




ICT Talent Cultivation and Professional Development

The Australian Experience

John Debrincat, Chairman, ACS Foundation

John Debrincat







Agenda

- Experiences from Australia
- Changing Technology and Demographics
- Stakeholders view
- ACS Foundation Model

DON'T DREAM ABOUT IT, LIVE IT!
As part of IBM's Global Smarter Planet, I build intelligent devices into the electricity network to make it more efficient.
Apply at: www.ACSFoundation.com.au




John Debrincat

The Problem

Australian Perspective

- University enrolments down 70% since 2001
- TAFE (Technical college) enrolments down 50%
- ICT is the 4th or 5th choice for students
- ICT not favoured by parents
- No consistent ICT curriculum
- Low rates of women in ICT (2001 - 26% ~ 2006 - 20%)
- Impact from DOT-COM bust
- Impact for Global Economic Crisis
- Vanishing Workplace Skills & Experience
- Aging population

John Debrincat






Changing Technology



“ICT is the *key enabler* to transform economic activities.”

Source: Hong Kong as a Knowledge-based Economy – A Statistical Perspective 2011

John Debrincat



Growing Use of ICT

(statistics for Hong Kong)

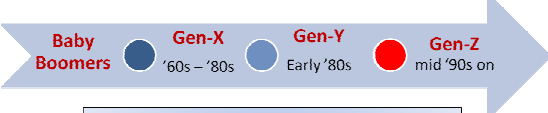
	2000	2009
Using Internet services	30.3%	69.4%
Buying online	5.6%	15.9%
Business internet use	37.3%	60.6%
Business website	7.3%	20.0%
Business purchase online	4.9%	12.9%
Business sells online	0.3%	1.5%

John Debrincat

Source: Demographic Statistics Section, Census and Statistics Department, Hong Kong

Changing Demographics



Baby Boomers **Gen-X** **Gen-Y** **Gen-Z**

'60s – '80s Early '80s mid '90s on

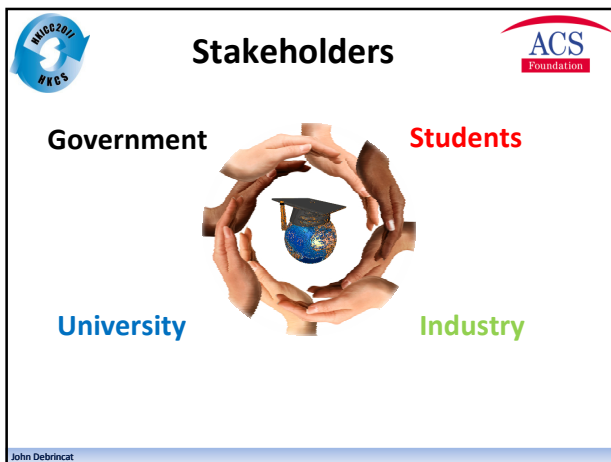
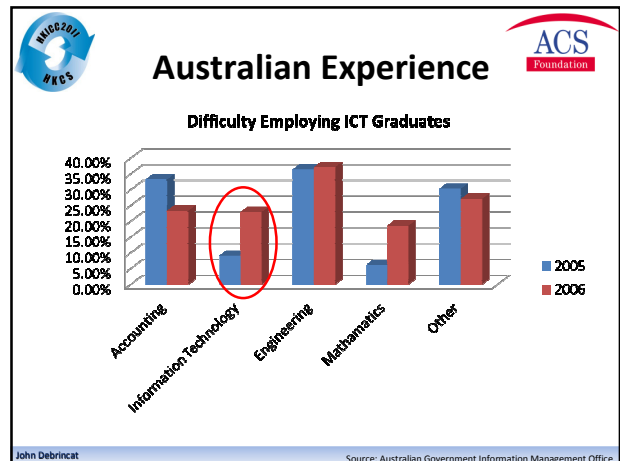
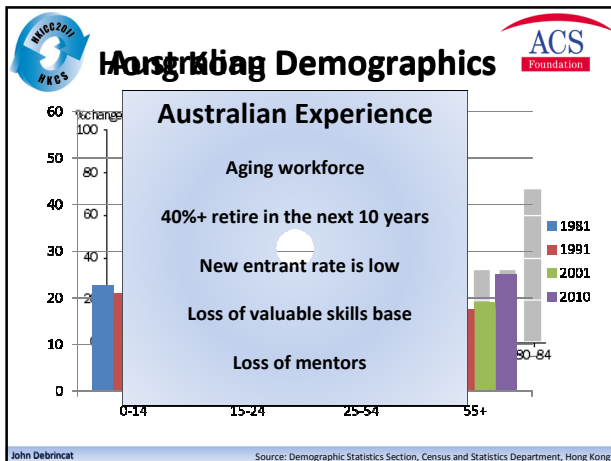
Surviving Gen-Y

- Show them the value of their contribution
- Focus on what's useful
- Communicate the outcomes
- Connect with your team
- Build their resume

Who are Gen-Z?

- Generation M
- Net Generation
- Internet Generation

John Debrincat



ACS Foundation

Addressing ICT through Scholarships and Research

- Established August 2001
- Not-for-profit Charity and Tax Deductible Gift Recipient
- 32 Participating Universities
- 400+ Donor companies
- Over 3500 Scholarships
 - Over 450 Scholarships awarded in 2010
- Over \$35 million in contributions
 - Scholarship value - \$25,000 to \$50,000 per year
- Recognised as a Eligible Research Organisation

© Copyright 2005-2011 ACS Foundation

Scholarships & Programs

- Work Integrated Learning – WIL**
 - Donor funded and project based
 - Real life work experience relevant to the student's academic studies
 - Run over varying periods up to 48 weeks
 - Industry relevant skills and experiences
 - Enhance work choices after graduation
 - Real business contribution
- Grow A Graduate – GROW**
 - Philanthropic grants where donors encourage you to develop the skills they require.
 - Donors of this scholarship type are encouraged to blend in WIL programme elements that assist students to enhance their work choices after graduation.

Stake Holder Benefits

- Enterprise – donor**
 - Access to people
- Student – recipient**
 - Career development

- 78.6 % Student Retention Rate by Donors
- 96.6 % of Students found a job
- 67.9 % Immediately employed

- Future development
- Retained capability
- Manage growth
- New ICT student
- Business relevance
- Research & Development

Resources
Student Targeted

www.careersfoundation.com.au

John Debrincat

Resources
Student, Professional & Industry Targeted

www.itcareersportal.com.au

John Debrincat

ACS Foundation

John Debrincat

Supporters & Donors
(Cross section only)

John Debrincat

Solution Steps

- Engage with Stakeholders
- National Focus Through a Single Organisation
- Tertiary ICT Curriculum Review
- National Program of Research
- Supported Scholarship Programs
- Strong government support

John Debrincat

Summary

- Growing need for ICT skill
 - Government
 - Enterprise
 - Small to Medium Sized Business
- Changing demographics
- Changing technology
- Competition from other professions
- Engage with all stake holders
 - Students
 - Industry
 - Universities
 - Government

John Debrincat

 I solve business problems by thinking out of the square.
Meghana D'Souza
Telstra Project Manager

 **TECHNOLOGY**

ACS
Foundation



DON'T DREAM ABOUT IT, LIVE IT!
*Work on Telstra's Transformation Project which consolidates and upgrades all of Telstra's business and operational systems, so that the customer experience is improved.
Apply at: www.ACSFoundation.com.au

John Debrincat