Staffing for the Future:
ITS Recruitment Projections

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Introduction

- **New webinar series:** What we do, insight into ITS directions, some training
- **Audience**
  - Primarily ITS
  - Includes all interested UC IT staff
- **First topic:** Staffing planning touches on change
  - UCPath and shared services
  - IT market pressures
  - Changing workforce
- **Today's speakers:** Tom Andriola, Mark Cianca, Paul Weiss
- **Logistics:**
  - Recorded and posted on website
  - Questions at end (via chat)

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Why We Need a Staffing Plan

- **Budget pressure**: need to prioritize use of resources

- **Space constraints**: must estimate space need, consolidate as possible

- **UCPath**: compressed schedule means increased staffing, fast ramp up

- **IT skillsets**: needs are changing

- **Opportunities**: staff should be informed

Planning Principles

- **Constant reassessment**: Review of vacant positions to address changing needs and opportunities
  - Backfills not automatic
- **Organizational flexibility**
  - UCPath implementation positions: primarily contract employees & contractors
- **Career mobility**: within ITS, across UC
  - Notices of postings sent to ITS-l listserv
  - Check postings on UCOP jobs site

Plan Overview

- **Scope**: all ITS, including UCPath *implementation* & *support*

- **Timeframe**: March 2014 –October 2015

- **Process**:
  - ITS and UCPath functional needs defined with managers (thanks to Wendy Rager)
  - PMO independently reviewed UCPath needs
  - ITS and PMO agreed on final plan

SUMMARY OVERVIEW OF PROJECTED ITS POSITIONS THROUGH JUNE 2015

A total of 98 new positions have been projected. Not all are represented in the chart since needs will evolve.

FUNCTIONAL AREA	PROJECTED NO.	TYPES OF ROLES	FUNCTIONAL AREA	PROJECTED NO.	TYPES OF ROLES
Client Relationship Management	4	– CRM – Service Now	IT Service Desk	5	– Deskside – Service Desk – Telephony
Data Services	7	– Developers & programmers – ETL & metadata	Online Benefits	6	– FileNet – Application programmers
Information Security	2	– IdM – Outreach	PeopleSoft Application	32	– PeopleSoft developers – Business systems analyst – SOA developer
Infrastructure	20	– Filenet – IdM – security operations – SOA – Windows – Storage – ControlM	PPS	5	– Application programmers
			QA	7	– Quality center – QA analysts

Accelerated Recruitment Process for UCPath

- **Number:** About 65 positions - aggressive recruitment schedule
- **When:** Hiring now – focused support from HR team
  - Positions open 2-3 weeks
- **Peak:** Staff numbers peak in July 2014 and June 2015

Your Questions

- **Ask now**
  - By chat

- **For ongoing dialog**
  - CIO blog: http://cio.ucop.edu/