ACER

Benchmarking and networking around capability analysis data

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Benchmarking plus networking

- Formal benchmarking commenced in 2011 and continues; designed for those who had received their CAT data
- Growing interest in more informal networking by those who have not yet received their CAT data
- So we are supporting both activities

Who is benchmarking and networking with whom? And about what?

- My role as a consultant with ACER JMA Analytics
- A few stories from the field

Rationale for benchmarking

- **Similarities** between organisations outweigh differences
- **Benchmarking network** is high value; professional connections based on trust, support and educational leadership
- **Insights into future workforces**; benchmarking using data gives insights into that data and a futures based workforce.
- **Competitive advantage**; use of CAT data can help forge a competitive advantage both for individual organisations and as a collective

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Benefits of benchmarking

1. **Assists in extracting more value from data by comparing and reflecting on other's data.**
2. **Assists each organisation to improve their planning for workforce development**
3. **Enables each organisation to enhance strategic planning, based on known and predicted staff capability.**

Process

1. **Organisations from different States conduct discussions;**
   - **by teleconference (usually about 1 -1 1/2 hours)**
   - **Using suggested questions available for each CAT**
2. **If possible a visit to one other benchmarking organisation for face to face discussions, or invite another benchmarking organisation to visit them**

Parameters

1. Agree with your paired organisation on confidentiality arrangements
2. Agree on aims and objectives
3. Agree on methodology for the meeting;
   1. Face to face
   2. Video/teleconference
   3. How many sessions

Not ready to benchmark yet?

1. Just starting a new CAT?
2. Have all the reports and not sure what the data is saying?
3. About to embark on a new CAT?
4. Two strategies that could assist
   1. Unpacking the CATs document outlines a process
   2. Touching base informally with someone who has done the CAT you are worrying about.

Supporting benchmarking plus networking

- Client feedback has persuaded us to expand the role so that we are supporting networking as well as benchmarking.
- This is particular popular for those who are not yet at the point of having data to benchmark; or people new to their role with the CATs.

Want to jump on board?

- Please contact me
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