

The Business Case for Investing in Higher Education Talent

(and Risks for Those Who Don't)

While the consequences of underinvesting in talent infrastructure and strategy are steep, high-performance talent organisations reap the rewards. Hiring and retaining a talented and diverse workforce drives growth and financial performance. This means that investing in people is good not only for employees, but also for the bottom line. The same is true for universities. Even more so than their out-of-sector competitors, universities are inherently in the business of human capital development. That means that the gains from investing in talent as a strategic asset offer an even greater potential source of competitive advantage.

OPPORTUNITY

Private-Sector Organisations With Strong Talent Strategy More Valuable, Competitive



80+%

of company value is intangible assets, including human capital

77%

of executives view labour as a key to their growth

36%

Increased likelihood of financial outperformance at companies with more ethnic diversity



RISK

Consequences of Poor Talent Strategy Extend Beyond Labour Shortages, Productivity Losses

Reduced service quality

Compliance issues and security threats

Workplace incivility and litigation

Negative impact on student experience and success

Reputational damage

Weakened culture

Trickle-Down Effects