

ucisa

+



Domain7

domain7.co.uk

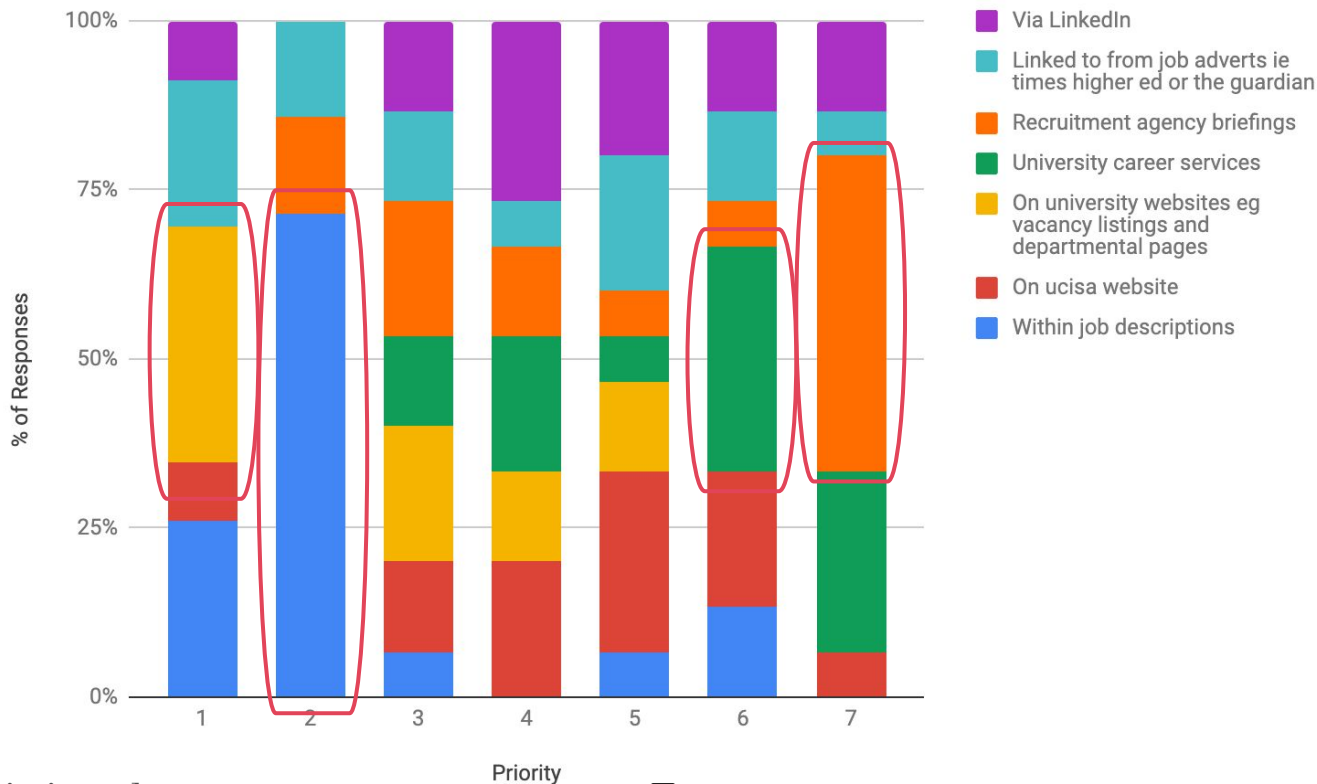


Brunch Briefing Survey Results

Results from the survey carried out on 12th May 2020

01 —

“We want to make sure that people considering IT roles in the HE sector can see the Guide. Which channels do you think would be most effective and beneficial?”



Ranked in priority order



Findings

It's clear from the results that job descriptions were ranked highly amongst respondents as a way of seeing the guide.

Whereas recruitment agency briefings came out ranking lowest.



71%

Job descriptions

Ranked as high priority (2)

34%

University websites

Ranked as very high priority (1)

33%

University career services

Ranked as low priority (6)



46%

Recruitment agency briefings

Ranked as very low priority (7)



02 — “Against each of these factors, how well do you think your organisation is performing?”



Findings

The key under-performing areas have been highlighted as evaluating past recruitment efforts as well as generating interest in job openings. Determining a compelling advert and message was also ranked not very well by 53% of respondents.



86%

Associated HR / Organisational policy and process

Ranked as majority quite well & very well

93%

Establishing recruitment objectives

Ranked as majority quite well

73%

Evaluating past recruitment efforts

Ranked as not very well

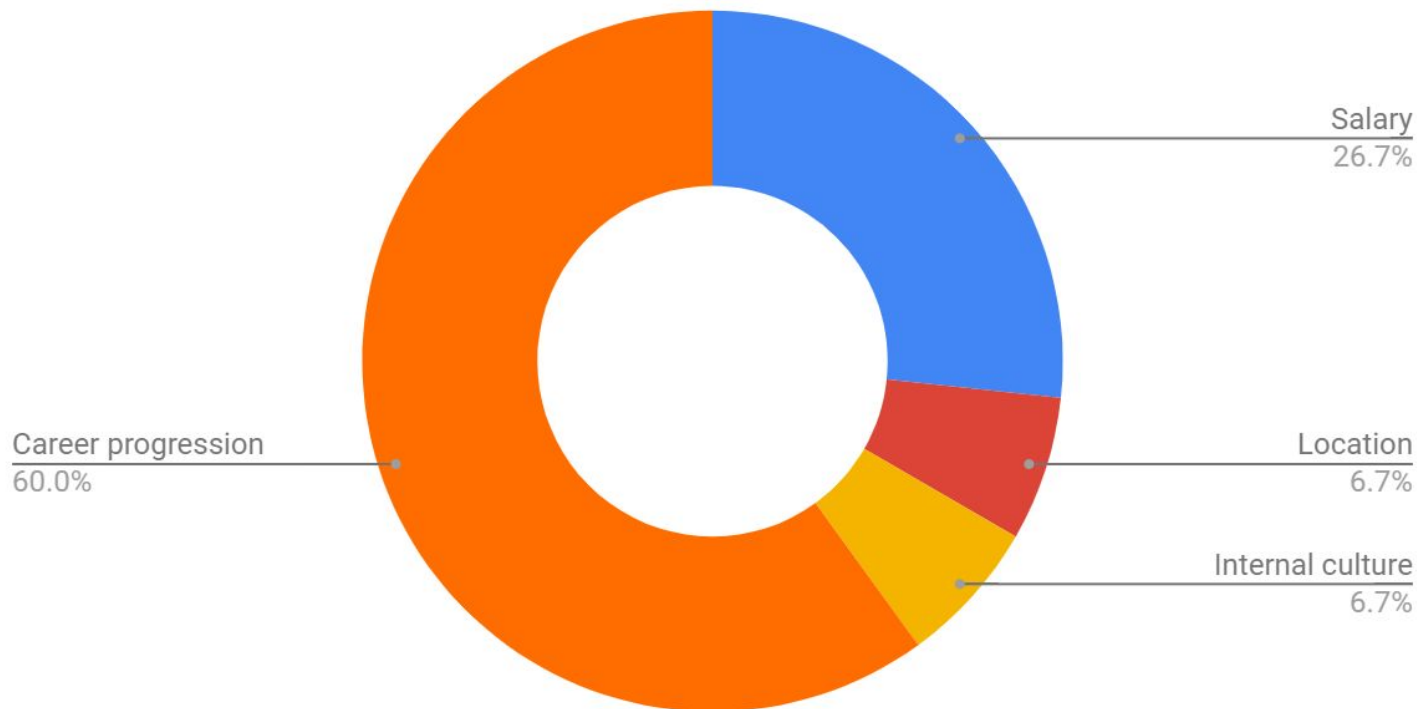
66%



Generating individual interest in job openings

Ranked as not very well

Please can you rank the primary reasons why people are moving on from your organisation?



Findings

Career progression is the key reason for people progressing to a new role outside of an organisation followed by salary.

Dissatisfaction with role is not considered to be a common reason for leaving an organisation.



60%

Career progression

Ranked as the main reason

27%

Salary

Ranked as next highest reason people move on

7%

Location

Ranked low and not considered a main reason

6%

Internal Culture

Ranked low



“Do you think any other factors are causing staff to leave your organisation?”



“Upward mobility is restricted by external candidates coming from other organisations (out of sector usually) that means we don't have "space" for internal promotions.”



Key issues from the free text responses



1

Stagnation

Overall progression, stagnation in both career opportunities and personal development as well as work environment was stated.

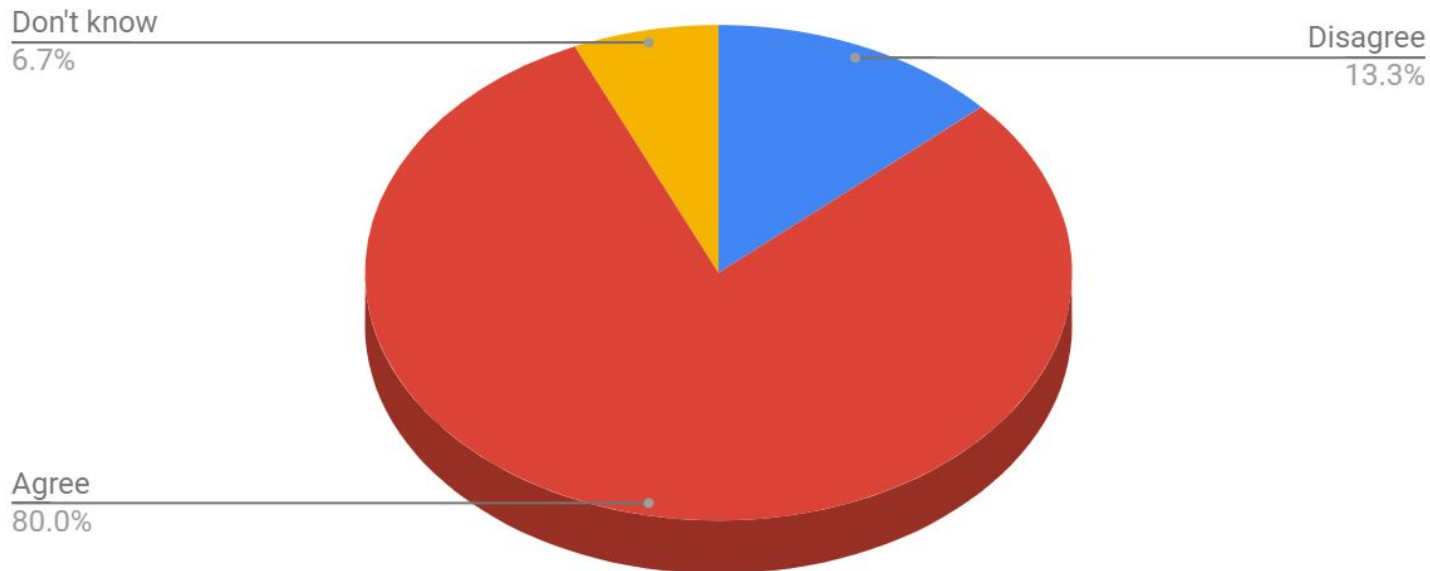
2

Leadership

Both a lack of diversity and changes in leadership with fear of unknowns for staff was discussed.



"The HE IT sector will be vastly different 5 years from now" - what are your thoughts on this statement?



“Agree” - What leads you to this conclusion?

“We are being outpaced by colleagues
in the private sector.. [therefore] we
loose the best talent”



“Disagree” - What leads you to this conclusion?

“Speed of change in HE is glacial - even when we have external drivers affecting us. Left to our own devices we will look pretty much the same as we do now”



Key issues from the free text responses



1

Slow pace, we will stay the same

Being stagnant means that things are unlikely to change quickly according to respondents.

2

Remote learning & COVID-19

With COVID-19 accelerating remote working and technology, some did see this as an opportunity for the sector changing more rapidly.

3

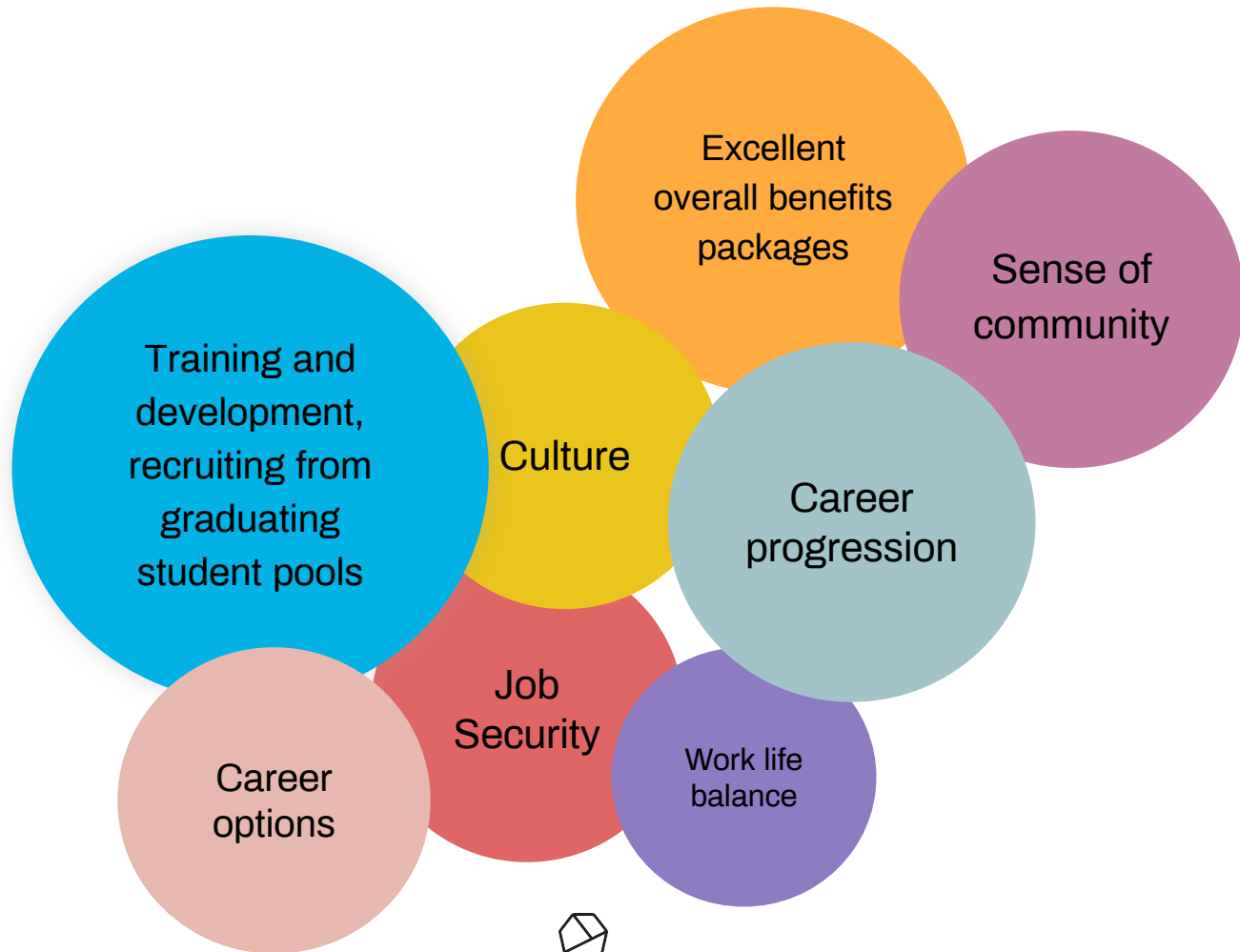
Opportunities in tech

Rapid changes to keep up with other sectors, as well as a hope for cloud services, AI, machine learning and the a need for different skills in the future.



“All sectors are reporting difficulties in attracting IT talent. In what ways is HE IT positioned to succeed in these circumstances?”





Responses within the virtual briefing room



1

Losing standardised approach

All too often the same approach to recruitment is taken no matter what the role discipline or seniority. Quick screening video calls can work for some, others indicated adaptation of apprenticeships or grad-schemes work well.

2

Collaboration will bring benefit

The ucisa community openly shares learning, good practice and response to challenges. Opportunities include recruitment between local internships, alignment across the sector on naming conventions and role description that give clarity and good EDI fit.



3

Thinking beyond the bounds

Given that great people are hard to come by and in high demand and noting that job descriptions can be too prescriptive on full-time expectations, pursue through networks, the strongest talent and then define the role to them.

Next steps ...



1

Leadership contributions urged

As we move onward with our discovery across all stakeholders, please can we ask you now to complete the “ucisa Leadership Survey” at ucisa.civilspace.io

2

Research across the community

We’ve already undertaken research with potential recruits and we will be taking that further over the coming weeks. From this we will provide bite-size insights, recommendations and encouragements

3

Drafting the guide

In the interest of getting early incarnations of the guide available to all interested and target communities, we will be iteratively creating positive experiences through which to gain awareness and information

