

Why is Talent so Challenging?

How did we get here and what do we do about it?

Johanna Lee
Head of Sales, North America





Talent





**None of this is going
to change**





How did we get here?



Market forces affecting us today



**PACE OF
INNOVATION**

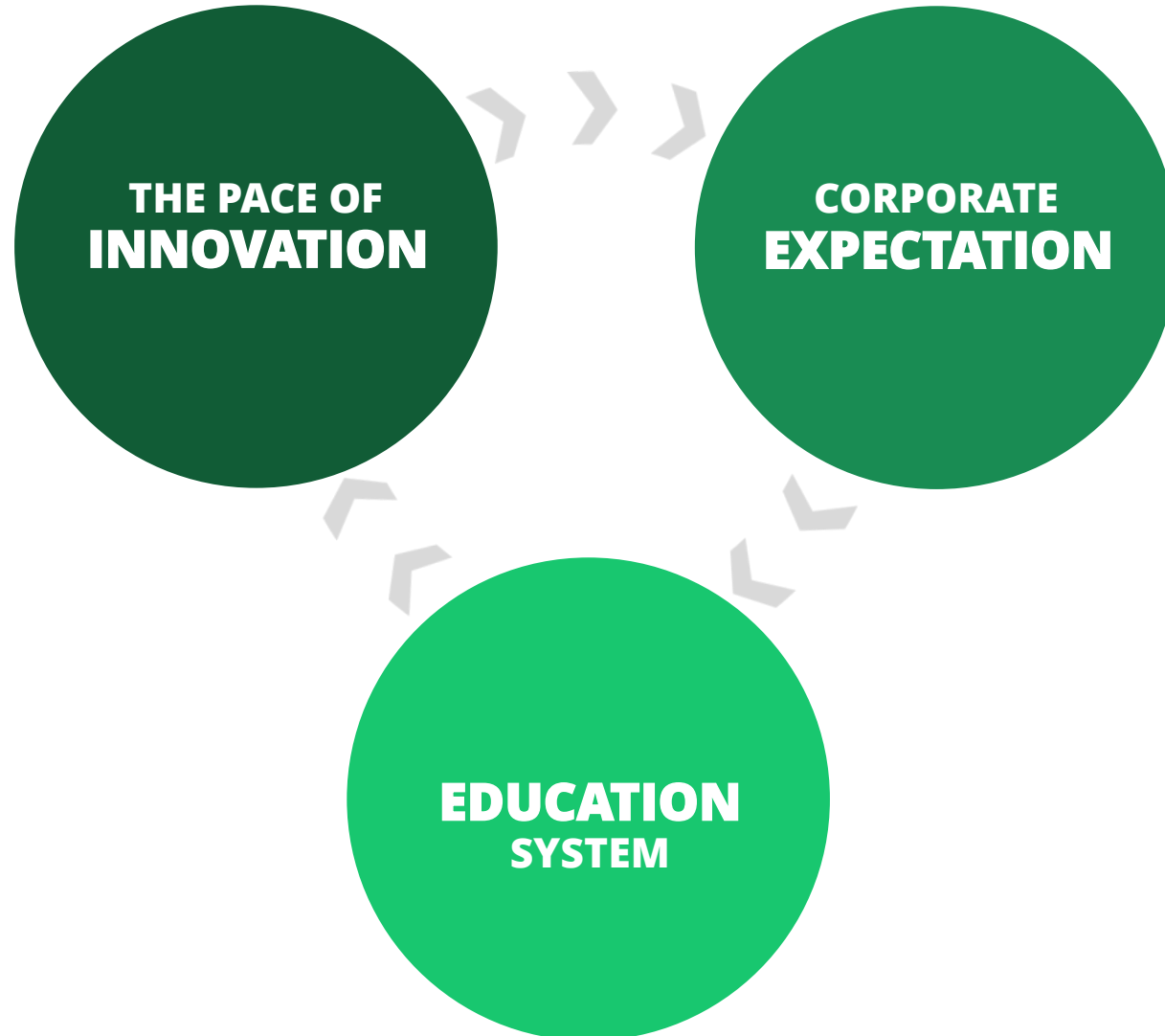


**CORPORATE
EXPECTATIONS**



**EDUCATION
SYSTEMS**

Market forces historically

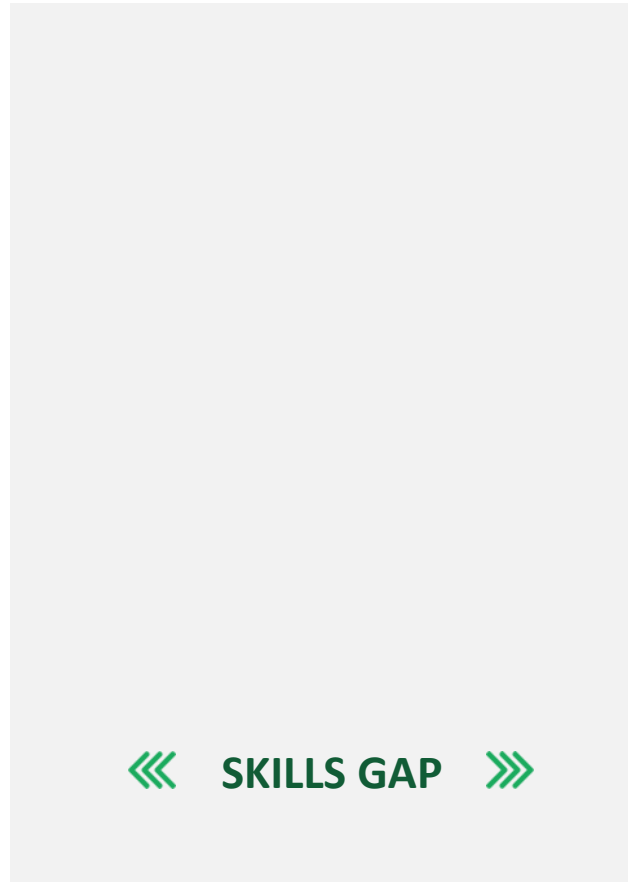


Market forces today

INNOVATION

EXPECTATION

EDUCATION



ECONOMICS



SUPPLY/DEMAND



COMPETITION



ATTRITION

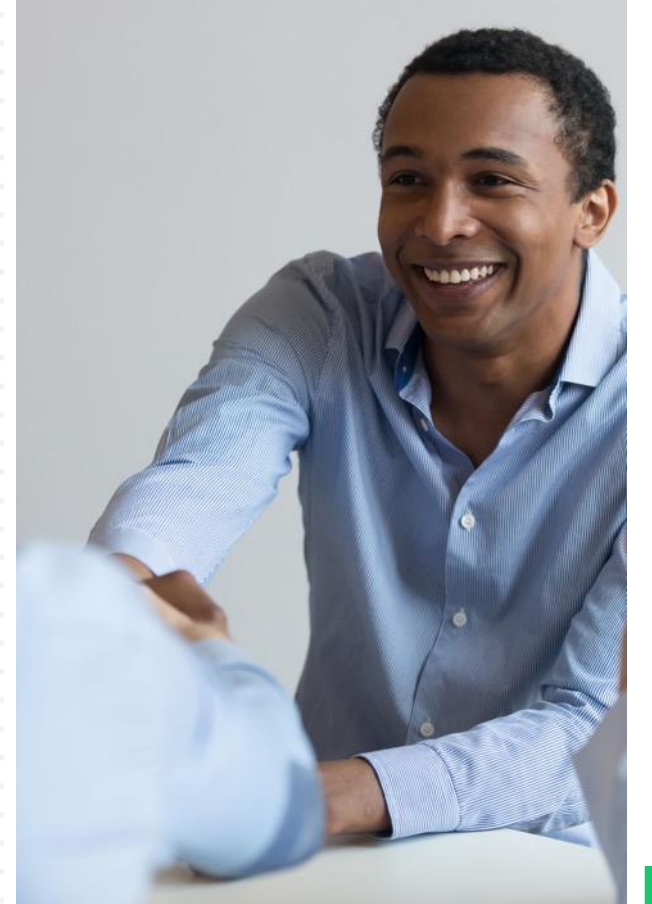


What can we affect?



Four Variables of Hiring:

- > **Competition**
- > **Quality**
- > **Cost**
- > **Time**



	Competition	Quality	Cost	Time
Recruiting Teams				
University Programs				
Staffing Firms				





Taking Action





1. Hire Train Deploy

Hire-Train-Deploy



Hire



Train



Deploy

WHAT IT ISN'T!

- > Not a bootcamp
- > Not a traditional staffing offering
- > Not a graduate program

WHAT IT IS!

A unique combination of:

- > Sourcing talent
- > Screening talent
- > Preparing talent for your business

Without:

- > The upfront costs
- > Risk
- > Effort

HTD vs. Four Variables

	Competition	Quality	Cost	Time
Hire Train Deploy				

What to be Aware Of

Four Points of Due Diligence



1. Reach

- > Geographic
- > Technical



2. Program Flexibility

- > Take it or leave it model
- > Or shaped to your business needs



3. Training

- > Train the trainer model
- > Industry expert trainers

What to be Aware Of

Four Points of Due Diligence



4. Trainee Experience

- > Growth of HTD gives employers & trainees options
- > Trainee experience is a reflection on the employer
- > Pay, Benefits and support
- > Training bonds/Contracts/Threat of legal pursuit

A man and a woman are looking at a whiteboard in a meeting. The whiteboard has a diagram with boxes and arrows. The man is on the left, and the woman is on the right. A green banner with white text is overlaid on the image.

2. Serious about Reskill

ReSkill vs. Four Variables

	Competition	Quality	Cost	Time
ReSkill Solutions				



ReSkill Due Diligence





3. Transparency of Intent

Overall Talent Approach

> Recruiting Teams

> University programs

> Staffing firms

> Hire-Train-Deploy

> Reskill solutions

> Your Intent



Thank you