Population Growth

Population is forecast to rise by 2.2 billion people by 2050

Global population growth

2050 population: 9.1 billion
2009 population: 6.9 billion

Source:
United Nations 2008
Produced by:
PwC

* Forecasts are medium variant
Talent Shortages Map 2020 / 2030

In collaboration with the Boston Consulting Group

Note: Color codes based on compound annual growth rates of talent supply and demand by 2020 and 2030
Source: The World Economic Forum Talent Mobility project; BCG analysis
Our Mission

The World Economic Forum is an independent international organization committed to improving the state of the world by engaging business, political, academic and other leaders of society to shape global, regional and industry agendas.

Incorporated as a not-for-profit foundation in 1971, and headquartered in Geneva, Switzerland, the Forum is tied to no political, partisan or national interes
Talent Mobility environment...

- **300 million** new jobs needed by 2015 to absorb the growth in labor force
- **230 million** Chinese migrated from countryside to cities in recent years
- **214 million** international migrants worldwide
- **205 million** unemployed globally
- **101 million** children do not have access to education
- By 2030 Europe will need to add **46 million** employees, USA – **25 million** workers, to sustain current level of economic growth
- **40 %** countries have not equally included women in the workforce
- **34%** employers experience difficulties filling positions due to lack of available talent

... is interconnected
Mapping connections among Drivers

Interdisciplinary Talent Mobility Project scope

Scope of the Talent Mobility project includes:

- Moving people across countries
- Moving people across occupations
- Moving people within an organization
- Moving jobs to people
- Moving youth to employment
- Extending and diversifying talent pools
- Fostering brain circulation
- Improving employability
- Job creation
- Virtual mobility
- Workforce planning
- Workforce development & training
Relationship between the Global Competitiveness Index 2010–2011 and the Global Gender Gap Index 2010

Strong link between availability of talent within a country and its competitiveness

Global Competitiveness Index 2010–2011
National competitiveness captured by the Index is defined as a set of institutions, policies, and factors that determine the level of productivity of a country

2012 Global Talent Index
The index measures a country’s potential for producing talent and conditions necessary to realize this potential

In collaboration with the Boston Consulting Group

R² = 0.63
Source: World Economic Forum - The global competitiveness ranking 2010-2011; Heidrick & Struggles; Economist Intelligence Unit; BCG analysis
# Talent Demand trends 2020 / 2030

## Table

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<th>Occupation</th>
<th>Total labor demand</th>
<th>Legislators, sen. officials &amp; managers</th>
<th>Professionals</th>
<th>Technicians &amp; assoc. profession.</th>
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<th>Other occupations without talent focus</th>
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1. Excluding Agriculture, Other services
2. According to expert interviews no upper secondary or tertiary education required.
4. Source: Laborsta; OECD; The Boston Consulting Group analysis

#### In collaboration with the Boston Consulting Group

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CAGR: Composite Annual Growth Rate
- CAGR > 4%: Rapid growth
- CAGR 2% to 4%: Moderate growth
- CAGR 0% to 2%: Low growth
- CAGR < 0%: Decline
Examples of Talent Mobility Good Practices

ChileGlobal, an international network of successful Chilean business owners and senior executives abroad, weaves Chile deeply into the global knowledge economy.

Infosys Campus Connect: Helping Graduates to Be "Industry Ready"

Senior Experten Service (SES): ~9,000 retired experts volunteer in ~80 countries help public and private sector organizations.

Singapore Moves to Attract Highly Skilled Foreigners intensive Recruitment and liberalized Eligibility Criteria.

The EU has implemented educational exchange programs for more than 160,000 students and vocational trainees per year.

Siemens launches the Global Leadership Organization of Women (GLOW) – an initiative for top-performing women at the corporate level throughout the global organization.

Google tries to find female talent early in India through its Women in Engineering Award.

Deloitte develops concept to customize careers.

BestBuy implemented a results-only work environment (ROWE), giving employees more flexibility.

The Indian government acknowledges the importance of the nation's diaspora.

The Immigrant Employment Council of British Columbia, Canada (IECBC) helps employers access the full potential of immigrant workers.

Mutual Recognition Agreement between Québec and France eases labor mobility for 22 trades and professions.

Boehringer Ingelheim funds short-term international assignments for its employees, with full support for families.


GlobalScot taps the talent of leading Scots and friends of Scotland, to establish a worldwide network of influential individuals who can benefit the nation.

Talent Shortages Hit Asia-Pacific Hard—But Vietnam Hits Back with the development of employment market and labor information systems together with Manpower.

The Boston Consulting Group increases social impact work.

The Immigrant Employment Council of British Columbia, Canada (IECBC) helps employers access the full potential of immigrant workers.

Malaysia Puts a Premium on Training, Matching and Migration.
Where to find all this information?

- Global Talent Risk Report:  

- Global Gender Gap Report:  

- Global Education Initiative:  
  [http://www.weforum.org/issues/education](http://www.weforum.org/issues/education)

- Global Agenda Councils, Issues & Drivers Mapping:  

(or contact anna.janczak@weforum.org)

Thank You
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