skills.

MICROSOFT LEARN FOR EDUCATORS PROGRAM

Deliver cutting-edge tech instruction to students

As an educator, you play a pivotal role in empowering students for future success! At Microsoft, we're committed to supporting you on this journey with free curriculum, training, and tools for teaching.

Sign up

What is the Microsoft Learn for Educators program?

Microsoft Learn for Educators takes the best of learning paths and enables you to bring this Microsoft Official Curriculum and the instructor-led training materials into your classroom. Eligible educators and faculty members at colleges, universities, community colleges, polytechnics, and secondary schools can access Microsoft ready-to-teach curriculum and teaching materials aligned to industry-recognized Microsoft Certifications. These certifications augment a student's existing degree path and validate the skills needed to be successful across a variety of technical careers.
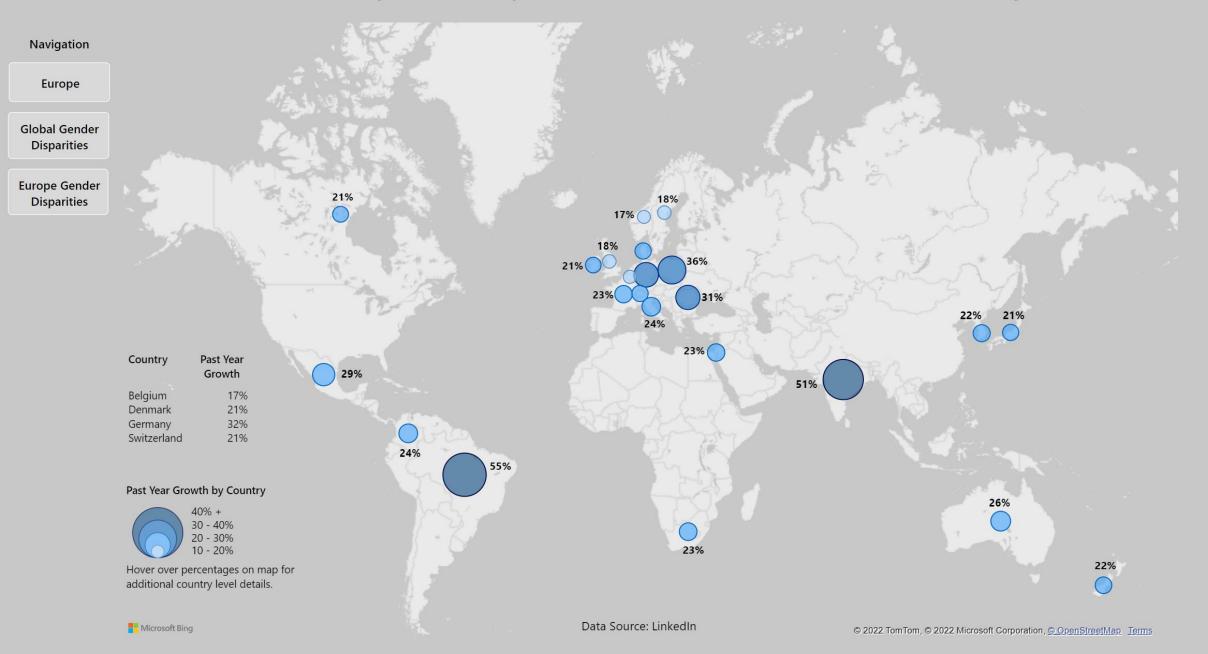
Teach tech skills for the future

Build your students' technical skills with curriculum and educational materials provided by Microsoft.
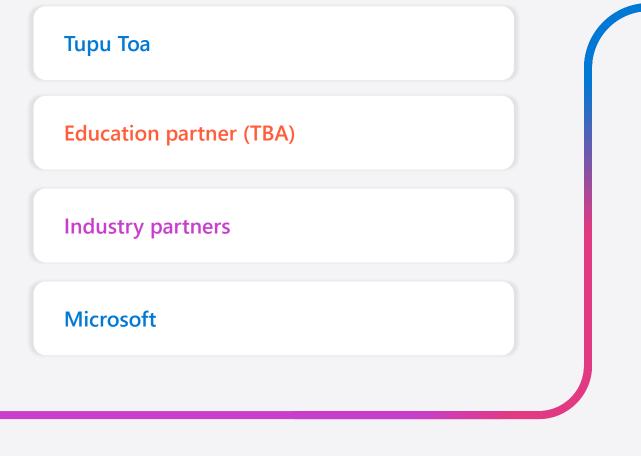
Get started

Demand for cybersecurity skills has increased ~29% over the past year.

Navigation

Europe

Global Gender Disparities

Europe Gender Disparities

Country	Past Year Growth
Belgium	17
Denmark	21
Germany	32
Switzerland	21

Past Year Growth by Country

40% +
30 - 40%
20 - 30%
10 - 20%

Hover over percentages on map for additional country level details.

Data Source: LinkedIn

Microsoft Bing

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Partnering for impact:
Cybersecurity skilling and diversity

Tupu Toa

Education partner (TBA)

Industry partners

Microsoft

New Zealand selected as one of 23 countries to receive funding under a global initiative targeted at closing the cybersecurity skills gap, recognising demand and need to address diversity within the cybersecurity industry.

Microsoft Philanthropies Aotearoa and TupuToa partnered to co-develop a cybersecurity skilling and employment programme with an emphasis on uplifting and supporting of diverse candidates.

TupuToa will provide tauira with wraparound pastoral care, including access to TupuToa programmes such as Kōkiri Workshops (work readiness) and opportunities to access financial literacy training – equipping Māori and Pacific peoples with the confidence and digital skills to thrive in the digital world.

Coast to Coast: Canada
A community-led model

What

- **Seed capacity** at post-secondary institutions to reach new audiences at the community-level
- Provide a **selection** of future-tech related certifications to institutions
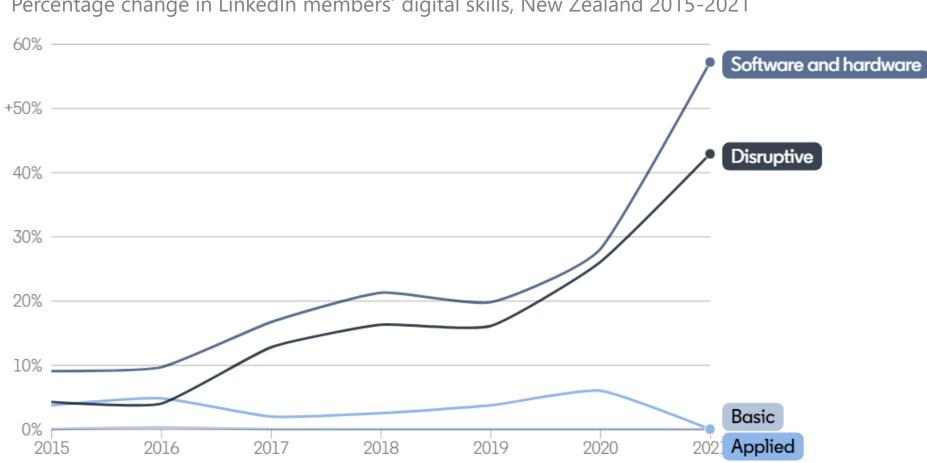- Reach further with a focus on **students** and **underserved populations** within specific communities

Benefits

- **Create a community of impact and engagement** around digital skilling
- Drive **nation-wide** impact by mobilizing **communities**
- **Organic growth** and engagement in **digital skilling** across the country
- Grow Canada's **digital workforce**

Let's look at that again: rate of change

Percentage change in LinkedIn members' digital skills, New Zealand 2015-2021

We're not there yet

Rethinking our approach

Learner-centred design focusses on the learner

Enables creation of meaningful and effective learning experiences with tangible outcomes.

Step back to take a futures lens and explore the shape/s of our evolving future workforce.

How might we rethink our approaches to help skill our emerging and future workforce?

What will our workforce need to look like for sustainable economic growth – for employer success and community success?

How might business/operating models within our education ecosystem enable agility and adaptability to connect those tangible outcomes to meet needs?

How do we figure out what we're missing and keep pushing the boundaries?