
A snapshot of a selection of items added to VOCEDplus

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As Australia continues to ramp up its digital transformation, there is an urgent need to develop a deeper pool of technology professionals and workers with in-demand digital skills to help close the skills gap

Public investments in workforce development and education are vital given the unevenness of private investments and the prevalence of digital skill demands among smaller businesses, which depend on publicly funded workforce and education partners to upskill employees

Economic benefits of a tech-savvy workforce in Australia

AWS Australia digital skills study: the economic benefits of a tech-savvy workforce / Gallup and Amazon Web Services (AWS).

Washington, District of Columbia: Gallup, 2023. 26 pages.

Australia is a technologically advanced democracy with a highly educated population and leading-edge digital infrastructure and services. As such, the survey results show 76 per cent of workers use a computer or tablet at work. However, the bulk of these 'digital workers' use basic digital skills (36 per cent) or intermediate digital skills (31 per cent). The remaining nine per cent use advanced digital skills. The results of the survey show that advanced digital skills - and the adoption of cloud technology - provide economic value to businesses and workers in Australia, raising gross domestic product (GDP), revenue growth, innovation, wages, and job satisfaction for businesses that integrate these technologies, and the workers who acquire the needed skill sets. This report offers insight into the appetite workers and organisations have for digital skills training that could help fill these roles, and which digital skills interest them most.

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Closing the digital skill divide in the United States

Closing the digital skill divide: the payoff for workers, business, and the economy / Amanda Bergson-Shilcock and Roderick Taylor with Nye Hodge.

Washington, District of Columbia: National Skills Coalition, 2023. 55 pages.

This report takes a first-ever look at the demand for digital skills in the U.S. economy, as measured by a dataset of 43 million 'Help Wanted' ads posted during 2021. The report finds that there is overwhelming demand for digital skills in the labor market, with 92 per cent of all job ads requiring definitely digital or likely digital skills. This demand is robust across all industries, and small businesses are just as likely as their larger peers to seek workers with technology skills. Unfortunately, many workers have not had sufficient opportunity to build such skills. Public investments in closing the digital skill divide can generate economic benefits for individual workers and the broader economy. People who qualify for jobs that require even one digital skill can earn an average of 23 per cent more than those working in jobs requiring no digital skills and increased earnings could result in more state and federal tax revenue generated by each worker.

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Providing on-the-job training can lead to lower turnover and result in long-term cost savings, given the fact that high levels of employee turnover are inefficient and unsustainable

Overall, racialized groups in Canada tend to be highly educated

Over-education and job quitting in Australia

Educational job mismatch, job satisfaction, on-the-job training, and employee quit behavior: a dynamic analytical approach / Le Wen, Sholeh A. Maani and Zhi Dong.

Bonn, Germany: IZA, 2023. 36 pages.

This paper extends the literature on the consequences of over-education, in particular quit outcomes. It is the first study that explicitly tests the impact of job satisfaction and on-the-job training for workers in educational mismatched jobs and on quit behaviour using a longitudinal data set - the Household, Income and Labour Dynamics in Australia (HILDA) Survey. Accounting for unobserved heterogeneity and endogeneity, the dynamic analytical framework examines labour market outcomes for job-mismatched workers. The authors find that over-education alone, or accompanied by skill under-utilisation in combination with lower job satisfaction, increases the incidences of job quitting. Opportunities for training facilitate the retention of initially job-mismatched workers. These results have implications for interpreting mismatch data, retention, and resource allocation.

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Educational attainment and job outcomes in Canada

A portrait of educational attainment and occupational outcomes among racialized populations in 2021 / Statistics Canada.

Ontario: Statistics Canada, 2023. 12 pages.

This article focuses on the education of racialized groups based on data from the 2021 Census of Population. The concept of 'racialized group' is derived directly from the detailed 'visible minority' variable in the census, defined as 'persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour'. The visible minority population in Canada consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean, and Japanese. The article examines differences in educational attainment between and within racialized groups. It also provides information on whether racialized populations found jobs that correspond to their education. Key findings include: (1) Many Asian populations had levels of educational attainment well above the national average; over half of Korean, Chinese, South Asian and West Asian people and more than 40 per cent of the Japanese and Arab populations achieved a bachelor's degree or higher, compared with the national average of 32.9 per cent, and as a result, these populations were highly represented in many occupations requiring a bachelor's degree; (2) Over 40 per cent of Filipino people also had a bachelor's degree or higher, but they were underrepresented in occupations requiring a bachelor's degree; this group was particularly likely to study registered nursing; (3) Southeast Asian people had lower levels of education: more than one-fifth (21.7 per cent) had neither a high school diploma nor a postsecondary credential - larger than the share for any other racialized group - because many arrived as refugees in 1979 and the 1980s; and (4) The educational attainment of Black populations varied greatly; for example, 46.3 per cent of Black children of African immigrants had a bachelor's degree or higher, compared with 15.8 per cent of Black children of Canadian-born parents.

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Incentivising on-the-job training participation for less-educated employees past their 50s could help to improve their employment outcomes near retirement

Training in late careers in Germany

Training in late careers: a structural approach / Teresa Backhaus.

Bonn, Germany: IZA, 2023. 47 pages.

This study investigates the role of on-the-job training in the employment outcomes of less educated men in their late careers. Using survey data from the German National Education Panel Study adult cohort, the author estimates a structural dynamic discrete-choice model reflecting the trade-offs of the employees' training participation decision. The data set enables it to be distinguished whether non-participation is due to lack of availability of training or due to individual cost-benefit considerations. As a consequence, the author investigates whether future policy interventions should target the provision of training or the individual participation incentives. The findings indicate that on-the-job training has a positive impact on the employees' employment prospects. Counterfactual simulations show that a reduction of the individual training costs would increase training participation and positively affect the employment rate near retirement. In contrast, an increase in the general availability of training would not be effective.

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The sustainable blue economy would benefit from increased training for equity-seeking groups and a higher degree of ocean literacy, so more workers know the opportunities available to them

Blue occupation pathways in Canada

Blue occupation pathways: career transitions to the sustainable blue economy / Daniel Carpenter and Zafer Sonmez.

Ottawa, Ontario: Conference Board of Canada, 2023. 23 pages.

In this research, the authors analyse the occupational transitions from 92 high-risk, low-mobility (HRLM) jobs to 15 rapid-growth jobs in the sustainable blue economy (SBE). The research aims to determine: How many years of training open up the most opportunities for HRLM workers to transition into the SBE? Which regions of Canada have higher transition potential, or higher transition costs? What training programs need to be developed to fill skill and labour gaps? Key findings include: (1) Rapidly growing occupations in the SBE are often specialised in science, technology, engineering, and math (STEM); (2) Due to the nature of these occupations, most transitions from HRLM jobs to those in the SBE will likely require one to three years of training; (3) The cost of a career transition to the SBE varies widely across Canada. It is high in British Columbia due to the opportunity cost of training and is much lower in the Atlantic provinces of New Brunswick and Nova Scotia. The transition is especially less costly in Quebec because of the very low direct cost of training; and (4) There is a lack of training programs for the SBE, especially short-term and lower-cost options. More equity, diversity, and inclusion (EDI), ocean technology, and ocean literacy training are needed to help fill some of the skills and labour gaps.

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