

Summary of Breakout Session - Skills

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Context of engagement

The breakout session to discuss Skilled Workforce was described in these terms: This meeting will unpack the skills needed to support data-intensive research. Starting with a short overview of the ARDC Skilled Workforce program, we will explore who is involved in delivering skills and training for data, tools and infrastructure, what skills are required and what is being taught. We'll then look at the workforce needed to enable researchers to do data-intensive research and what the ARDC could do to support and develop this workforce. To conclude, we will look into the opportunities for building a coherent national skills program through cooperation, coordination and collaboration.

Framing questions used in the session were:

1. What skills do you think researchers need to enable them to do data-intensive research?
2. What programs are currently in place that help researchers to get these skills?
3. Who are the workforce needed to help train researchers to do data-intensive research? What are *their* skills and training needs? What do you think the ARDC could do to support and develop this workforce?
4. What are the opportunities for national coherence in the skills space? What do you think the role of the ARDC is in facilitating national coherence in the skills space?

An [ARDC skills survey](#) is also open throughout the statewide consultations for further input and to collect details of those who wish to continue the skilled workforce conversation in 2019.

Themes arising

General comments

- Intersection (and dependencies) of skills with policy and infrastructure
- Impact: what do we want the impact of a skills program to be and how do we measure this?
Question asked in a couple of the meetings but no answers offered

1. What skills do you think researchers need to enable them to do data-intensive research?

- Researcher training needs: focus on HDRs and their supervisors (who influence); need to sell FAIR data practices as a benefit to researchers' careers; better support for the Carpentries; wide range of specific skills mentioned e.g. cloud, analytics, RDM; how to turn out graduates who can work in a digital economy: could ARDC do a project to identify the core competencies researchers need; ARDC could develop micro credential courses for universities

2. Who are the workforce needed to help train researchers to do data-intensive research? What are *their* skills and training needs? What do you think the ARDC could do to support and develop this workforce?

- Support and recognition for research professionals (encompassing data, librarians, software and more) and their role in research, including: analysis of who this cohort is; identification of roles; the value proposition of these roles for senior management; mapping career paths; mapping skills development paths; providing an accreditation program; formation of a professional society similar to ARMS; establishment of a communication mechanism for a professional network
- Skills for research (data + software) professionals: positive feedback on the ANDS 23 (research data) Things program, ARDC workshops, webinars and the Tech Talks (desire to continue and build on these)
- Trainers needs: improve knowledge; open resources for reuse and repurpose; sharing of training models
- Risk: of building infrastructure without a skills program to support its discovery and use; of losing research professionals with skills because of lack of career paths
- Communication and sharing expertise: better communication of ARDC and NCRIS services and offerings; support for communication between trainers and between research professionals; institutions would like to draw on ARDC expertise to help with their training and knowledge needs for data, tools and infrastructure

3. What are the opportunities for national coherence in the skills space? What do you think the role of the ARDC is in facilitating national coherence in the skills space?

- Leadership: need for leadership in national coherence and trainer support; view that this could come from ARDC; brokering community networks