Plenary Session Day 1;
Strategies for Financing Higher Education: Impact of Political, Economic & Social Contexts

Teresa White
Group HR Director, ANSA McAl Limited
24/6/15
Plenary Session – Panel Discussion:  
*Strategies for Financing Higher Education*  
Presentation Summary

- The Private Sector Perspective
- The Win-Win Value Proposition: What the University Can Do
- Securing & Sustaining Private Sector Support
Plenary Session – Panel Discussion:  
*Strategies for Financing Higher Education*
The Private Sector Perspective

• An **employable & engaged** workforce from entry level to CEO

• Number 1 challenge is **Talent:**
  – Within the Group for Leadership-Critical Positions:
    • 68% coverage for MDs/GMs
    • 59% coverage for CFOs & Heads of Operations
    • 44% coverage for Heads of Marketing, HR & other specialized roles
    • 12.5% of our non-Executives are classified as “HiPos”
  – Outside of the Group:
    • Overall labour force will remain more or less static (assuming limited migration),
      but the under 30 labour force will decrease by 22% by 2021
    • Census data suggests a net out migration of 26,023 between 2000-2011; mainly
      young people (15 – 29 age group)
    • Census recorded details of emigration for 15,455 people between 2000 – 2011
Plenary Session – Panel Discussion: Strategies for Financing Higher Education
The Private Sector Perspective

• What do we mean when we talk of an employable & engaged workforce?
  – Employable – the key ingredient is technical competence – gets you in the door
  – Engaged is when technical competence is converted to a mutually beneficial work deliverable – the key ingredient is non-technical competence – gets you up the ladder

• ANSA McAl Leadership Competencies:

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<th>Inter-personal Competencies</th>
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<td>• Leading &amp; Developing Self</td>
<td>• Leading &amp; Developing Others</td>
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<td>• Business Perspective</td>
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<td>• Strategic Thinking</td>
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Technical/Functional Competence
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The Private Sector Perspective

**Q:** So what is the Group doing? 

**A:** Focusing & investing on career pathing & leadership-critical succession:

- Recently launched Champions Programme
- Recruitment – involvement in UWI WoW & Cavehill Recruitment Fair
- Leadership-critical succession planning; cornerstone of our 2011-14 *Leap of Faith* Strategy
- ANSA McAL-branded EMBA in consultation with the Graduate School of Business
- Harvard Business School training
- JMW Programmes
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The Win:Win Value Proposition – What The University Can Do

- Relevance – provide solutions
- Credibility – ensure quality
- Being connected & aligned – forge & maintain communication
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The Win:Win Value Proposition

• Relevance:
  – Anthony N Sabga School of Entrepreneurship
  – Guardian Media School of Journalism
  – ANSA McAl Psychological Research Centre
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The Win:Win Value Proposition

• Credibility:
  – Anthony N Sabga Caribbean Awards for Excellence launched in October 2005:
    • Arts & Letters
    • Science & Technology
    • Public & Civic Contributions
  – 23 people inducted & an $11 million investment, of which:
    • 10 are both UWI Graduates & Faculty members
    • 3 are Faculty members
    • 3 are Graduates
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The Win:Win Value Proposition
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The Win:Win Value Proposition

• Being Connected & Aligned:
  – UWI Graduate School of Business – The Future of Work
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Securing & Sustaining Private Sector Support

• Accountability & performance management for:
  – Generally – improved student outcomes & controlled costs
  – Specifically – attainment of funding objectives