

Open discussion:

How to recruit and retain IT talents in Research Computing

## Agenda:

One of the big problems we are all seem to face in Research Computing is the lack of a younger generation willing to work at Universities in Research Computing. It appears that most IT students, when finishing their degree, are going to industry for a number of reasons, with a significant higher pay probably the most motivating one. In order to literally to survive, we need to attract and retain these talents.

In this open discussion we want to bounce ideas around.

## Some possible ideas could be:

- a higher salary for starters
- a national recognised apprenticeship which will lead after say 3 years to a recognised degree as a Research Technical Professional
  - instead of university degrees, fishing off talents as they leave school
  - having placements in industry so what apprentice are learning at a University they can apply and train more in industry
  - having a salary, as opposed to have a student debt
  - get organised in organisations like ITSS (<https://itss.org.uk>) and use such a body for giving awards
- volunteers: to give people who got a passion a chance to get into IT/HPC









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<https://www.fotocommunity.de/>

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