



# Global Markets & Impact on Talent

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***talent<sup>2</sup>***  
it's who you know

- ▲ Pace of change
- ▲ Moving work → people
  - B.R.I.C. economies 'for export'
  - Labour cost and supply chain
  - Global Diasporas keep growing
- ▲ Technology and Internet
  - 1.6Bn people 'chat' room
  - 250m full resumes 'online'
  - 50m on one website alone



## ▲ Emerging markets

- B.R.I.C. economies (again) – local consumer!
- Others – Vietnam, Eastern Europe

## ▲ Capital markets – \$\$ chasing higher returns



# Industrialised Countries

- ▲ Ageing workforces
- ▲ More expensive
- ▲ Own majority of 'IP'
- ▲ Balance of skills



- ▲ Slower growth rates reducing returns

# Emerging and B.R.I.C. Countries

- ▲ Younger workforces (except China)

- ▲ Lower cost and big numbers

- ▲ But



- ▲ Access to capital easier

- ▲ Faster growth rates

# Countries will have to compete for 'global' jobs

'tailored' workforce – part of supply chain (time zones)



# 'Local' jobs about Services, Community, Essentials



# Mobility is a Factor!

- ▲ Work seekers under 50s – mobile/able to locate work via internet – Diasporas grow!
- ▲ Barriers to mobility

Immigration

Ignorance

Politics

Terrorism

Protectionism

# Challenges for Countries

## Map entire workforce!!



# Challenges for Countries

Public/Private → map total workforce →  
online → real time → driven by individuals!!

# Big Idea

- ▲ Starts unemployed → underemployed  
→ mass employed → social/professional network
- ▲ Impact – faster rotation job to job
- ▲ More responsive to major trends in skills and location demands
- ▲ Higher productivity, lower social costs
- ▲ Quicker diagnosis of learning gaps



facebook



*talent<sup>2</sup>*

# Challenges for Employers

- ▲ Business model changes impact 'Talent Mix' and development – never stops!
- ▲ Broader 'funnel' for attraction/EVP!
- ▲ Loyalty to work and learning!
- ▲ More about competence – less about (sector) experience!
- ▲ Global supply chain/joint ventures/partnerships/outsourcing – new skills!

# Challenges for Educators

- ▲ Learning institutions articulate 'demand curve' for content (3-5 years)
- ▲ Method of delivery continues to diversify

Research/Masters/Honours

Online 'discrete' packages

- ▲ Global & Local market for students
- ▲ 'Differentiate' to get private income/funding

# Challenges for Individuals

Mega Trends are  
Career Friends!

# Challenges for Individuals

- ▲ Mainstream skills remain supreme!!
  - Communication
  - Project management
  - Finance, accounting, sales
  - Engineering & Technology
- ▲ Practical experience – ‘tacit’ knowledge – ‘differentiator’ – may be outside ultimate chosen career path!!

Global career choices!

easy to find but...

harder to land!

Be pragmatic!