

# Human Capital in ICT

**Petr Doucek, Ota Novotný, Jiří Voříšek, University of Economics, Prague, Faculty of Informatics and Statistics**

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The 21 st century bears with it many of, by management experts, early expected changes in economy and management as well [1]. This period could be characterized as permanently repeating innovations on all management levels in organizations and with strong requirement on co-ordination between information and communication technology (ICT) and significant business benefits.

ICT represents main driver for innovations in all human activities during our period. But improvement of ICT into business is related to some operational risks. One of the most important and most complex of them are requirements on well educated and skilled human capital. It does mean to assure enough graduates of middle schools and HEIs (Higher Education Institutions) as new potential for ICT improvement into the Czech and word Economy as well. Some persistent questions related to this problematic disappeared at our faculty three years ago and we decided to realize surveys (original plan was to perform this survey biennial) There were performed two surveys with two main goals.

In the **first plan** it was to identify [2]:

- at all universities and high schools, which are involved in ICT education, topics of their education process with credits donation of each knowledge category,
- actual number of students, expected number of graduates in actual school year and actual number of new students in the first study year.

In the **second plan** it was to investigate the skills requirements for ICT graduates in the Czech Republic market.

The **first survey** has been started in September, 2006 and in April 2007 on 54 faculties (level of ICT awareness and knowledge by students and graduates, number of graduates – knowledge map [4]) and in approx. 1000 economical subjects (requirements on ICT skills [3] and on expected number of ICT oriented roles [7], [8] in organizations) all over the Czech Republic.

The **second survey** has been started in the end of 2008 (universities) and data are actually evaluated.

Requirements from both parts of surveys are compared based on the same “knowledge” map as was used for universities.

Results of both surveys, comparison of business requirements with HEIs supply of ICT experts with problem formulation, methodology overview, conclusion and recommendations for further ICT expert education development will be presented in this contribution on the conference event.

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