Talent mobility and Competitiveness

Isabel de Sola
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Significant talent shortages expected by 2020 and beyond

In countries with no talent shortage trend, employability is the challenge

Source: BCG analysis
Definition of Talent Mobility

We define **Talent Mobility** in its **broadest** terms by including the movement of workers temporarily and / or permanently **across geographies, industry sectors, occupations and organizations**, as well as **virtual mobility** and the **movement of jobs to people**.

As an important part of the solution to **talent shortages and skills gaps**, talent mobility should be combined with workforce planning, talent development and diversifying talent pools.
Flexibility of Labour and Competitiveness
Efficient Use of Talent and Competitiveness
Brain Drain and Competitiveness

![Graph showing brain drain and competitiveness correlation. The graph plots brain drain (7.07) on the horizontal axis against GCI Global Competitiveness Index (1-7) on the vertical axis, with different regions color-coded.]
Set of seven responses to global talent risk developed

1. Introduce Strategic Workforce Planning
   - Companies: Engage in PPP’s to ease migration
     • Make HR part of corporate strategy
     • Shift to talent analytics
     • Develop skill database
   - Governments: Facilitate free flow of remittance
     • Strategic human capital management
     • Analyze future skill shifts

2. Ease Migration
   - Companies: Discover women!
     • Build solid vocational training programs
     • Mentor/ Buddy programs as pro bono opportunity
   - Governments: Entrepreneurship education
     • Facilitate free flow of remittance
     • Brand your country

3. Foster Brain Circulation
   - Companies: Fish in nonconventional ponds
     • "Lattice is the new latter"
     • "Train & retain"
   - Governments: Profit from Diaspora
     • "Target the young with blue collar/ migration background"
     • "Two step" migration (students)

4. Develop a "Talent Trellis"
   - Companies: Become "Employer of Choice"
     • Build diverse leadership
     • Share success stories
     • Pilot the "Google-approach"
   - Governments: Mutual Skill Recognitions
     • (Diaspora) Networking

5. Encourage Temporary & Virtual Mobility
   - Companies: Engage in PPP’s to ease migration
     • "Lattice is the new latter"
     • "Train & retain"
   - Governments: Adapt retirement policies
     • Share publicly best practices on diverse working environments
     • "Profit from Diaspora"

6. Extend the Talent Pool
   - Companies: Involve in certification/ recognition of skills at industry level
     • "Discover women!"
     • "Fish in nonconventional ponds"
     • Become "Employer of Choice"
   - Governments: Facilitate free flow of remittance
     • "Two step" migration (students)
     • Express Short term visa

7. Increase Employability
   - Companies: "Lattice is the new latter"
     • "Train & retain"
   - Governments: Revenue from Diaspora
     • "Target the young with blue collar/ migration background"
     • "Profit from Diaspora"

Source: BCG analysis
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