

# Victorian Digital Skills Compact

Together for Victoria's digital future



Level 3, 289 Wellington Parade South  
East Melbourne Victoria 3002  
vsa.engagement@ecodev.vic.gov.au  
March 2026

© The State of Victoria Department of Jobs,  
Skills, Industry and Regions, Victorian Skills  
Authority 2026

**ISBN 978-1-76090-704-4 (Print)**  
**ISBN 978-1-76090-705-1 (pdf/online/MS word)**

Unless indicated otherwise, this work is licensed under a Creative Commons Attribution 4.0 International licence. You are free to re-use the work under that licence, on the condition that you credit the State of Victoria as author. The licence does not apply to any images, photographs or branding, including the Victorian Coat of Arms, the Victorian Government logo, the Department of Jobs, Skills, Industry and Regions (DJSIR) logo or the Victorian Skills Authority (VSA) logo.

To view a copy of this licence, visit  
[creativecommons.org/licenses/by/4.0/](https://creativecommons.org/licenses/by/4.0/)

#### Disclaimer

This publication may be of assistance to you, but the State of Victoria and its employees do not guarantee that the publication is without flaw of any kind or is wholly appropriate for your particular purposes and therefore disclaims all liability for any error, loss or other consequence which may arise from you relying on any information in this publication. While every effort has been made to ensure the currency, accuracy or completeness of the content, we endeavour to keep the content relevant and up-to-date and reserve the right to make changes as required. The Victorian Government, authors and presenters do not accept any liability to any person for the information (or the use of the information) which is provided or referred to in this publication.

#### Acknowledgment

We acknowledge and pay respects to Elders and all First Peoples in Victoria. We honour and respect Traditional Custodians past and present and the strength of First Peoples in practicing the world's oldest living culture, which enriches our society more broadly. We recognise the leadership of First Peoples in advocating tirelessly for future generations' rights to education in the face of injustice, and our responsibility to partner with First Peoples through Treaty and Truth-telling to support self determination in post-secondary education and training.

#### Non-English speakers

If you would like to speak to us in your language, you can access free phone translation services by calling the National Translating and Interpreting Service on 131 450.

#### Accessibility

Alternative formats are available, please contact the Victorian Skills Authority at [vsa.engagement@ecodev.vic.gov.au](mailto:vsa.engagement@ecodev.vic.gov.au). This document is also available in accessible Word and PDF format at [skillsauthority.vic.gov.au](https://skillsauthority.vic.gov.au)

## Minister's message



In an era defined by rapid technological change, digital capability is a necessity. From the smallest start-up to the largest business, digital skills are the currency of a thriving, future-ready economy. As Minister for Skills and TAFE, I am proud to present this Compact for Digital Skills - a shared commitment between government, employers, and our education sector including the Victorian TAFE Network and the Adult Community Education sector - to equip Victorians with the tools they need to succeed in the digital age.

This compact is more than a policy document. It is a call to action. It recognises that the digital transformation sweeping across Victoria's industries must be matched by an equally ambitious transformation in the way we deliver vocational and foundation digital skills to our current and future workforce.

Employers have a vital role to play. By partnering with government and educators, businesses can help deliver and shape training that is relevant, inclusive and responsive to real-world needs.

Together, we're committed to making digital skills available to everyone - from school leavers to seasoned professionals looking to up-skill or re-skill, in Melbourne and across our regional communities.

The compact sets out our shared vision: a digitally skilled workforce that drives innovation, boosts productivity and ensures every Victorian can thrive in our digital economy.

The Victorian Skills Authority, with its focus on helping more Victorians get the training they need to find work, has been central to the development of this compact.

Thank you to our industry partners for their leadership and collaboration as we work together to make Victoria the most inclusive, innovative and future-ready workforce in Australia.

A handwritten signature in blue ink, appearing to read 'Gayle Tierney'.

**The Hon. Gayle Tierney MP**

Minister for Skills and TAFE  
Minister for Water

## A commitment to all Victorians

Digital technologies are reshaping every industry, from health care and logistics to finance, manufacturing and creative industries. By 2035, Victoria will need 87,700 additional digital workers and almost every worker in every industry will need digital skills.

Meeting this demand is not just about filling jobs. It is about ensuring our economy thrives, our communities are included, workers can gain the skills they need to successfully participate in our digital economy, and young Victorians are prepared for the opportunities of the future.

## The compact

The Victorian Digital Skills Compact is a catalyst for collaboration and action—bringing together government, employers, TAFEs, Learn Locals and the wider education sector to open new doors into digital careers, widen participation and strengthen the digital skills of our workforce. It creates a shared platform to align around workforce skills needs, pool expertise, accelerate cross-sector learning and action, and amplify what works, for system-level impact.

## Our shared vision

A Victoria where every person—regardless of background, location or starting point—has the skills, confidence and opportunity to take part in the digital economy. Where TAFE and other vocational training is an equally important pathway into digital economy employment.

A workforce that is **bigger, more diverse, more inclusive and more adaptable.**

## Our principles

### Shared responsibility

Industry, government, TAFEs, Learn Locals and the wider education and community sectors share responsibility for building the workforce skills Victoria needs.

### Collaboration

Together we will create value, identify opportunities, support innovation and deliver better outcomes.

### Accountability

Compact signatories agree to report on progress and share stories of success.

## We will work together to deliver the following:

### Cultivate a digitally capable and skilled workforce



By fostering continuous learning and up-skilling opportunities, we will aim to empower individuals with the digital capabilities needed to thrive in a rapidly evolving economy.

### Boost productivity across Victorian businesses and institutions



Through targeted investments in digital skilling, we will enable organisations to harness technology more effectively, driving innovation and business excellence.

### Elevate the profile and capability of the digital and technology workforce across all sectors and industries



We will promote the value of digital careers, expand skills development programs and foster diverse talent to build a resilient and future-ready workforce.

### Co-invest in skilling and workforce development initiatives



We will partner across business, TAFEs and the wider education sector to share resources and expertise to deliver training and workforce solutions that meet current and emerging needs.

## The compact in action

The following actions represent our starting point for the compact. As compact members convene and collaborate, and work progresses, these actions will continue to evolve to reflect emerging priorities, shared insights and the digital needs of Victoria's businesses and workers.



### Nation-leading vocational training

The Victorian Government will establish a nation-leading TAFE Centre of Excellence in Digital, Artificial Intelligence (AI) and Technology. The Centre of Excellence will partner with industry and strengthen Australia's digital training pipeline, offer faster pathways for up-skilling and re-skilling, and embed curriculum aligned with national digital frameworks.



### Building educator capability

We will invest in the educators who guide learners every day. We will drive professional development that builds confidence and capability and keeps teacher expertise current. We will ensure learners are taught by industry-informed educators, so they are equipped with industry-aligned digital skills that will ensure they can thrive in the digital economy.



### Leading through government

The Victorian Government, through the Victorian Skills Authority, will provide the platform, momentum and leadership to drive change and deliver tangible outcomes including through policy alignment that supports innovation and workforce development, strategic use of procurement levers and by leading by example in government and public institutions. This will be done in collaboration with the Future Skills Organisation, the national Jobs and Skills Council. Led by Chisholm TAFE's Digital, AI and Technology Centre of Excellence, we will empower employers and TAFE to succeed together.



### Uplifting digital skills

We will foster digital literacy and digital skills for all Victorians through Learn Locals, TAFEs, online learning, AI and micro-credentials.



### Expanding pathways

We will grow new and flexible routes into digital careers, through vocational education and traineeships, micro-credentials, bootcamps and industry certifications.



### Putting industry at the centre of skill and workforce development

Members of the Victorian Skills Authority's Advisory Board will continue to reflect the importance of the digital sector in its composition.



### Providing opportunities for learners and accessing talent

We will better connect employers with learners and graduates by opening doors for emerging talent, with learning opportunities supported by industry professionals and support for learners with mentorship, workplace learning and access to real-world experiences, helping them to connect to jobs.



### The alternative pathways pledge

Compact signatories can support greater diversity in their workforces by pledging that at least 20% of digital entry-level hires in Victoria will come from alternative pathways (for example, vocational training at TAFE, micro-credentials, traineeships, bootcamps and vendor certifications) by 2035.



### Driving diversity and inclusion

We will create pathways and opportunities for women, First Peoples, people with disability and regional Victorians to enter digital careers. Learn Locals will play a key role in providing digital foundation skills. The compact will celebrate the stories, strengths and contributions of diverse talent. It will champion inclusive recruitment practices and foster a workforce that reflects the richness of Victoria's communities.

## Our commitment

Victoria will need 87,700 additional digital workers over the next 10 years and workers in all industries will need digital skills. Meeting this challenge requires all of us – government, employers and educators – to work together.

The **Victorian Digital Skills Compact** is a shared promise to:

- cultivate a digitally capable and skilled workforce
- boost productivity across Victorian businesses and institutions
- elevate the profile and opportunities for the digital and technology workforce across all sectors and industries
- co-invest in skilling and workforce development initiatives.

To achieve this, we will:

- work as a partnership of compact signatories, connecting across government, industry, TAFEs and the wider education sector to find practical and sustainable solutions
- show leadership in our own organisations and professional communities in driving innovative approaches to developing digital skills
- collaborate and contribute our ideas, insights and learning to shape solutions and build opportunities
- share our stories and celebrate our successes.

## Sign the compact

Together, we will make Victoria the most inclusive, innovative, digitally enabled and future-ready workforce in Australia.

Organisation: \_\_\_\_\_

Representative: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Interested in joining the  
Victorian Digital Skills Compact?

Contact us on  
[vsa.engagement@ecodev.vic.gov.au](mailto:vsa.engagement@ecodev.vic.gov.au)

