



The Australian Public Service Data Profession

Building NSS capability and connections

**Regional Thematic Conference on Managing a
Statistical Organization in Times of Change**

24-26 June 2024

AUSTRALIAN BUREAU OF STATISTICS
Informing Australia's important decisions

Pacific Leadership Forum: Human resource challenges

- ▶ Capacity and capability are a particular challenge, especially for smaller countries
- ▶ Building capability is an increasingly challenging with data skills being increasingly sought outside the NSO (across the NSS and the public service more generally – and beyond)
- ▶ There's increasing movement of staff between the NSO and other parts of Government
 - Can mean a loss of expertise and capability
 - But also an opportunity to influence and build capability across the service
- ▶ Australian example of collaborating with NSS to build capability – the Australian Public Service Data profession

The Australian Public Service Data Profession

- ▶ Originated from an independent review of the Australian Public Service (APS) and its fitness-for-purpose for the coming decades.
- ▶ The review recommended introducing a formal professions model aimed at lifting in-house skills and expertise, providing rewarding public service careers and delivering for all Australians.
- ▶ Established three Professions to increase the capability of APS: digital, human resource and data professions.



APS Data Profession

- ▶ Aimed at uplifting data capability across the public service
- ▶ Launched in September 2020
- ▶ Australian Statistician, David Gruen, named as head of profession
- ▶ Supported by the Public Service Commission



The Data Profession Work Program



Establishing the professional stream

- Set up the professional stream
- Establish a Senior Reference Group
- Identify the Head of Profession
- Develop a Professional Stream Strategy
- Collaborate and network
- Establish professional network



Getting it right from the start

- Attract the right skills to APS roles
- Streamline recruitment across the APS
- Develop an APS profile
- Build inclusion into the professional stream
- Ensure appropriate entry level qualifications
- Collaborate with the education sector to uplift entry level qualifications



Developing sophisticated and specialist capabilities

- Enhance capabilities
- Design job role profiles
- Identify and develop capabilities
- Identify and promote structured learning opportunities
- Encourage learning by immersion



Embedding a professional workforce

- Retain and grow workforce for the whole APS
- Define and promote career pathways
- Support professional communities
- Identify professional standards

Additional initiatives

Members' Community Platform (MCP)

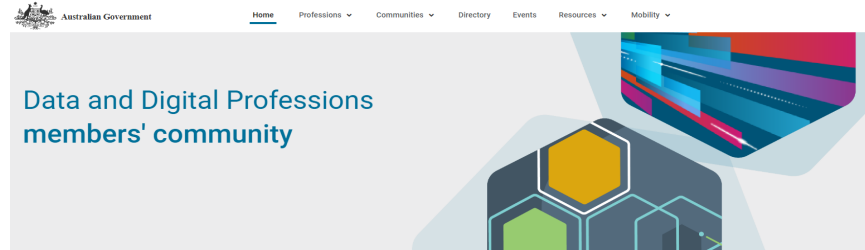
Expansion of Data Job Role Personas

Annual APS Data Awards
Alignment to Professions & Academy

Data Capability Framework (DCF) review and development of assessment tool

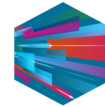
Data Profession Members' Community Platform

- ▶ Key features:
 - 9,000+ members
 - Communities of Practice
 - Resource libraries
 - Events
 - Discussion threads and blogs
 - Member directories
 - Activity summary emails



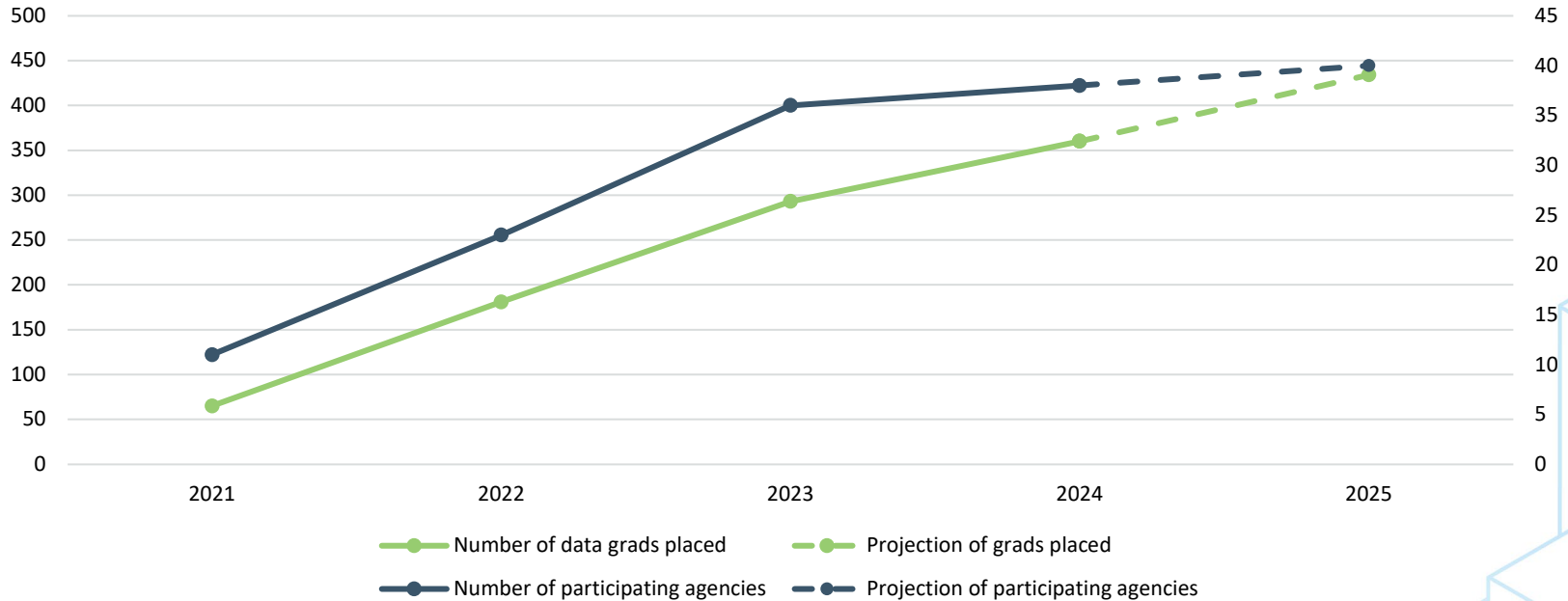
Welcome to Data and Digital Professions

The Data and Digital Professions are now together on this members' community platform. You can join one or both Professions to access communities, resources, member profiles, job opportunities and Profession-specific events and training. [Sign up to join the Data and Digital Professions today.](#)



Data Graduate Recruitment

Placed data graduates and participating agencies



Data & Digital Cadet Program



New entry level programs established with the APSC



Targeting undergraduates in data related fields



Participants in data cadet program are based in selected regional university campuses



As well as undertaking paid work while still studying, data cadets are provided additional training and networking opportunities



**APS Academy
Campuses**

DATA AND DIGITAL PROGRAMS



SES Course:

- ▶ Objectives:
 - Build a data-driven culture across the APS
 - Maximise the value of public sector data
- ▶ Successful pilot program delivered in 2021
- ▶ Ongoing program delivered by ANU through the APS Academy continuing through 2023-24.

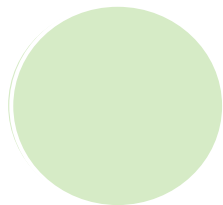
EL2 Course:

- Pilot complete (Feb/Mar 2024)
- Objectives:
 - Increase level of data literacy and leadership
 - Improve knowledge of data governance and management
- Program to be delivered by ANU.



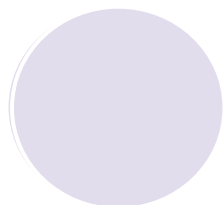
APS Data Capability Framework (DCF)

Provides the foundation to building APS data capability
and supporting data career paths



DEFINES

The **data** skills,
knowledge &
behaviours required in
the APS



ONE LANGUAGE

Equips the APS with a
clear and consistent
language to use for
data capabilities



GUIDES

APS employees,
managers & HR to
build data capability
and expertise

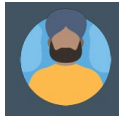
DCF REVIEW AND ASSESSMENT TOOL IMPROVEMENT

- Refined content to maintain relevancy
- Improve functionality of self-assessment tool

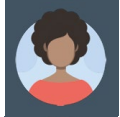
Data Job Roles Overview



Data Analyst



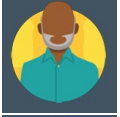
Data Engineer



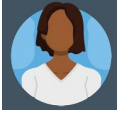
Data Scientist



Data Manager



Geospatial Analyst



Statistician

Each job role:

- Provides key role descriptors, technologies, specialisation roles, and relationships
- Maps to capability and proficiency levels of the APS Data Capability Framework (DCF) and Skills for the Information Age (SFIA 8)

**Roles being added in 2024 include Data Steward, Governance Officer, Data Architect, Data Project Manager, Data/Metadata Specialist, Data Translator*

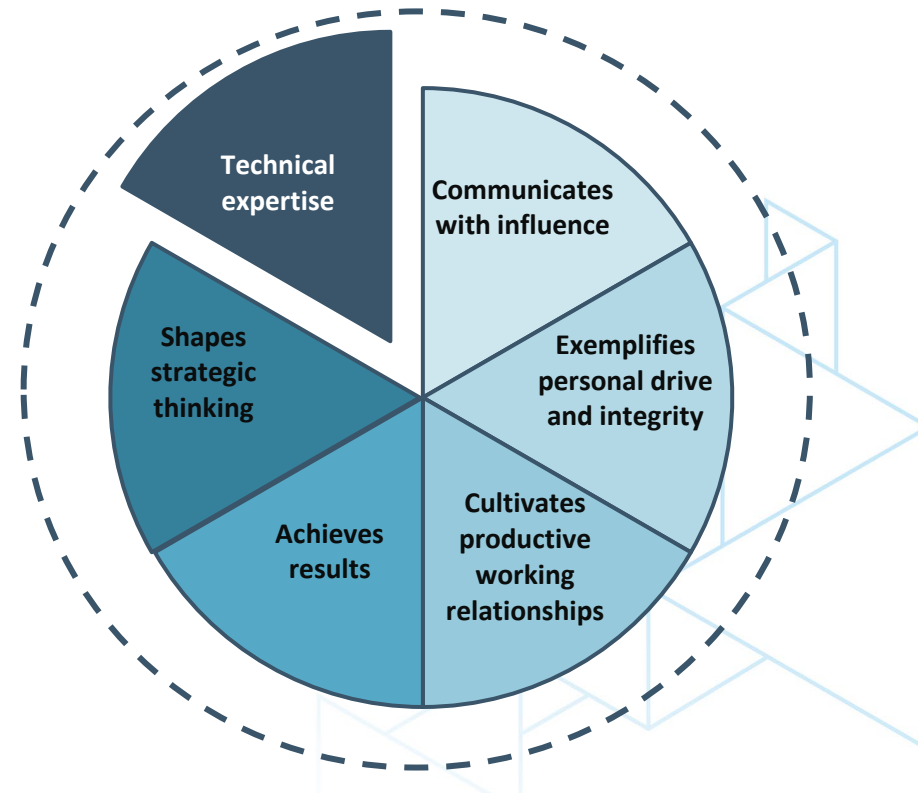
Data Literacy Pathways

- ▶ Essential and recommended learning clusters to achieve a foundational level of data literacy
- ▶ Includes recommended learning resources and activities



Integrating technical data skills into broader skills framework

- ▶ Describes leadership behaviour for data specialists at different levels within public service
- ▶ Clarifies pathways available in the public service for data professionals



- ▶ Uplifting the data skills of the wider NSS benefits all
- ▶ Data skills in the public service are not the sole responsibility of the NSO but we have a unique contribution to make (and we don't have to lead)
- ▶ Be willing to take opportunities when they arise and carve out space for them (even if not funded)
- ▶ Be strategic: start small and be prepared for a long gestation period