Standards are upheld for the development and implementation of policies to address ICT-related skills shortages. The field of ICT has rapidly evolved, with the increasing importance of information and communication technology (ICT) in the economy and society. Many parts of the world are facing potential skills shortages and labour migration in the field of ICT. For example, the share of women working in ICT is well below economy-wide averages in Canada, China, Germany, India, Indonesia, Singapore, and Thailand.

4.5% of the national workforce employed in ICT

Some countries have already formulated policies to address these challenges, and others are planning to do so. This report provides an overview of the current situation and outlines strategies to tap on migrant workforce and strengthen national ICT skills. It highlights the importance of lifelong learning and cooperation and coordination among employers, government and workers.

### 10 POSSIBLE POLICY RESPONSES

- **Invest in effective lifelong learning systems and programmes.**
- **Promote interdisciplinary approaches to skills development.**
- **Increase the focus of education and training on skills demanded by industry.**
- **Strengthen coordination among relevant ministries and authorities and strengthen social dialogue.**
- **Facilitate better recognition of foreign formal qualifications and work experience.**
- **Encourage more women to study science, technology, and engineering.**
- **Support for migrant ICT specialists to facilitate their integration into their new working and living environments.**
- **Special visa programmes to attract ICT specialists with specific qualifications and work experience.**
- **Advanced analytics, Business intelligence, Software development, Artificial intelligence, Cloud computing.**
- **S streaming platforms, Social media, Digital marketing.**

**Source:** ICTC, 2019 (Canada); OECD, 2019 (China); Federal Ministry for Economic Affairs and Energy, 2018 (Germany); Ministry of Trade and Industry, 2018 (Singapore).