

Attracting, developing and retaining talented IT professionals

Presenters:

- Peter Nissen, CAUDIT
- David Munro, University of Adelaide
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Today's agenda

- Background: why is this relevant to ICT in the University sector?
- Understanding the CAUDIT network's needs
- Project overview and outcomes
- A unique selling point for the Sector?

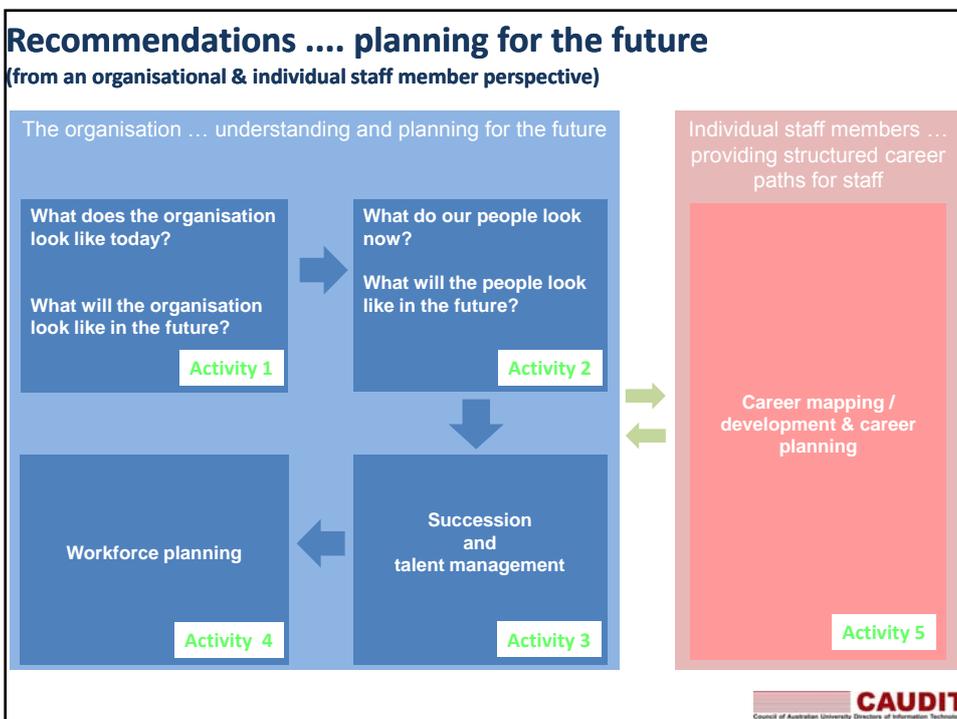
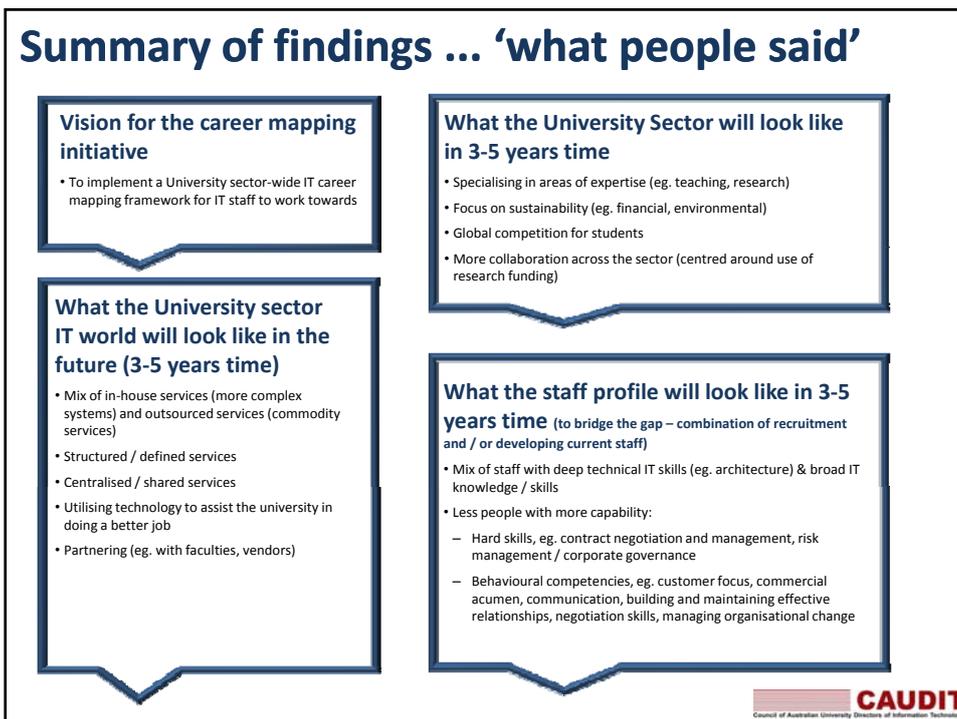


Background

Why is this relevant to ICT in the University sector?

Understanding the CAUDIT network's needs

- Conducted a diagnostic with 9 CIOs / heads of ICT
- Diagnostic covered:
 - Vision for the CAUDIT career mapping initiative
 - What the University sector and the University ICT world will look like in 1, 3 and 5 years



Project outcomes

Pack containing the following tools / documents:

- | | | |
|-------------------------------------|---|---|
| 1. Succession and talent management | ➔ | <ul style="list-style-type: none"> • Workshop / process guideline • Pre-workshop actions for senior executives to complete |
| 2. Workforce planning | ➔ | <ul style="list-style-type: none"> • Action plan template (post-workshop) • Workshop outline (presentation + facilitator's notes) |
| 3. Career mapping | ➔ | <p>One document containing:</p> <ul style="list-style-type: none"> • Introduction / overview • Career streams containing career paths • Position profiles for each position within individual career streams |

A unique selling point for the Sector?

- Retention is often more successful if staff feel valued, involved and appropriately challenged
- Universities are unique environments to work in
 - We manufacture graduates and research – not widgets
 - Some unique challenges
 - Significant and interesting diversity
- How can we make the successes of the University *relevant* to our IT staff?
- How can we ensure our IT staff understand their contribution to the University's operation and its successes?
- How to instil a sense of partnership over a distanced utility service?

How do I find out more?

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