

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

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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

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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

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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:

Personal Competencies	Inter-personal Competencies
• Leading & Developing Self	• Leading & Developing Others
• Business Perspective	• Respect for Others
• Decision-Making	• Results Management
• Governance & Compliance	
• Strategic Thinking	• Strategic Thinking
Technical/Functional Competence	

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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



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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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- Being Connected & Aligned:
 - UWI Graduate School of Business – The Future of Work
 - Mona School of Business & Management: Modelling Human Resource Management for the Transformation of Caribbean Businesses – May 2015

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Securing & Sustaining Private Sector Support



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