Business Intelligence Survey:

Identified Themes

August 7, 2019

Part 1 Leadership & Talent Gap

- **Issues Identified**
  - Availability of Talent (entry and skilled positions)
  - Lack of understanding of disruptive technologies and resources to implement
  - Changes in workforce demographics and culture – employers need to make effort to adapt
  - Leadership gaps – need for internal recognition, development
  - Challenges with the regional perception, services offered related to the retention and attraction of talent
  - Out Migration of 18-35 yr. olds / In-migration of 35-55 yr olds.

- **Suggested Solutions**
  - Increased collaboration between business and education to have pathway from High School to valuable career opportunities and transition through roles as individuals develop (Inspire New North)
  - Build networking, educational, and best practices system to support the implementation of technologies
  - Update to company culture
    - Adapt to changing technologies, workforce skills, and systems to better fit the current/future demand
    - Creating a community culture internally in organizations
    - Address Employee needs for balance
    - More welcoming of minorities
  - Alternative hiring methods with companies valuing less than Bachelors & Masters degrees & helping to cover cost of upskilling education. (Acceptance of Non-Traditional Education Requirements/credentials)

new north

Part 1 Leadership & Talent Gap

- **Support Opportunities for the New North & Other Organizations**
  - Need for a neutral organizer
    - Create networking opportunities
    - Generate unbiased research
    - Act as a connection / collaboration partner for business/education/workforce development
  - Act as a repository and disseminator of available information
  - Serve as an agent of regional branding to attract talent
    - target out of state young talent and retirees that still want to work
    - Promote regional developments and technology implementation as a methodology to retain and attract technology talent (use of attraction videos)
    - Better communicate wages vs cost of living value in our region (we are a good deal)
  - Need for development of business opportunities for full industry spectrum in the region
  - Development of Regional Amenities – public transport options, integrated communities where work, home, recreation are close together & convenient
  - Encourage population to seek higher education

Part 1 Leadership & Talent Gap

- **Identified Research Needs**
  - Online contracts / gig economy
  - Impacts of Social Media on Business
  - Global Economy
  - Methods to increase higher education attainment
  - Development of case studies
  - Talent attraction/retention related to different age groups, the company/talent/community interaction
  - Workforce engagement – methodology and best practices for employee advancement/exchange
  - Surveys – technology adoption, worker perception

Part 2 Innovation and Technology

- **Issues Identified**
  - Concept & Technology jobs will be non-geographical – can be done anywhere
  - Need for company integration with the education system
  - Need for identification of current and future skill set requirements
  - Need to identify & understand disruptive technologies in various industries (Real Estate, Retail, Manufacturing, etc.)
  - Presence of resistance to technology adoption
  - Cost of technology – initial investment, maintenance, labor

- **Solutions suggested**
  - Connection to identify technologies being deployed, and match them to course offerings
  - Company development of internal training or company funded education for employees to provide for growth during company technology implementation
  - Provide opportunities to be exposed to technology solutions and disruptive technologies through tours, workshops, events, technology roundtables, etc.
  - Work to develop a regional culture of experimentation and a structure for providing foresight analysis
  - Use technology to frequently "check-in" with employees
  - Employ technologies to provide alternative work experiences
  - Engage part-time employment options & Project management / Contractor employment optionsUse of machine learning to improve production
  - Be a company that encourages innovation & risk taking -- provide time and security for this to happen.

Part 2 Innovation and Technology

- **Support opportunities for the New North and other organizations**
  - Creation of opportunities to share knowledge – events, online meetings, websites
  - Opportunities to share best practices
  - Development of a culture of experimentation
  - Encourage more apprenticeships

new north

Part 2 Innovation and Technology

- **Identified Research Needs**
  - Sustainable technology adaption pathways, identification of long term concepts and systems

  - Incorporation of AI into the education system

  - Best practices for resource allocation