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# Sector specific experiences of SSBs and knowledge sharing - Emerging Sectors

Alison Wall – Future Skills Organisation



▶ **Global  
Skills  
Forum**

The Role of the Private Sector in Skills Development:  
Driving Innovation and Impact

## **QUESTION 1** (for all panel members)

Each of you represents a different country and sector — from ICT and digital transformation to agriculture and renewable energy. To start our discussion, could you briefly share how emerging sectors are transforming the world of work in your country, and what key skills challenges or opportunities you are observing?

Established in 2023, the Future Skills Organisation (FSO) is an Australian Jobs and Skills Council (SSB) focused on finance, tech + business (FTB) sectors.

FSO has 4 key functions:



### **Workforce Planning**

To identify, forecast, and respond to current, emerging, and future workforce challenges to guide industry and training system priorities.



### **Training Product Development**

To design and maintain responsive TVET training that meet evolving industry needs and national quality standards.



### **Implementation, promotion and monitoring**

To collaborate with training providers and employers to implement, scale and assess the effectiveness of products and delivery.



### **Industry Stewardship**

To represent industry and become a source of intelligence on workforce issues, provide advice on skills/workforce needs, and the TVET system policies and standard.

# How are emerging sectors transforming the world of work?



# How are emerging sectors transforming the world of work?

**In Australia, every worker must now be digitally enabled**  
**By 2026:**

**1.3m (9%)** will need to be **digital experts**.  
**6.3m (44%)** will need to be **digitally enabled**.  
**6.6m (47%)** will need to be **digitally informed**.



## **Digitally Informed**

*Basic knowledge and understanding*



## **Digitally Enabled**

*Professional who utilises digital technologies to enhance their work*



## **Digitally Expert**

*Highly skilled and capable of innovating and optimising digital processes*

## **QUESTION 2** (directed specifically to Ms. Alison)

How is the Future Skills Organisation using skills anticipation, foresight, and data to inform future-oriented training strategies in emerging sectors?

# How is FSO using skills anticipation, foresight, and data to inform future-oriented training strategies in emerging sectors?



**FSO's 2025 Workforce Plan  
"Pathways to Impact" combines  
integrated foresight + data-driven  
model = workforce and training  
needs**

The report outlines how

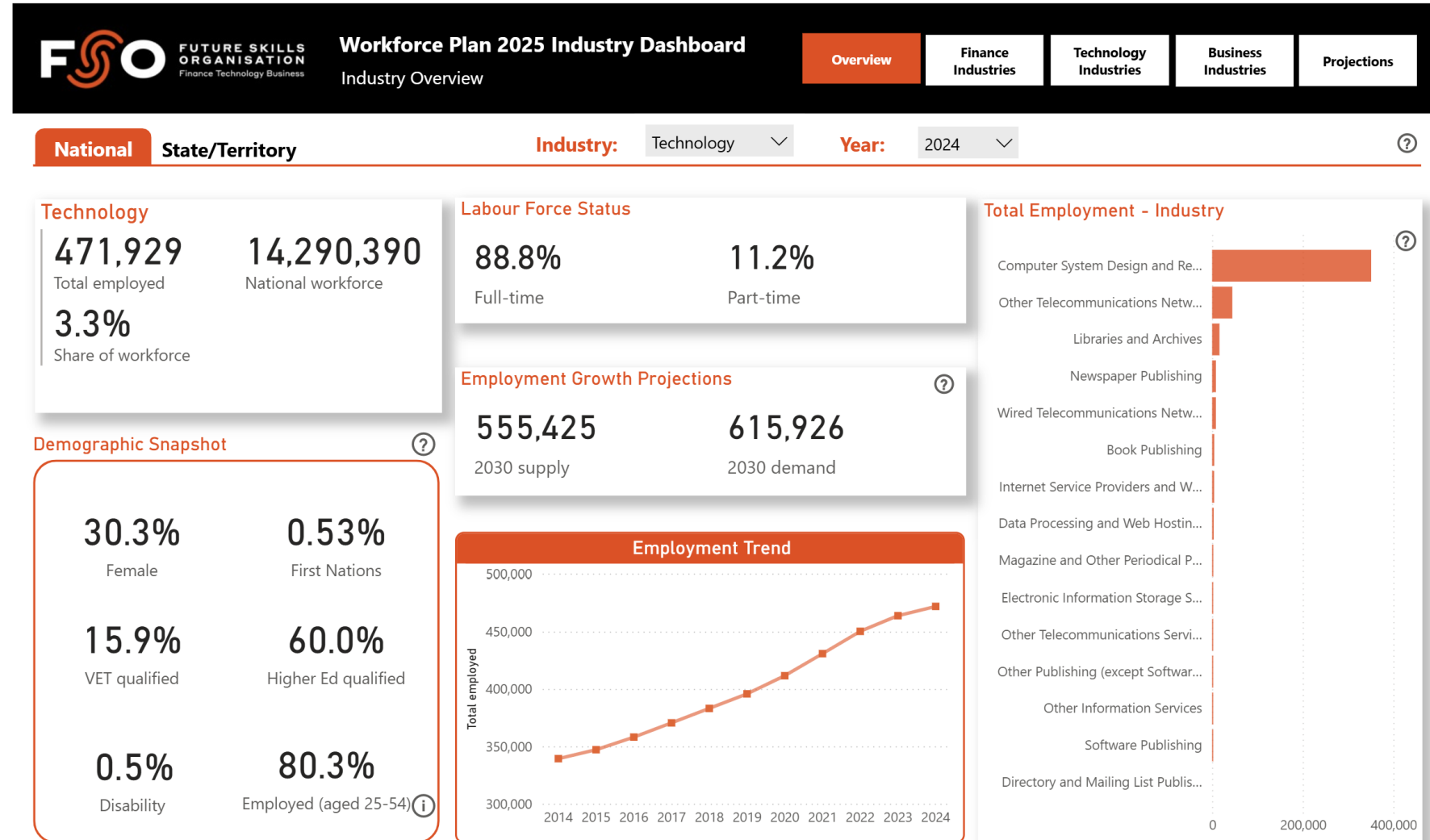
- skills anticipation,
- labour market analytics, and
- future foresight research directly inform TVET reform, training package updates, and strategic workforce planning to meet industry needs.



# FSO Workforce Dashboards – Industry Overview

The Dashboards provide insights into job demand, skills supply and emerging trends.

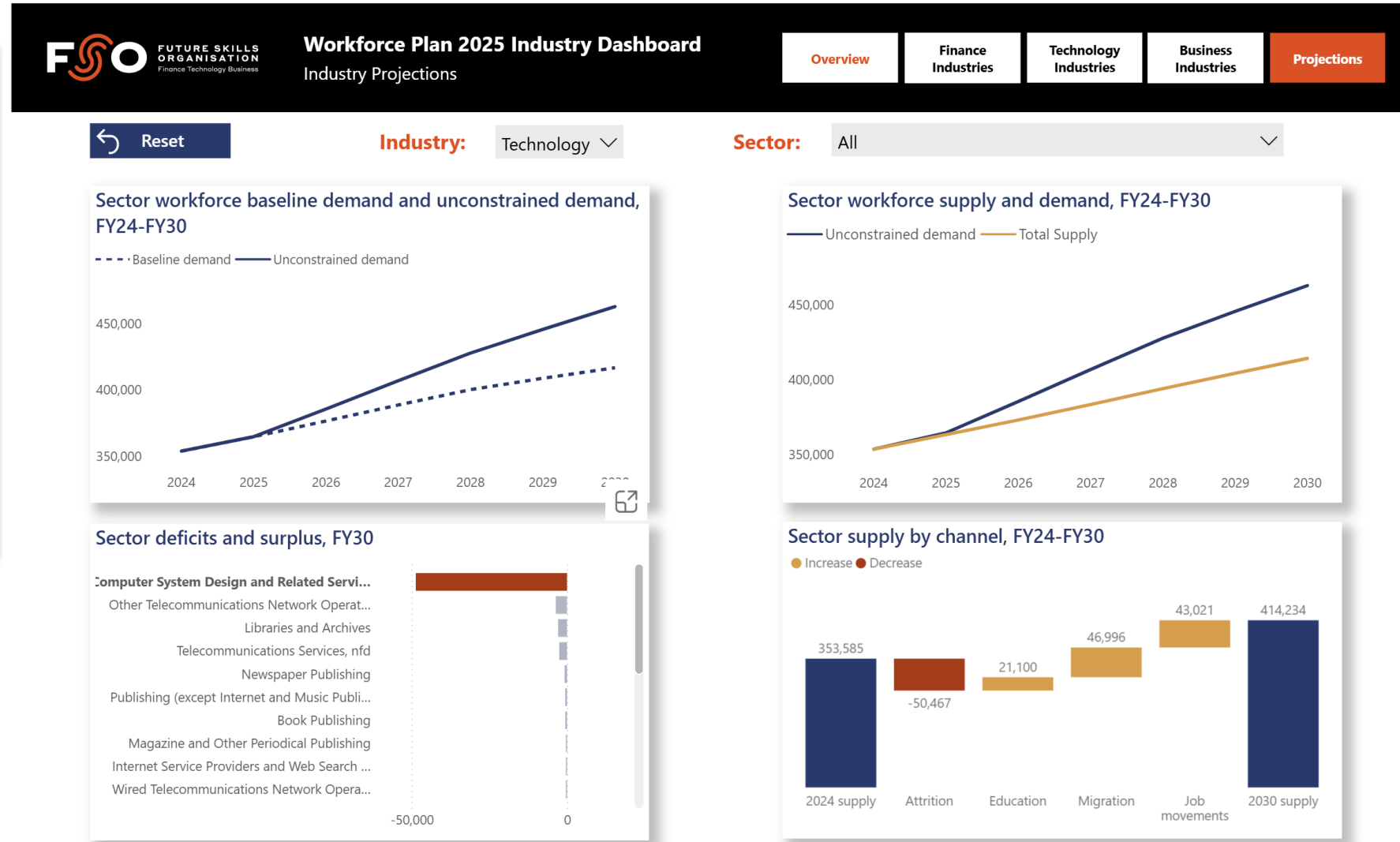
They support educators, employers, and policymakers in planning for the future.



# FSO Workforce Dashboards – Industry Projections

Stakeholders have been planning using historic data.

The Dashboards combine past, present and future workforce information to inform workforce planning, curriculum funding decisions, and policy reform.



### **QUESTION 3** (**directed specifically to Ms. Alison**)

How can national skills organisations, building on the Australian experience, collaborate internationally to strengthen agility and innovation in workforce development systems?

# How can national skills organisations, building on FSO's experience and collaborate internationally?

Three examples:

## **Singapore: SkillsFuture**

- Queen Bees

## **Singapore: Digital Education Council**

- Ai Literacy Framework

## **Ireland: Skillnet**

- Co-investment networks
- National Ai Academy

There are many opportunities to identify shared challenges and scale solutions.

We are just beginning this journey...

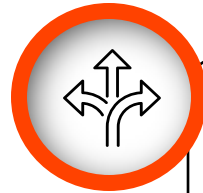


## **QUESTION 4** (**directed specifically to Ms. Alison**)

From Australia's experience, what approaches have proven most effective in aligning training systems with labour market demand, while also promoting social inclusion, gender equality, and decent work outcomes?

# What approaches have been effective to align training with labour market demand, while also promoting inclusion, equality and decent work?

FSO doesn't have all the answers, but these are the strategic imperatives we are working towards.



## Define employment pathways

Creating clear routes for career advancement and job opportunities - validated by industry



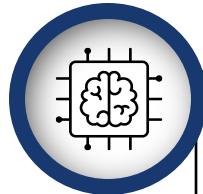
## Align training to industry

Ensuring educational programs match real-world business needs utilising data and consultation



## Build skills across the economy

Developing fundamental technical capabilities throughout all sectors



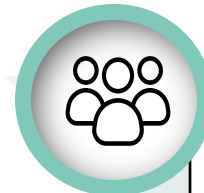
## Deliver in-demand generalist skills

Focusing on the capabilities that employers actively seek



## Support trainers

Providing support for educational professionals + driving industry engagement to ensure currency



## Scale what works

Expanding successful programs and initiatives to reach more people

**Thank you**