

## Australia China Professional Network

1/116 Edwin St North, Croydon NSW 2132 Australia  
Phone: (02) 97972338 Fax: (02) 97970336 Email: [acpn@aozoo.net](mailto:acpn@aozoo.net)

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### ACPN Proposed Solutions On IT Shortages In Australia and China

Author: Xiaowei (Daniel) Li

#### The Problem

Australia Facing IT skill shortages and things are getting more serious gradually

#### Analyse

In IT software industry, generally speaking, the industry has 3 tier pyramid IT personnel structure:

Level 1: the top industry experts, they are the stakeholders in terms of technical expertise and project negotiation who are chief technological officers (CTO), business analysts and architects, taking about 5 percent of total IT workforce

Level 2 middle management, taking about 35 percent, middle management can be either IT professionals or from administrative background. In China, in most cases, they are from IT professional background.

Level 3 white collar (programmer) workers, taking about 60 percent

For an IT business, the most expensive risk is the money invested to the employees. IT is an on going interactive coaching business. Though talented people are eager to learn, but after they have acquired the skills, their interest in most cases will be on to another challenge. They also tend to get higher wages. In this situation, the easiest way for them to do so is to quit the existing jobs and to find another job. This in turn makes IT employers do not want to invest money on their employees for training, as by the time the skill is learnt by the employees, it probably is the time to say "Goodbye" to them. So the easiest way for employers do is to pay a bit higher wages to sourcing people who already have the skills but being trained by others. Please note high level training costs could be much higher than that of university and TAFE courses, for instance ten times or even hundred times higher.

#### Proposed Solutions

1. Australia time zone is about three (or two ) hours earlier than that of in China, it means that it is possible for an Australian industry expert who works during the day, but do something extra after-hours. It possible for an online Australian education provider to offer training courses to both Australian and Chinese students.
2. Online training via internet is the cheapest way to deliver IT courses. New technology such as interactive online forum, online education online video conference makes it possible to teach remotely. Good online courses can make it possible to deploying group ( or team worker) theory and social networking engineering theory to deliver the courses.
3. A survey was made in Australia China Professional Network, IT industry experts who are able to speak both English and Chinese, do exist in Australia but they are in general do not actively promote themselves publicly. They also expect much higher award than that of school teachers, unions may play a role to communicate with them.
4. Training cost could be paid partly by the governments (via union) and partly by the employers. It certainly reduced the burden of employers.
5. Unions may consider building up a network of trainees, trainers, referrals, and (potential) employers by providing on going coaching services; Unions can act as mediators among employees, employers and governments, and governments and employees may contract unions for the services provided.
6. Unions are able to award IT industry expert trainers with both honour and financial incentives. The former can be a unique competitive advantage as unions have the influence to invite the highest state or country heads to issue a certificate of honour and award it in a face to face minder.
7. Australia and China Workers Unions may work together in terms of providing ongoing training to knowledge workers. In China it is possible for a workers union to borrow or even apply for funding from the respective Government for building (an online) training entities
8. An Aust-China Knowledge Economy forum is worthwhile to pursue so that to discusses the possibilities. The earlier to act the more the competitive advantages to have.