

The War for Talent



True or False

- The Bureau of Labor Statistics for the Department of Labor projects that our nation will face a labor shortage of ten million, thirty-three thousand people in 2010



True or False?

- There will be 43 million people eligible to retire between now and the year 2020.



The Demographic Challenge

- The American workforce is aging – no new growth of workers between the ages of 25 and 54 is expected through 2020.
- Immigration complexities
- Global competition for skilled workers



The Skills Challenge

- More than 85% of high growth occupations will require some form of postsecondary education or training
- 20% of jobs in 1950 were classified as skilled; Today 85% of jobs are skilled
- 75% of today's workforce needs training just to keep their current jobs
- 40% of tomorrow's jobs don't exist today

True or False

- In Spokane in 2006, 2 out of 3 kids (16-19 in the labor force) had a summer job.



True or False

- This is the Seahawks year to win the Super Bowl!



HEADLINES!!!

- Journal of Business- Spokane labor market tightens "It's horrible, the growth of my business isn't limited by a lack of customers, but by my ability to find people to run the business."
- Spokesman Review- Unemployment hits record low in North Idaho- Kootenai County 2.4%

What does all this mean to me?

- Not all job titles have the same duties company to company- neither is there a set requirement criteria for all
- It's up to you to make yourself the most qualified candidate for the job you want
- 75% of today's workforce needs training just to keep their current jobs

Keep yourself marketable

- Company doesn't provide training? Get your own! (show the benefits to your employer and ask for reimbursement once completed)
- Technology and new practices are going to continue to be in demand (think LEAN)

