



CHAIRMAN'S ADVISORY COUNCIL

A Summary of the CAC's Discussion of Workforce Related Topics for September 2019.

1

On a scale of 1-10, in your recent hiring experience, how well are traditional 4-year college graduates prepared for success in your company? Why?

INSIGHTS



3 or 4. We have to train a lot at that level and there is a lot to teach them about how work works and how to function in teams. Collaboration is harder as well. The workplace has changed and the college experience hasn't matched the growth of the workplace.



Less than 5. Based on two categories: functional skills and personal skills. Generalists are coming out of school so functional training is expected. Personal skills always seem to be a challenge in four areas: comfort with ambiguity, priority setting, cross functional working in teams and follow through-getting the assigned project to the finish line.



Recent college graduates need to have confidence in their opinions so their supervisors understand their thought process. Getting acclimated to the culture, risk profile and manager expectation are vital as well. It is important for the manager to have the ability of bringing out the voice of the recent grad. Their voice is additive even when we don't agree with them, but unless we do what they think is right there is a maturity issue there.

Has your company started to look toward other pipelines of qualified workers outside of the traditional 4-year post-secondary education? What skills are you most looking for?

2

In the tech space, we are hiring people with good work experience, entrepreneurial mindset, team building, cross cultural diversity and technical certifications. Combination of tech school with experience. In the video game space, some workers didn't need the certification of a college degree to contribute.



The difference between 4-year degree and a technical program is that earning the degree teaches people how to think and continue to learn, which brings more to the table than learning a functional task.



We don't have resources to train everybody from scratch so looking to hire employees where this would be their second or more job, coming to the position with experience.



INSIGHTS

3

Within your organization, how do you plan for the eventuality of transitions in key leadership positions (planned or unexpected)?

INSIGHTS



Setting up talent structures and career-pathing to fill the gap if someone in a key role were to transition. Expand depth and breadth of experience within organization.



Structure of knowing where all info is in one place. Using a data room for document management. Ability to lock down documents. Need to stay on top of permissions. Biggest risk is over-complicating the permissions and giving info to people who don't need it.



Establishing a repeatable, measurable process. Setting up process design and flows and content management. Succession planning to make sure there's a redundancy to cover when someone leaves so someone else can do their basic function.

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