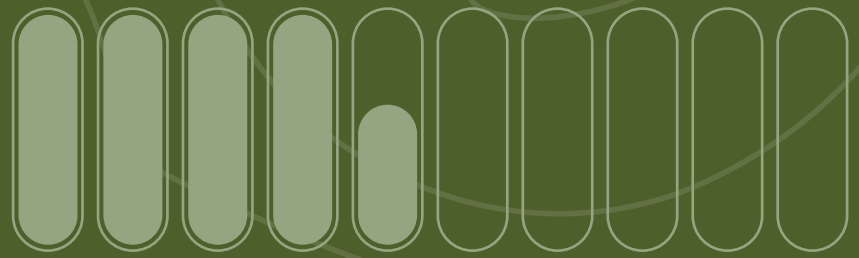


RELIANCE ON INTERNATIONAL WORKFORCE



Currently,



The sector is reliant on a large imported international workforce.

45%

of technology roles are on a work or resident visa, and these roles are typically at intermediate and senior levels.¹

EXPONENTIAL GROWTH



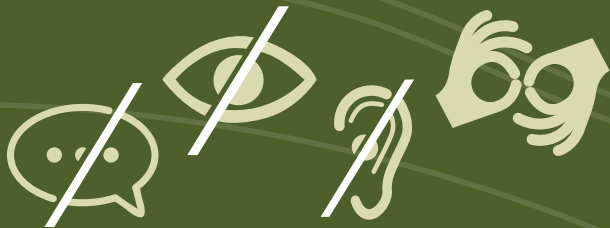
Infometrics projects year-on-year growth in employment to reach a **further 20,000 people** in technologist roles **by 2030**.²

DECLINE IN TRAINING



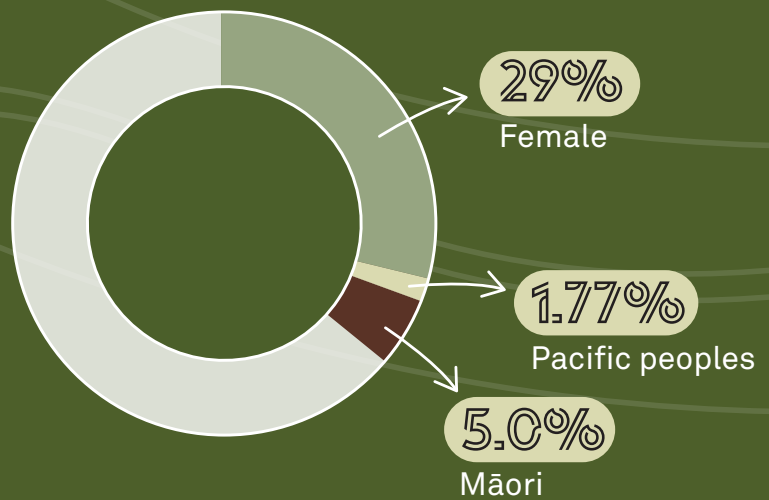
Despite this need, domestic training in the sector declined by between 2010 and 2023 and provision investment declined by between 2012 and 2022.⁴

TĀNGATA WHAIKAHA (DISABLED AND NEURODIVERSE) HAVE UNRECOGNISED SUPERPOWERS



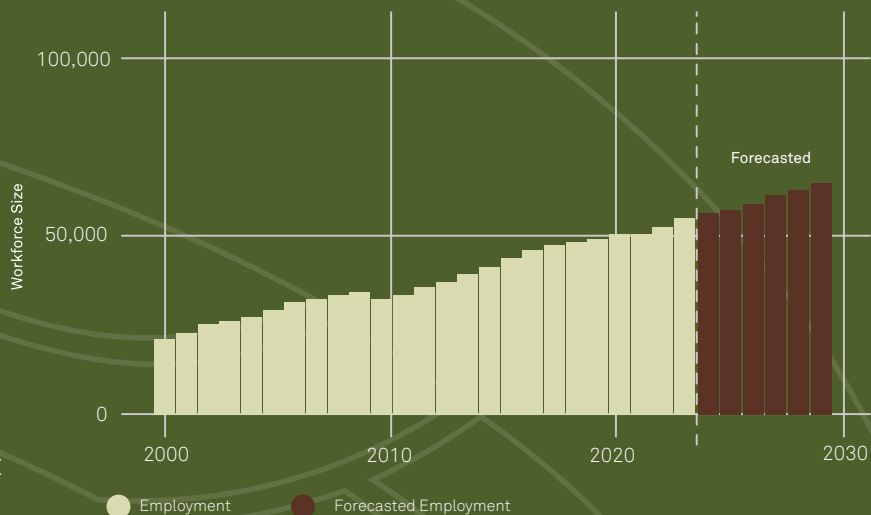
But for tāngata whaikaha, it is more difficult to know true participation as information is often not recorded nor disclosed.

LACK OF DIVERSITY



Demographically, **29%** of the sector is **female**, **1.77% Pacific peoples** and **5.01% Māori**. All three categories are below population parity.³

Digital Skills Workforce Size⁵



¹ Stats NZ
² Infometrics
³ Stats NZ 2022

⁴ Ngā Kete 2023
⁵ Infometrics