



Questions to consider when preparing a Talent Management Centre (TMC) implementation

1. Understanding the Need:

- › What challenges do your PhD candidates face in career development and employability?
- › How could a TMC address these challenges in your institution's context?

2. Institutional Readiness:

- › What existing structures or services could be leveraged in setting up a TMC?
- › What gaps or limitations currently hinder the support provided to PhD candidates?

Challenges in Implementation

3. Resource Allocation:

- › What internal resources (e.g., funding, staff, infrastructure) are most challenging to secure for a TMC?
- › How could external partnerships or collaborations help mitigate resource constraints?

4. Stakeholder Engagement:

- › What strategies could help engage key stakeholders, including faculty, supervisors, and industry partners, in the development of a TMC?
- › What resistance or concerns might stakeholders have, and how can they be addressed?

5. Customising for Local Needs:

- › How would your TMC need to adapt to the unique needs of your region, PhD disciplines, or local industries?
- › What challenges might arise in tailoring services to meet diverse PhD candidate backgrounds?





Opportunities and Strategic Goals

6. Enhancing Employability:

- › What specific skills and experiences would your TMC prioritize to improve PhD employability?
- › How can your institution better connect PhD candidates with non-academic career opportunities?

7. Building Partnerships:

- › What potential partnerships with industry, public sectors, or alumni networks could benefit your TMC?
- › How can these partnerships create new opportunities for placements, mentorships, or entrepreneurial support?

8. Promoting Visibility and Engagement:

- › What strategies could you use to raise awareness of the TMC and its services among PhD candidates?
- › How can the TMC ensure ongoing participation and engagement from PhD candidates and other stakeholders?

Long-Term Impact and Sustainability

9. Sustainability:

- › How will your institution ensure the long-term sustainability of the TMC in terms of funding and relevance?
- › What metrics or feedback systems could help assess the TMC's success and adapt services over time?

10. Scaling and Sharing Best Practices:

- › How can your institution contribute to sharing best practices for TMCs with other HEIs?
- › What opportunities exist to collaborate with other institutions in developing or scaling TMC services?

