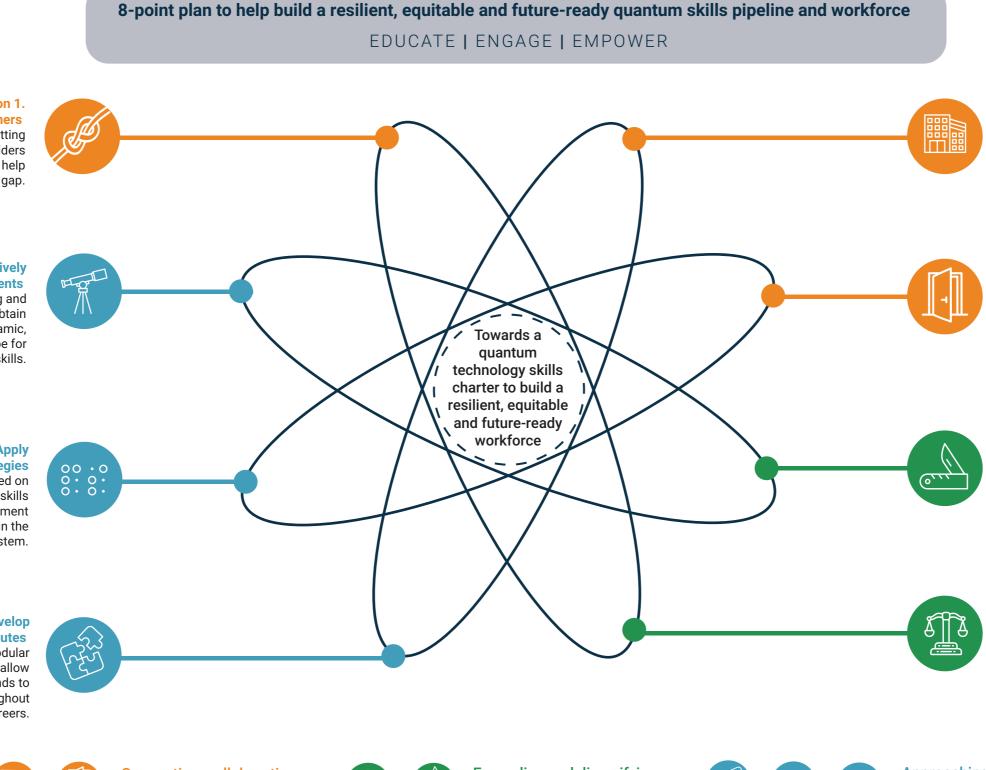
Eight policy considerations for stakeholders within the guantum technology ecosystem to address issues related to skills, talent and workforce development (note: policy considerations are organised into three colour-coded clusters, each reflecting common themes: connecting, collaborating and community building; expanding and diversifying skills and perspectives; and approaching skills systems holistically with forward planning)



Policy consideration 1. Join forces with trusted partners Establishing and nurturing cross-cutting partnerships between various stakeholders notably academia and industry – can help bridge the quantum technology skills gap.

Policy consideration 8. Actively prepare for future developments Embracing proactive skills monitoring and foresight strategies is vital to obtain evidence-based insights into the dynamic, evolving supply and demand landscape for quantum technology skills.

Policy consideration 7. Apply broad skills frameworks strategies Adopting a systematic approach based on comprehensive competency and skills frameworks could enhance assessment and anticipation of skills needs within the quantum technology ecosystem.

Policy consideration 6. Develop alternative and flexible learning routes Creating more adaptable and modular learning pathways is important to allow professionals from various backgrounds to continuously gain quantum skills throughout different phases of their careers.

Connecting, collaborating and community building



Expanding and diversifying skills and perspectives



Policy consideration 2. Leverage the local

While global and national efforts to develop quantum technology skills and talent are key, it is equally important to focus on tailored initiatives and activities aimed at enhancing regional and local quantum technology ecosystems.

Policy consideration 3. Forge inclusive public outreach and learning practices

Implementing comprehensive and inclusive public education initiatives focused on quantum literacy to enhance awareness, accessibility and understanding of quantum technologies could help cultivate interest and attract potential talent from a diverse range of sources.

Policy consideration 4. Broaden the range of skillsets

Beyond technical skills directly associated with quantum technology, non-technical competencies and adjacent domain expertise are crucial to facilitate effective development and commercialisation of the technology and its applications.

Policy consideration 5. Embed public interest and social good thinking

To responsibly address potential risks and equitably share the benefits of adopting quantum technologies, and to develop effective governance frameworks, it is important to integrate social sciences, arts and humanities, alongside ethical and legal perspectives and its applications.

Approaching skills systems holistically with forward planning



Figure extracted from Navigating skills and talent development for quantum technology: Current insights and future horizons (RR-A3889-1)

For more information on this publication, visit <u>www.rand.org/t/RRA3889-1</u>

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