

Talent 2.0

Analytics Skills and More

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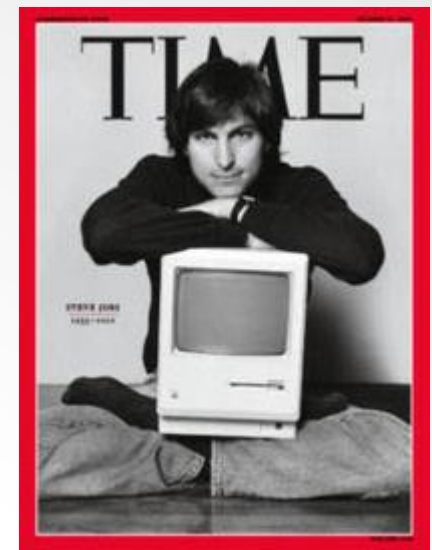
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All about the questions we ask!

1. Where are the talent gaps?
2. What can we do to close these gaps?

Rule of 50-50-50

- 50% jobs will be gone in 10 years
- 50% jobs for grads have not yet been invented
- 50% of technical skills outdated before graduation



McKinsey Report: *A Future that works: Automation, Employment, and Productivity*, Jan 2017

Talent Gaps

- Technology based : natural language processing, multilingual processing, deep learning, multiple scenario processing, human interaction, everything to everything interactions (E2E)



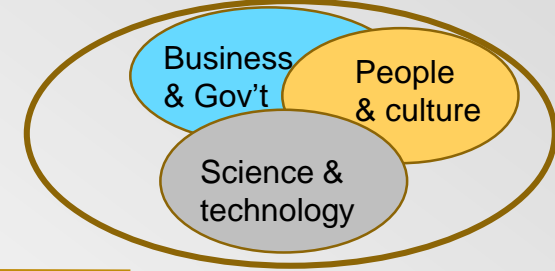
- Non technology based: social and emotional capabilities, big picture thinking, creativity, critical and lateral thinking, resilience, dealing with ambiguity in complex systems

Developing Talent

- Comfortable with ambiguity and complexity
- Integrated view across disciplines
- Complementary higher level skills and depth expertise
- Research as core value
- Stretch thinking on:
 - technologies
 - societal norms
 - models of business & of government
 - global-local models



Where do we go from here?



Higher Education

- enhanced literacies; communication, numeracy, technology, innovation, global perspectives
- "hands on" in all programs
- Entrepreneurial/innovative
- Reinvent the PhD

Government & Business

- * take on the students
- * Mentor students
- * Snap up those PhDs