Developing Regional Talent Strategies: Understanding the Historical and Policy Underpinnings

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Talent Paradox
Talent Oasis
Course Outline

1. Five critical talent challenges and issues
2. The talent leadership challenge
3. SOI prosperity and sustainability
4. SOI growth industries
5. Growth industries support infrastructure best practices
6. Conclusion
Five Critical Talent Challenges and Issues

1. Skills gap
2. The politics of replacing jobs with technology
3. Changing workforce demographics
4. New geography of jobs
5. Leveraging diversity
Industry leaders nationwide believe that there is a critical mismatch between available jobs and people who can fill them!

For them the workforce pipeline is DRY!
Defining the Skills Gap

According to the American Society for Training & Development, the skills gap is defined as:

As a significant gap between an organization’s current capabilities and the skills it needs to achieve its goals.

Because employers cannot find employees with the right knowledge, skills, and abilities they feel:

- Can no longer grow
- Remain competitive
How Serious Is the Skills Gap?

✓ Skepticism regarding our collective future
✓ National challenge and crisis
✓ Polar views regarding the root problem
✓ High unemployment
✓ Created a divergence that is reshaping America cities into winners and losers
What are the Major Causes of the Skills Gap?

- Disconnect between leaders in industry, government, education, and the civic sector in terms of badly needed education reforms like early learning and career pathways
- Erosion of technical education
- Globalization
- Automation
- Low wealth communities mired in poverty
What is the Impact of the Skills Gap for the SOI Region?

• **The Case of Employers**
  Slower growth, high on the job training cost, lost productivity, inability to compete and expand

• **The Case of Workers**
  Barrier to employment, earnings, career growth, and the *American Dream*

• **The Case of Communities**
  Decline in the quality of life, decrease in business recruitment and retention, economic instability
#2 The Politics of Replacing Jobs with Technology

- Pressure of workers in environments of high automation to be twice as skilled as workers in the past decades.
- A realistic transformation in which automation, robots, and other labor savings technology are increasing displacing humans.
- Because of global competition, employers are demanding that workers have specific technical skills.
#3 Changing Workforce Demographics

- The baby boom
- The longevity boom
- The birth dearth
Mature Workers
Mid Career Workers
#4 New Geography of Jobs
#5 Leveraging Diversity
The Talent Leadership Challenge

1. Business

2. Government

3. Education

4. Civic
Using Talent to Achieve Prosperity and Sustainability

- Diverse workforce
- Educated workforce
- Brain gain instead of a brain drain
- Attractive to major corporations (mobile capital)
- Destination for conferences and major events
- Economic, political, and cultural centers
- Safer communities
- Communities low on tension and high on collaboration
- Low tolerance for crime and violence
- Region where foreign languages and exchanges take place
SOI Growth Industries

- Aerospace production
- Logistics
- Food processing and technology
- On and off road vehicles
- Healthcare
- Advanced manufacturing
- Value added agriculture
Growth Industries Support
Infrastructure Best Practices

- Building a solid economy
- Prioritize high tech clustering
- Recruit catalytic and magnetic talent to the area
Conclusion

• What have we **learned**?

• What can we **strategically do** and how soon?

• Who will we **partner** with to do something?