

***Winning the Global Talent Showdown: How Businesses & Communities Can Partner to Rebuild the Jobs Pipeline*** by Edward E. Gordon  
Berrett-Koehler Publishers, April 2009

Executive Summary

***Winning the Global Talent Showdown*** surveys the critical state of the world talent pipeline. Demographic trends in America, Europe, Russia, and Japan are reducing the pool of new workers. Between 2010 and 2020 in the United States, 66 percent of the jobs to be filled will be replacement jobs due to baby-boomer retirements. As the global need for talent grows China and India's educational systems won't be able to produce enough qualified graduates for themselves, let alone the rest of the world. But the heart of the problem is that the education-to-employment system worldwide is badly outmoded. We're not producing graduates with the kinds of technical, communications, and thinking skills needed in the 21st century. Sixty percent of all jobs will require some form of post-secondary education.

But ***Winning the Global Talent Showdown*** is fundamentally about solutions. It argues that we need to completely reinvent our talent-creation system – and some pioneering efforts are already underway. It describes dozens of “gateways to the future”, innovative partnerships in which local governments, schools, businesses, labor unions, parents, training organizations, community activists, and others are collaborating to develop completely new pipelines preparing more talent people for jobs in a tech-driven, knowledge-based world economy. On one hand, they are supporting a combination of career education and information programs for parents and students. On the other, they are facilitating business adaptation to the new economic reality – that employee training and life-long learning have become the keys to sustainability for the next decade of unprecedented technological breakthroughs.

***Winning the Global Talent Showdown*** provides a hopeful message for the future of the U.S. and the world's economies. It supplies clear talent policies supporting both business expansion and more high-skill/high-wage jobs within the reach of people around the globe.