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?

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 need to be a challenge in four areas: comfort with ambiguity, priority setting, cross-functional teamwork and follow-through—getting the assigned project to the finish line.

Recent college graduates need to have confidence in their opinions as their supervision understands their thought process. Getting acclimated to the culture, role profile and manager expectation are also vital.

2. 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?

In the tech space, we are hiring people with good work experiences, entrepreneurial mindset, team-building, cross-cultural diversity and technical certifications. Combination of tech school with experience. In the video game space, we want skills from the certification of a college degree to contribute.

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

We don’t have resources to train everybody from scratch so we are looking to hire employees who would rather get second or more jobs coming to the position with experience.

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

Setting up talent structures and succession planning to fill the gaps. Framework in key role was transition. Expanding depth and breadth of experience within organization.

Structure of knowing where all info is in one place. Using a data room for document management. Keeping on top of permissions. Big data is over-complexating 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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