

Bridging the Workforce Gap

Chief Learning Officer 2018 (Talent Management) Equipping The Workforce of the Future

- ▶ By 2030, an estimated 1.8 billion youth worldwide will not have the skills or qualifications required to participate in the workforce, according to predictions in a new report by Deloitte Global and the Global Business Coalition for Education (GBC-Education).
- ▶ "Business has to play a leading role by not only defining and communicating what skills are needed in the future, but also by working side by side with educators, governments and nonprofits to ensure our future employees are receiving the education necessary to compete and succeed," said Deloitte Global Chairman David Cruickshank.
- ▶ Financial investment alone will not employ 1.8 billion youth. Instead, new system-wide approaches are needed.

McKinsey & Company 2018

- ▶ The fourth Industrial Revolution, as some call it, has the potential to disrupt entire industries and trigger massive job loss. This new age requires significant "right-skilling" – retraining your workforce and acquiring people with the right skills to fill the gaps.
- ▶ In a recent McKinsey survey, 75 percent of executives said they believed reskilling would fill at least half of their future talent needs, given the war for talent and hiring difficulties.



Gifted at a Glance

- ▶ Launched Gifted Career Solutions, a training, and career placement agency, where opportunity youth ages 16 to 24 are trained and placed in jobs upon successful completion of our life, career, and employability skills training.
- ▶ Formed a partnership between Gifted Career Solutions and the Power Center Community Development Corporation in Memphis, TN in May 2018, commencing our first successful cohort of opportunity youth and job placement.
- ▶ Established a partnership with Clayton County Public schools in Jonesboro, GA.
- ▶ Enrolled **403** Opportunity Youth in our Intangibles© Workforce Training Program.
- ▶ Established corporate and municipal partners.

Vision

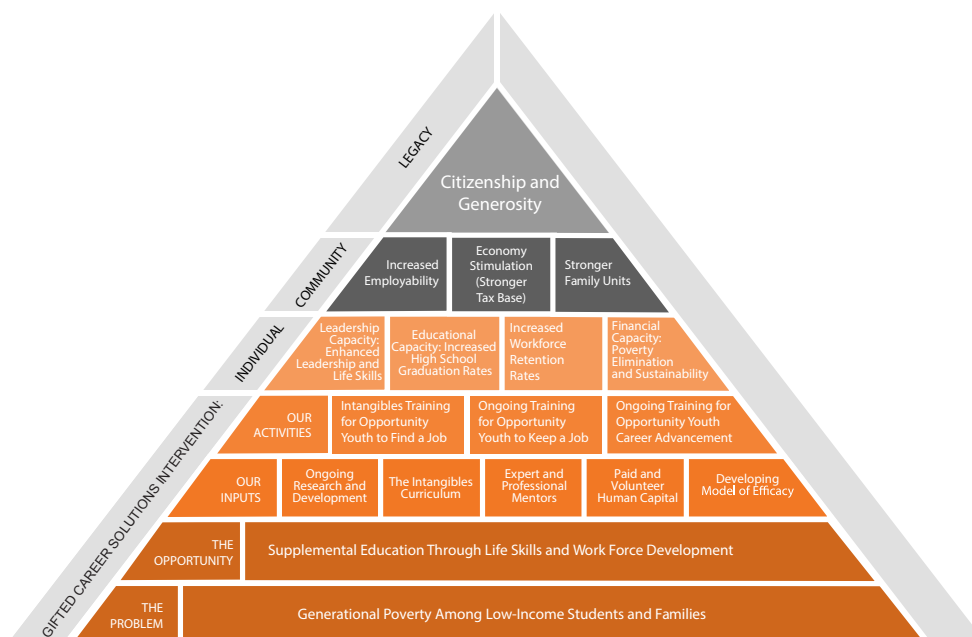
Our vision is for Gifted to be the most accessible career and life skills readiness organization in America.

Mission

Gifted Career Solutions exists to produce marketplace leaders from low-income communities across America.

Our Theory of Change:

Who We Are, What We Believe and What We Will Do to Achieve Our Vision.



2019 Tactical Plan

- ▶ Based upon empirical metrics for retention and due to the rigorous nature of our training process, our goal is to recruit, train and employ more than **1,000** opportunity youth, ages 16-24, from low-income communities within the Atlanta metro area by 2020.
- ▶ Gifted will partner with **10** companies to create a marketplace pipeline for high school students and opportunity youth.
- ▶ Gifted will scale and train opportunity youth in Memphis, TN via Intangibles© Workforce Readiness Curriculum.

Our Strategy for Workforce Development

Programs	Classification	Gifted Career Solutions	Non-Gifted Career Solutions
Workforce Readiness Training	Opportunity Youth Ages 16 to 24	Equipped with practical and soft skills necessary for sustained employability	Unequipped and Unprepared for sustainable employment in the workforce
Jobs + Career Placement	Opportunity Youth Ages 16 to 24	Hired within six months of completing workforce readiness training	Not hired within six months of completing workforce readiness training

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Financials

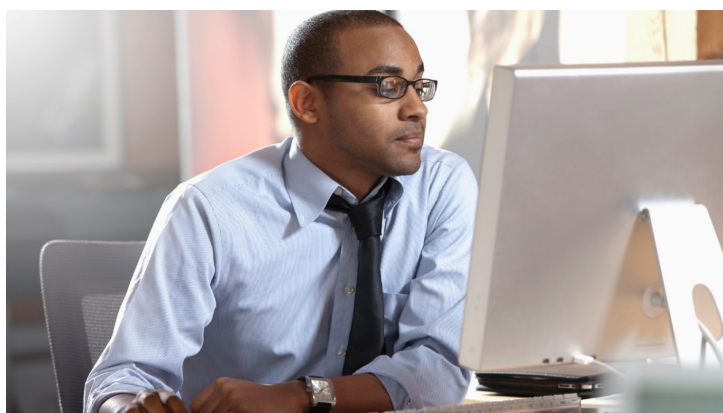


- Program
- Marketing/Fundraising
- Administration

Gifted Career Solutions is a 501(c)(3) nonprofit organization. Tax ID #: 45-1266921

2019 Projected Expense

Program	\$332,500	(70%)
Marketing/Fund.	\$85,500	(18%)
Administration	\$57,000	(12%)
Total	\$475,000	(100%)



Gifted Career Solutions

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