

Template for CCA-EDUCAUSE Australasia Presentation Abstracts

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ATTRACTING, DEVELOPING AND RETAINING TALENTED IT PROFESSIONALS

OVERVIEW

The CAUDIT network of University IT divisions highlighted a need to provide more structured career paths for IT professionals in the University IT world in the future (3-5 years time). In addressing the need, a working group was formed to create the following frameworks:

- Succession and talent management.
- Workforce planning.
- Career mapping.

The aim of the frameworks is to:

- Ensure the IT division is sustainable and meets its strategic plan.
- Assist in attracting, retaining and developing talent.
- Understand and address today's and tomorrow's workforce needs.
- Provide career opportunities for staff .
- Highlight the IT career paths within the University sector.
- Allow staff to better 'manage their own career'.

WHAT'S INCLUDED IN THE FRAMEWORKS?

- **Succession and talent management / workforce planning**
 - Competencies required to deliver on the future (3-5 year) IT division strategic plan. The competencies include behavioural and technical competencies. They describe 'what' we do around here, along with 'how' we do things around here.
 - Guidelines on how to conduct succession and talent management / workforce planning (workshop outlines which include pre-work and action plan template).
- **Career mapping**
 - Career streams with career paths and role profiles which describe the 'behavioural' and 'technical' requirements for the roles within each career stream.

CASE STUDIES

It is intended we will present a number of case studies which explore how the frameworks have come to life in various University IT divisions in the CAUDIT network.

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