



EPISODE 2: SHOW NOTES AND ACTION ITEMS

Over the last ten years, the skills gap has increasingly been the subject of business roundtables, government agency forums and think tank research. Employers report struggling to find new workers with the skills they need. This means that both entry-level employees and incumbent workers need upskilling. Our guest in this episode says that if you think you're going to hire somebody off the street that knows how to press every button, forget it. So who owns this skills gap? Podcast host Mike Lesiecki recommends reading these reports for further perspective.

[It's Learning, Just Not as We Know It \(Bridging the Skills Gap in the Future Workforce\)](#)

Accenture and the G20 Young Entrepreneurs Alliance, 2018

The authors' premise is that employers face a global skills crisis that could hold back the economic promise of intelligent technologies. Well beyond today's talent shortages, digital innovations will continually and rapidly alter the demand for skills in the future. This report examines the potential of new learning opportunities and offers recommendations for businesses, entrepreneurs and policy makers. Among the recommendations are the calls for: 1) teaching approaches that encourage individuals to develop a range of both technical and innately human skills, like empathy and critical thinking and 2) greater commitment to experience-based skills development, like on-the-job learning and apprenticeships.

[Is There Really a Skills Gap?](#)

National Association of Colleges and Employers, 2018

Conventional wisdom says that there is a profound skills gap and surveyed employers agree. Many reports have supported this idea with labor data. Edwin Koc, Director of Research, Public Policy, and Legislative Issues at NACE, takes a different approach to analyzing those numbers and concludes that there is no need for a nationwide reform of higher education. He advocates a model which addresses local, job-specific skills through employer-college partnerships designed to meet immediate technical skill sets for existing jobs.

Episode 2 Action Item

If you are an educator, administrator, industry member, or other person working on preparing the skilled technical workforce, add the "skills gap" to the agenda of your next advisory board meeting. Make sure it gets on the agenda and perhaps make that agenda item say "the skills gap—who owns it question mark?" That will get people talking!