WINNING WITH TALENT
Rules of the road are changing. To be top of your game in Supply Chain, you need to be:

- Faster
- Connected
- Intelligent
- Scalable

…. And to do that you must have the right Talent
90% of Chief Executives believe that they should be doing more to attract Supply Chain talent.

The demand-to-supply ratio of Supply Chain jobs to qualified individuals is six to one.

In a few years’ time, it could be as high nine to one.

And, today, a supply chain employee is likely to only stay just over 18 months.
IN 2015, MILLENNIALS BECAME THE LARGEST SHARE OF THE WORKFORCE
WHOSE IN THE ROOM

A. Greatest Generation (born pre 1948)
B. Baby Boomers (born 1948-1964)
C. Generation X (born 1965 – 1980)
E. Gen Z (born 2000 +)
In a world where consumers can purchase everything customized, digital natives don’t accept a one-size-fits-all approach from their employer.

Only 1 in 7 graduates wants to work for a large company.

Accenture Annual College Study Theme 1: “Personalization”
43% of the US workforce is expected to be freelancers by 2020.

Increase in Talent marketplaces already host over 10 million freelance workers in 180 countries.

67% of workers want to pursue freelance working.

As we become more connected, huge populations of previously inaccessible communities are joining the workforce.

**INTRODUCE NEW WAYS OF WORKING – THE GIG ECONOMY**

**40 PERCENT OF SUPPLY CHAIN EXECUTIVES PLAN TO ADOPT GREATER USE OF FREELANCERS IN ONLINE TALENT PLATFORMS WITH RESPECT TO COLLABORATION ACROSS ROLES IN ITS WORKFORCE**

**NEARLY 35 PERCENT OF SUPPLY CHAIN EXECUTIVES PLAN TO INCREASE USE OF TEMPORARY PROJECT TEAMS FORMED AROUND A SPECIFIC CHALLENGE**
I WOULD LIKE TO WORK IN A “GIG” ENVIRONMENT

A

YES! IT’S ALL ABOUT THE WORK. I WANT THE FLEXIBILITY TO CHOOSE. I DO NOT NEED A PERMANENT POSITION

B

YES! BUT ONLY INTERNAL GIG WITH A PERMANENT POSITION AND PAYCHECK

C

NOT FOR ME. I PREFER THE STRUCTURE OF A TRADITIONAL CAREER MODEL
74 percent of recent grads choose to work at an organization with an engaging, positive social atmosphere.

Accenture Annual College Study
Theme 2: “Experience”

“"If your company is not obviously the “it” place to work, then you better figure out what to do to make it compelling for highly marketable people to work there.”

Chip Joyce
Chief Executive Officer, Allied Talent
Choose which order is reflects your priority in choosing a job.

A
1. Salary
2. Workplace Experience
3. Work Flexibility

B
1. Work Flexibility
2. Salary
3. Workplace Experience

C
1. Workplace Experience
2. Work Flexibility
3. Salary
92% percent say it is important to be employed at an organization that demonstrates social responsibility.

In their decision to work for a particular employer, public perception has a greater influence than feedback from relatives or fellow students.
Utilize college internship programs: Internships led to a job post-graduation for 43 percent of recent grads.

Consider Internships in High School.

Monitor your Social Profile

Make work meaningful

Update with companies that are attending
WHEN I AM LOOKING FOR A NEW JOB ....

I ALWAYS CHECK THE SOCIAL ChATTER (TWITTER, GLASSDOOR, ETC)

MY RESEARCH DOES NOT INCLUDE SOCIAL TOOLS
98 percent of the Class of 2016 feel they should pursue continued skills development to further their career. They see on-the-job learning as the main way to do this.

Graduates primarily expect to learn through on-the-job experiences, followed by shadowing and observing others.
58% of grads expect to pursue on the job learning to get real time coaching and feedback

Only 38% expect to pursue employer provided formal training

Ideas: Two way mentoring programs; Situational Leadership; New Teams/Projects
IN MY NEXT ROLE I WOULD RATHER

A  WORK WITH AN EXPERT WHERE I CAN LEARN A NEW SKILL

B  EXECUTE WHAT I KNOW WELL
Are you prepared for digital talent revolution?

How do you design a career for the new supply chain workforce?