

Industry Use Case

The Education Sector





The top 3 challenges for HR professionals in the Australian education sector

It's been clear for a number of years now that Australian schools and educational institutions are facing increased pressure to deliver high quality learning against a background of evolving government policies, talent shortages, and staff retention issues.

HR leaders in the education industry must adapt their strategies to meet these difficulties head-on.

While many HR teams are undoubtedly navigating these challenges deftly as they continue to manifest, new HR and technology approaches will be crucial to future-proofing the sector.

The ability to maintain educational excellence while fostering a supportive environment for both staff and students is key. Here are the top three challenges facing HR professionals in the education sector and how to overcome them:

1. Talent shortages and staff recruitment

Australia's education sector is experiencing a significant shortage of qualified teachers, administrative staff, and other educational professionals. The competition for talent is fierce, especially in regional and remote areas where it's particularly difficult to attract skilled educators.

These shortages have been compounded by an ageing workforce, burnout, and high turnover rates, leading to staffing gaps that impact the delivery of quality education. With student-to-teacher ratios rising in many areas, HR departments in the education sector must act decisively to recruit and retain talented education staff.

HR professionals in education must:

- Streamline recruitment and onboarding to reduce time-to-hire
- Broaden talent pools by fostering a diverse and inclusive recruitment strategy
- Ensure new staff are fully integrated into the culture and up to speed as quickly as possible
- Use technology to automate and simplify HR processes.

2. Staff management, engagement, and retention

Once educators and support staff are hired, managing and retaining them becomes the next challenge. Staff engagement is crucial for retention, but with many institutions still relying on outdated systems and manual processes, it can be difficult to track performance, provide feedback, and manage workloads effectively.

Implementing a system for monitoring staff well-being and performance can balance the high stress levels of educators, especially in the current climate. HR teams must address burnout, keep staff engaged, and manage their development effectively to prevent turnover and ensure educational outcomes are met.

HR professionals in education need to:

- Centralise HR processes for clear visibility into staff data
- Develop tools to support staff wellbeing and engagement
- Implement performance management systems to track growth and identify potential issues early
- Improve efficiency in rostering, leave management, and other administrative tasks

3. Compliance and professional development

As the education sector faces shifting regulations, both at the state and national level, HR departments must ensure compliance with a variety of guidelines, including teacher accreditation and other regulatory requirements. Additionally, ongoing professional development is a requirement for most educators, as they must stay up-to-date with evolving curricula and teaching practices.

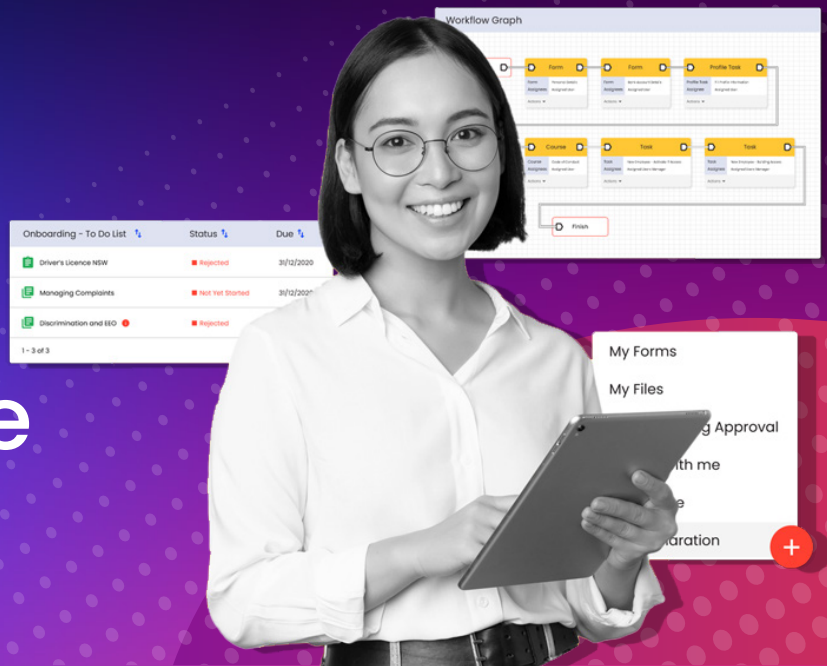
Given the diverse needs of staff, from teachers to administrative employees, HR must implement systems that make training, compliance, seamless and accessible. Upskilling, cross-skilling, and reskilling are critical to employee retention and future-proofing your institution.

HR teams in education must:

- Ensure compliance with teacher certification and professional development requirements
- Offer flexible and mobile-friendly learning opportunities for staff
- Track and manage training and professional development completion through a centralised platform
- Provide mental health and wellness support to prevent burnout.

BENEFIT ONE

Reducing time-to-hire

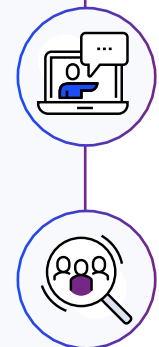


The recruitment process in the education sector can be slow and cumbersome, especially when it comes to hiring teachers and support staff. Speeding up the process is key to securing the best candidates before they are snapped up by other institutions.

By leveraging ELMO Recruitment and Onboarding, educational institutions can streamline their hiring processes, reducing time-to-hire and ensuring that new staff are onboarded quickly and effectively. This allows HR teams to focus on other tasks and get staff into classrooms faster.

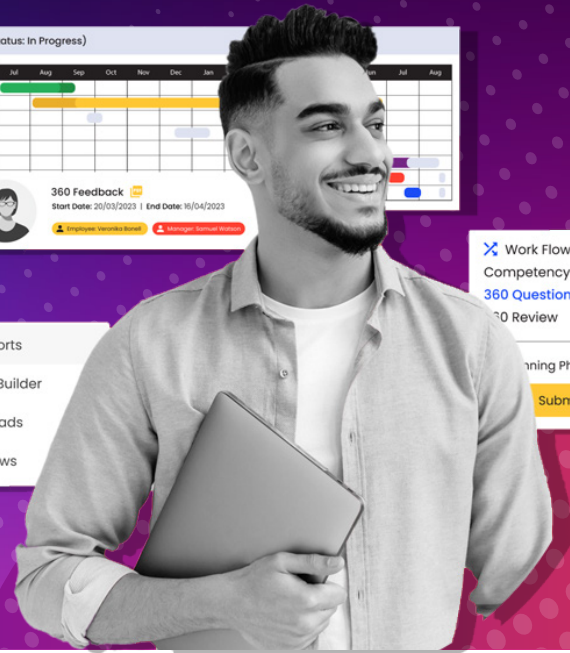
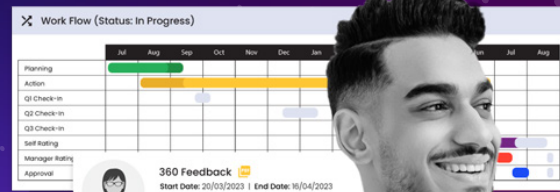
With **ELMO Recruitment** and **Onboarding** you can:

- Use an intuitive and configurable applicant tracking system that simplifies recruitment from candidate screening, through to contract creation
- Streamline onboarding using a personalised, automated workflow to improve candidate experience
- Collaborate with hiring managers to choose the right fit for the institution
- Automate manual processes to reduce time-to-productivity.



BENEFIT TWO

Centralised employee management

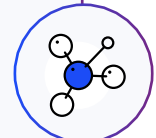


Managing staff in the education sector requires a system that provides comprehensive visibility into HR processes and professional performance. With ELMO HR Core, educational institutions gain a centralised solution that enables efficient staff management.

By integrating with ELMO Performance, HR teams can foster staff development and track performance and reviews through tailored performance management.

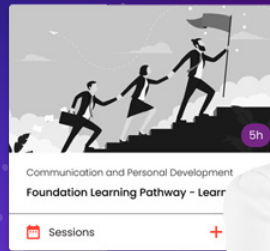
With **ELMO HR Core** and **Performance Management** you can:

- Centralise employee information for a single source of truth
- Automate HR processes to reduce administrative overhead
- Align employee goals to your institution's objectives
- Automate HR processes to reduce administrative overhead
- Enhance development planning and succession management



BENEFIT THREE

Managing training and compliance



Quiz Setup

Preview View LMS

Quiz Name *

Code of Conduct

Questions Asked Pass Mark

90 %

Save Go Live

Course Information

IN PROGRESS

Duration 8h 12m

10 Points 0

Start Date 29 Dec 2022

End Date 22 Dec 2022

Self

For HR teams in education, managing the compliance and professional development of staff can be onerous and fraught with blindspots

ELMO Learning makes it easy to deliver training and compliance courses that are accessible at any time, from any device. Whether it's for teachers needing to meet ongoing certification requirements or for administrative staff to stay current with policies, ELMO Learning provides a simple and scalable solution.

With **ELMO Learning**, you can:

- Implement a highly configurable Learning Management System that can be tailored to suit your institution's needs.
- Offer mobile-optimised, on-demand training for staff
- Track training completions and compliance in real-time
- Automate certifications and recertification processes at scale
- Deliver personalised, engaging learning experiences that support staff growth.



Want to know more about how ELMO can help you?

Visit the website to [book a demo](#) with one of our friendly consultants.

Releasing HR's Full Potential

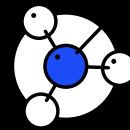
The **only** HR platform that truly fits the needs of mid-sized businesses in Australia and New Zealand, without the unnecessary complexity.



Onboarding



Recruitment



HR Core



Payroll &
Remuneration



Performance
Management



Learning
Management

Founded in 2002, the ELMO Group comprises ELMO Software in Australia, New Zealand and the UK, and Breathe HR in the UK. It is the trusted provider of HR technology solutions to 16,000+ small and mid-sized organisations and two million end users.

With a comprehensive suite of ISO-certified solutions that span the full employee lifecycle, ELMO Software is designed to scale as organisations grow. Flexible and configurable, ELMO's one-stop HRIS fits to your specific needs and workflows.

Through powerful technology, automation, data and analytics, ELMO Software empowers HR professionals to play an integral role in company decision making.



Find out how ELMO can help your organisation.

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