Cost Efficient Workforce Readiness

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National and Local assumptions about IT Staffing

- IT staffing will remain flat into 2004
- Increased demands on existing IT staff
- More with the same or more with less
- A highly skilled knowledge worker
- Fully trained Staff
- Increase in outsourcing agreements
National Demand for New IT Workers
As reported by ITAA

![Bar chart showing demand for new IT workers from 2000 to 2003. The demand is highest in 2000 and decreases in subsequent years.](chart.png)
2003 UCLA PDP Team Research Findings

• Uneven training across campus
• Individual training not tracked
• Overall cost of training not tracked
• Duplicate training being offered
• Wide variations in training quality, cost, guidelines for travel, meals expenses etc.
• Both on and off site training being offered
• Many vendors
• Little formal cross departmental dialog on training
PDP Group Findings cont.

• Training keeps staff current on new technologies, improves skills, increases productively and helps with staff retention
Cost Reduction Recommendation

Stabilize and reduce training cost

• Through highly negotiated campus-wide vendor agreements and increased on-campus training events

• Track and monitor training activities centrally

Optimize Staffing vendor relationships

• Temporary personnel RFP (completed June 2003)
Non Quantifiable Benefits

- Cost avoidance (travel, meals etc.)
- Employee retention, positive branding
- Productivity gains (people being on campus)
- Better tracking of skills and cost

Quantifiable Benefits

- 11% Anticipated saving on temp IT staff
- (?) anticipated saving on campus buddy training
- **Hard dollar savings 990,000 est.**