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Advancing San Diego – Building a Stronger Talent Pipeline

Building a Strong Local Talent Pipeline

How do we futureproof our workforce?

🎓

20,000
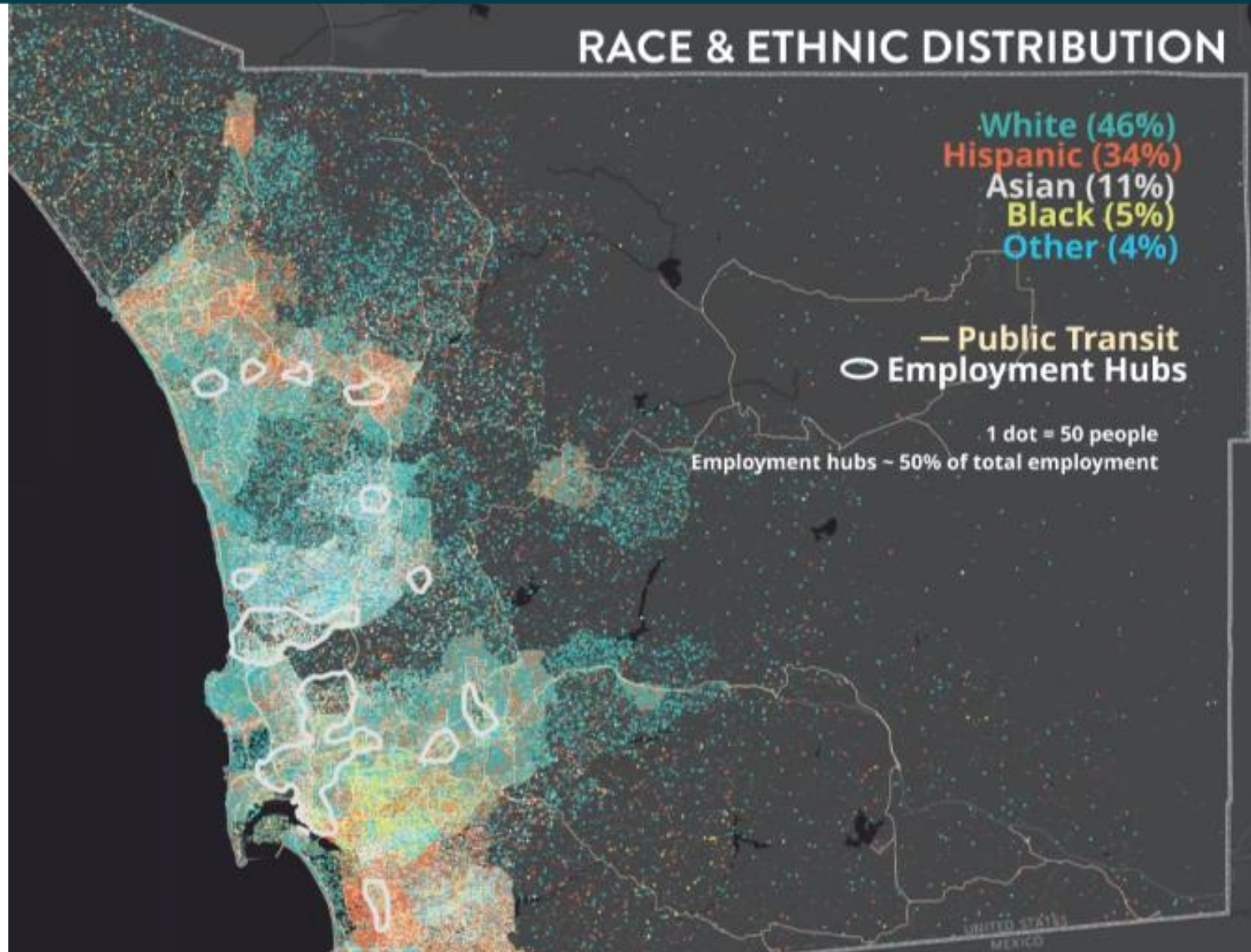*Skilled Workers*
per Year by
2030

talent.inclusiveSD.org

RACE & ETHNIC DISTRIBUTION

White (46%)
Hispanic (34%)
Asian (11%)
Black (5%)
Other (4%)

— Public Transit
⬭ Employment Hubs
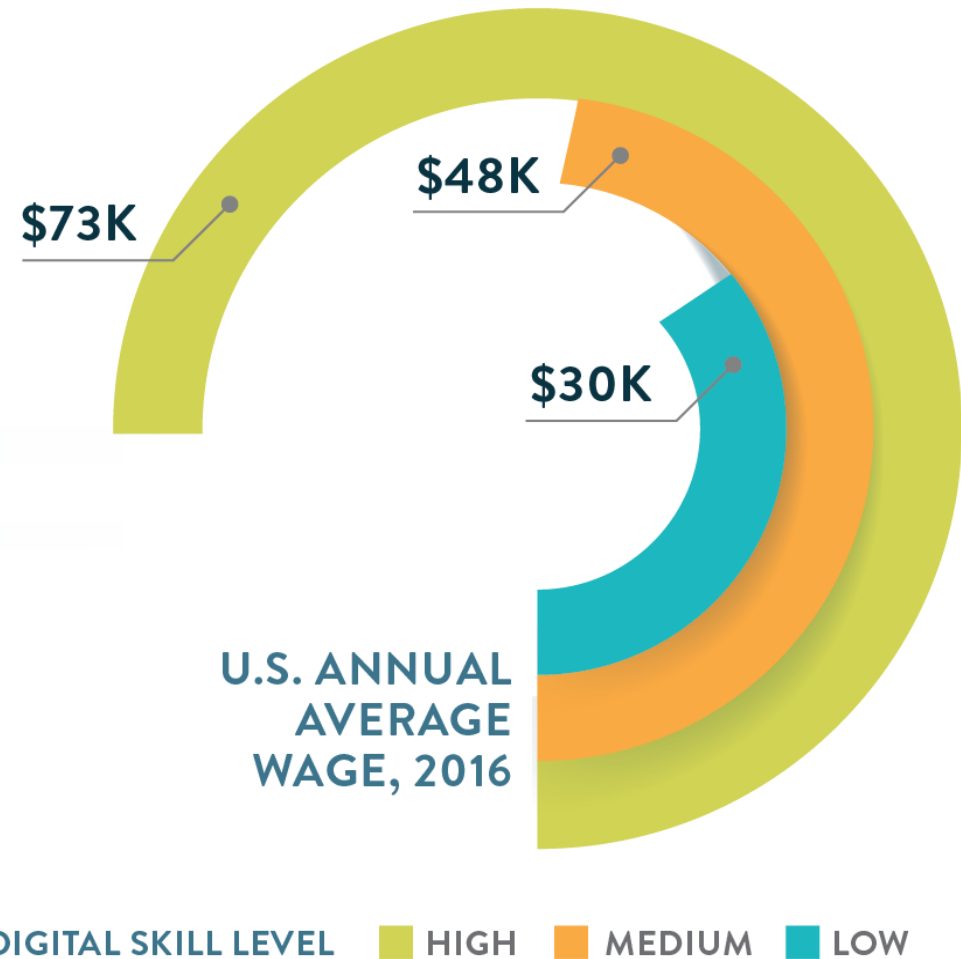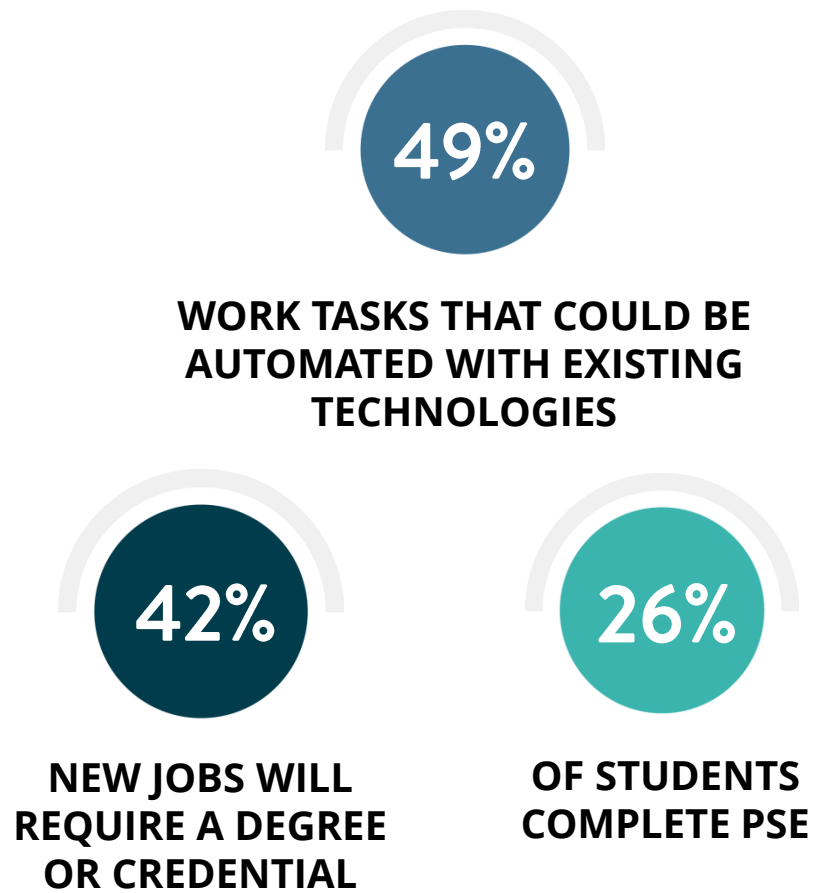
1 dot = 50 people
Employment hubs ~ 50% of total employment

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The Nature of Work is Changing Rapidly

New skills are required to access economic opportunity

49%

WORK TASKS THAT COULD BE AUTOMATED WITH EXISTING TECHNOLOGIES

42%

NEW JOBS WILL REQUIRE A DEGREE OR CREDENTIAL

26%

OF STUDENTS COMPLETE PSE

$73K

$48K

$30K

U.S. ANNUAL AVERAGE WAGE, 2016

DIGITAL SKILL LEVEL   HIGH   MEDIUM   LOW

Source: McKinsey Global Institute, 2016; EMSI, 2018; Brookings Institution, 2017.

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Tomorrow's Workforce Looks Different from Today's

Today's seventh graders are the talent pool of 2030

DEGREE HOLDERS, 2017

62%
15%
17%
4%
3%

SEVENTH GRADERS, 2017

30%
48%
6%
4%
11%

WHITE   HISPANIC   ASIAN   BLACK   OTHER
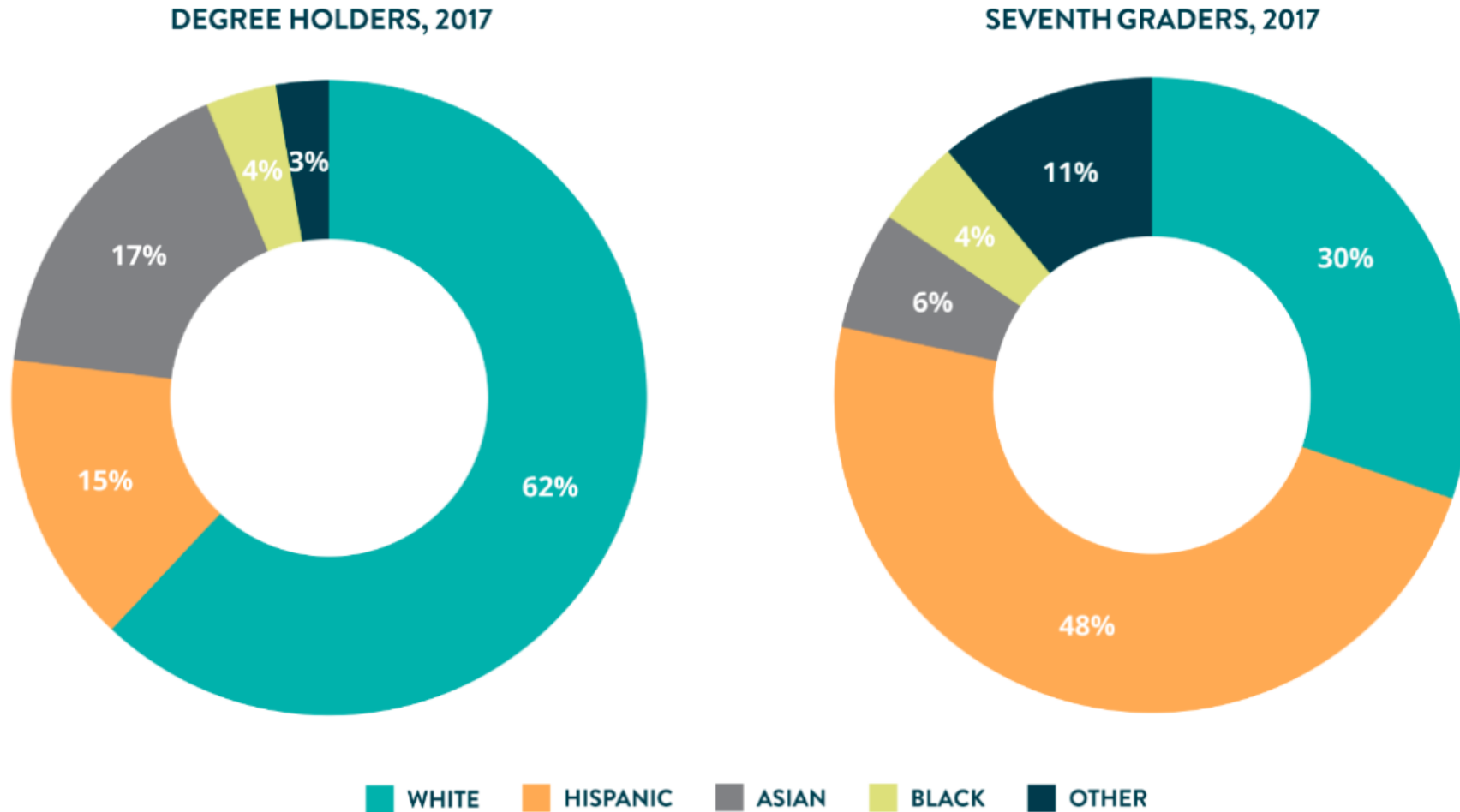
Source: ACS, 2016; Department of Education, 2015-2016.

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20,000 skilled workers by 2030

"96% of Chief Academic Officers at higher education institutions believe they are preparing students for work. Only 11% of business leaders strongly agree."

– Gallup, Higher Education's Work Preparation Paradox, 2014

Advancing San Diego

20,000 skilled workers by 2030

- ✓ Employers need a larger & more diverse pipeline of skilled talent
- ✓ Colleges & Universities need employers to validate demand for skills
- ✓ Workforce training systems need sustainable pathways into higher wage work
- ✓ Students & workers need paid internships & support to access quality jobs
- ✓ Small businesses need logistical & financial support for internships

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20,000 skilled workers by 2030

Convene **nine** Employer Working Groups to quantify demand for critical jobs in priority sectors

Launch **Advancing San Diego** competition & identify "preferred providers" that meet employer demand

Deploy **$1.3m** to subsidize internships for small businesses and wrap-around services for students enrolled in preferred providers

Employer working groups

Preferred Providers

Learners & Workers

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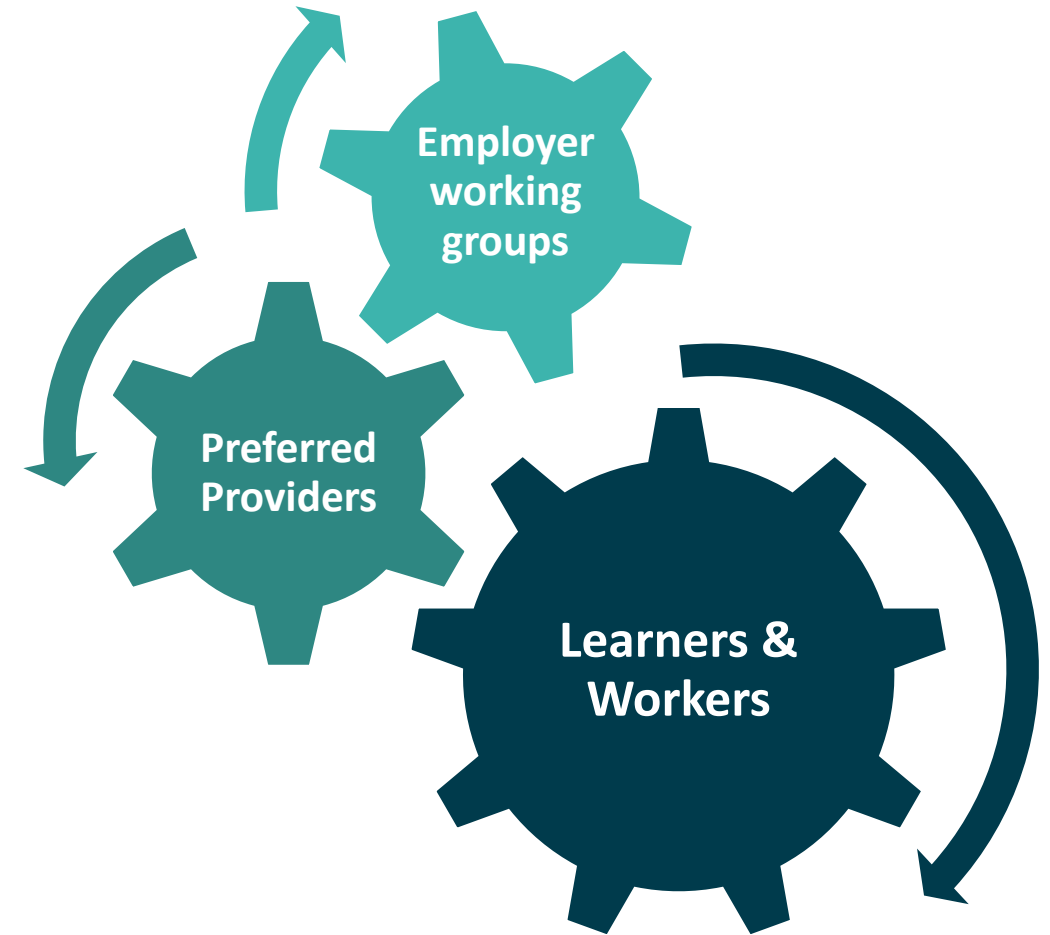
What is Talent Pipeline Management (TPM)?

Talent Pipeline Management is a national model for addressing talent needs at the local level. TPM mobilizes employers to collectively close talent gaps by applying lessons learned from supply chain management to education and workforce partnerships.
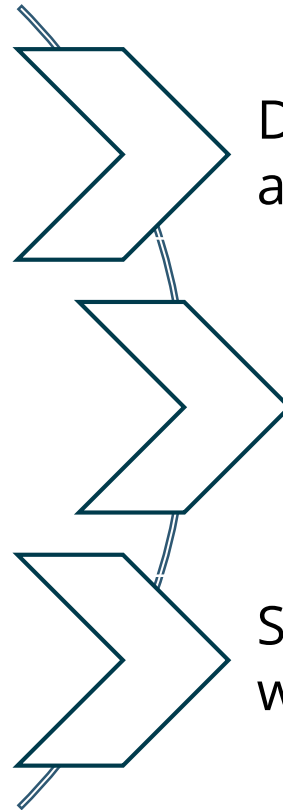
> Demand-driven approach with employers as "end customers" of talent supply chain

> Collective action and communication of shared talent needs

> Stronger customer-supplier relationships with preferred talent providers

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Benefits of TPM Approach

Collaboration

Larger talent pool

Regional approach

Promotes shared value across the talent supply chain

Supports diversity and offers better pathways to quality jobs for learners

Aligns existing efforts and unifies message about talent demand across systems

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TPM & Data Science Pilot

Problem ❯ Process ❯ Outcome

Problem
- » High need for data scientists
- » Changing skills requirements
- » Inconsistent job descriptions
- » High cost of recruitment

Process
- » Convene employers with shared talent needs
- » Aggregate hiring demand & skills requirements
- » Analyze talent sources

Outcome
- » Local demand projections
- » Consensus on skills requirements
- » Identify gaps in the system
- » Alignment with talent providers

Software Working Group Schedule

7/22   **Employer meeting #1**
            Select software positions to focus surveying effort on highest-need positions

7/22   **Employer account set up** (one week)
            Account is required to take surveys through Talent Pipeline Management Web Tool

7/29 –   **Survey Period**
8/12   *Survey #1: current & projected demand for critical software positions over next 2-3 yrs*
            Survey #2: skills and competencies for critical software positions

9/9   **Presentation of "talent demand report"** (via webinar)
            Summarizes results of survey 1 & 2

Thank you!