



The worldwide race for human capital

Monday, May 2, 2011; 9:30 – 10:45 AM

Moderator:

Joel Kurtzman, Senior Fellow; Executive Director, Center for a Sustainable Energy Future, Milken Institute

Speakers:

Gary Burnison, CEO, Korn/Ferry International

Stedman Graham, Chairman and CEO, S. Graham & Associates

Chaly Mah, CEO, Deloitte Asia Pacific

Vineet Nayar, Vice Chairman and CEO, HCL Technologies

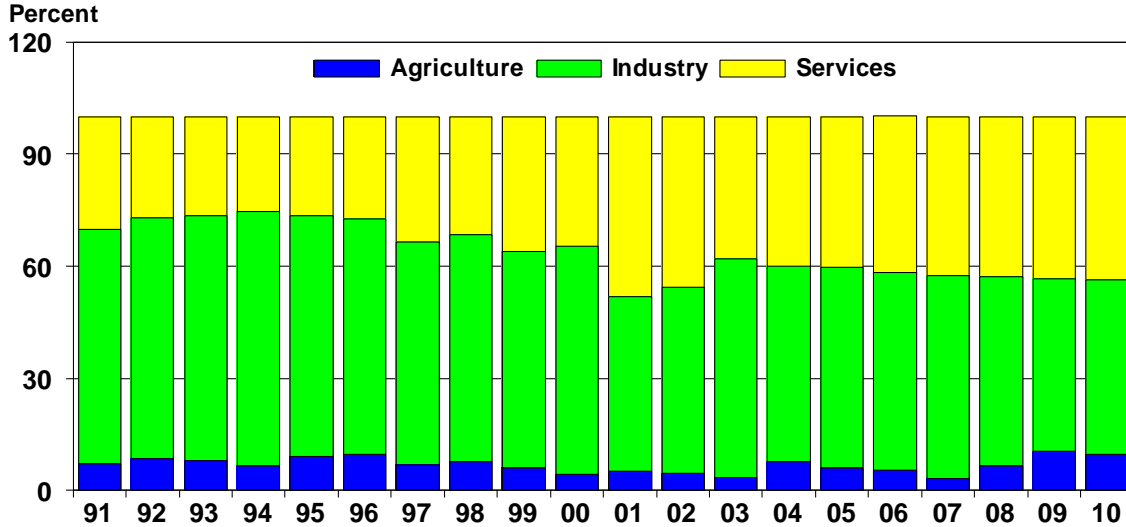
Kodumudi (Radha) Radhakrishnan, Executive Advisor, Digital Intelligence Systems Corp.; former Vice President, Information Technology Operations, Boeing Co

Services are gaining momentum

Contribution to Chinese GDP growth by sector



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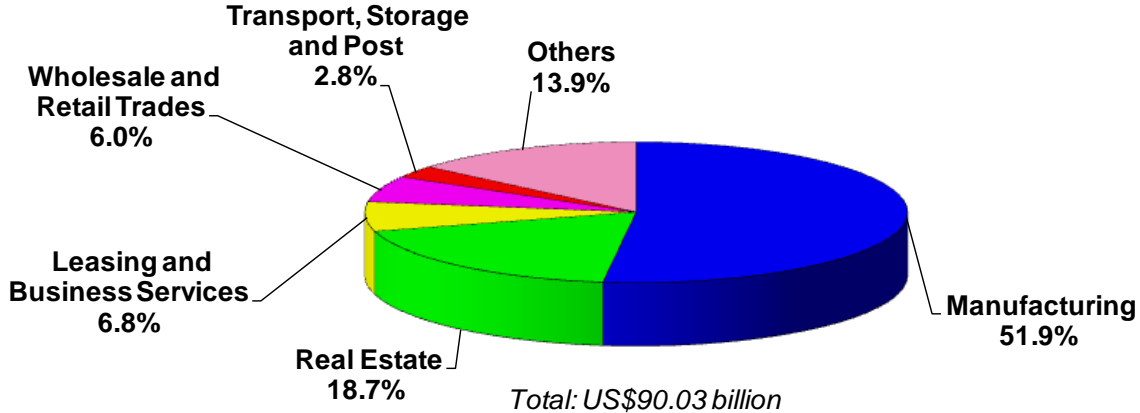
Sources: National Bureau of Statistics of China, CIA World Factbook.

The world's factory



Half of realized Chinese FDI went into manufacturing

Realized FDI, 2009



Source: National Bureau of Statistics of China.

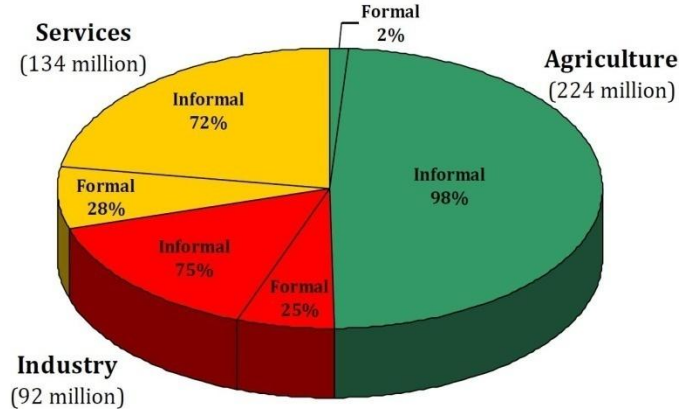
Formal and informal employment in India

by sector

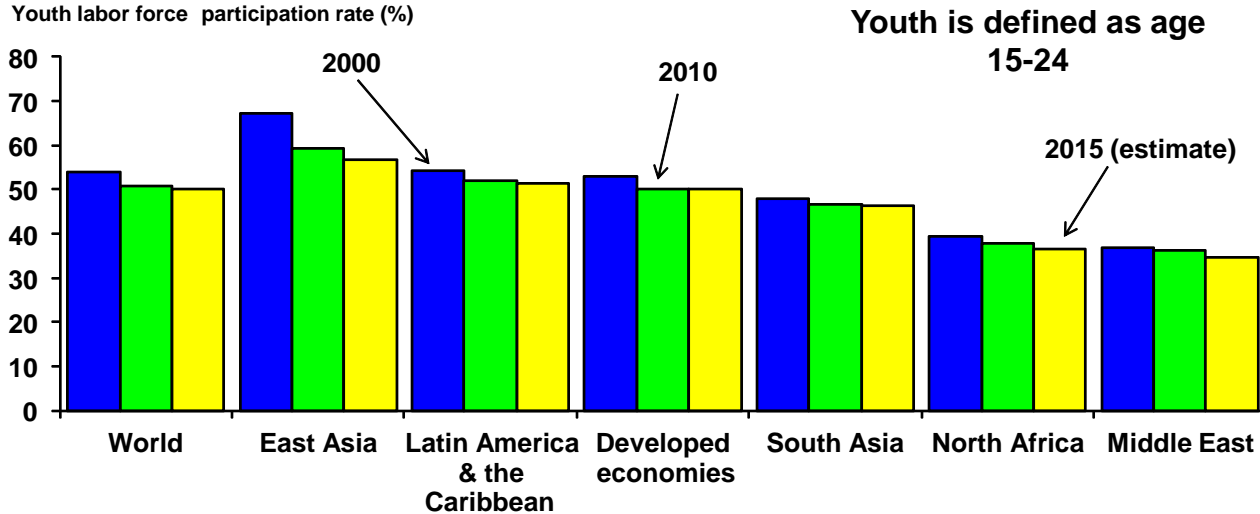


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**Formal and informal employment,
by sector, 2008-09 estimates**



Youth labor force participation in MENA is much lower than other regions

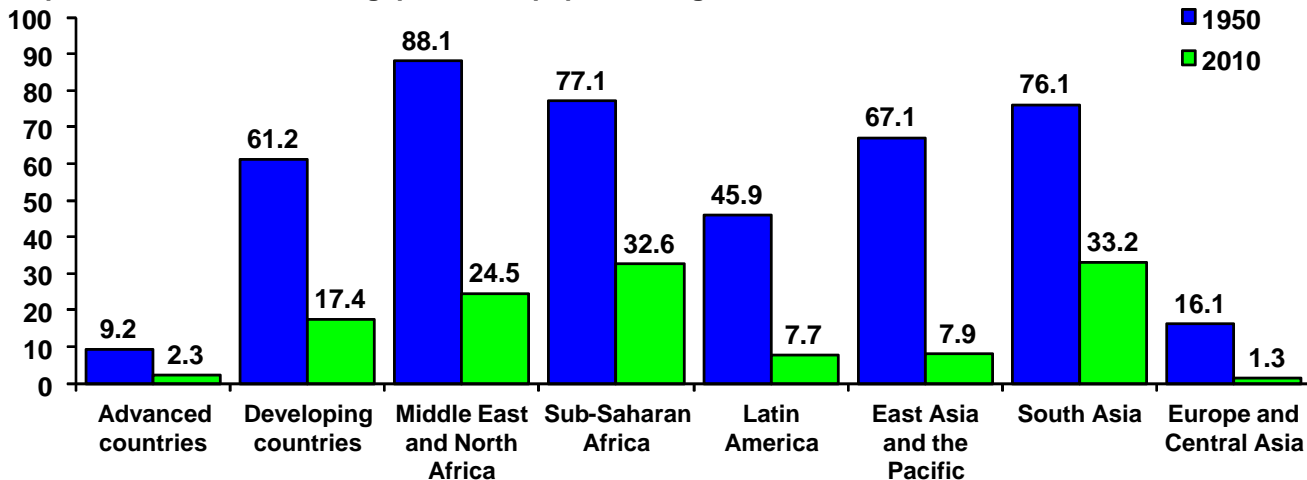


Note: Youth labor force participation rate shows the share of young people that do work out of the full youth population that could work, and provides some information on the efficacy of the economy to create jobs.

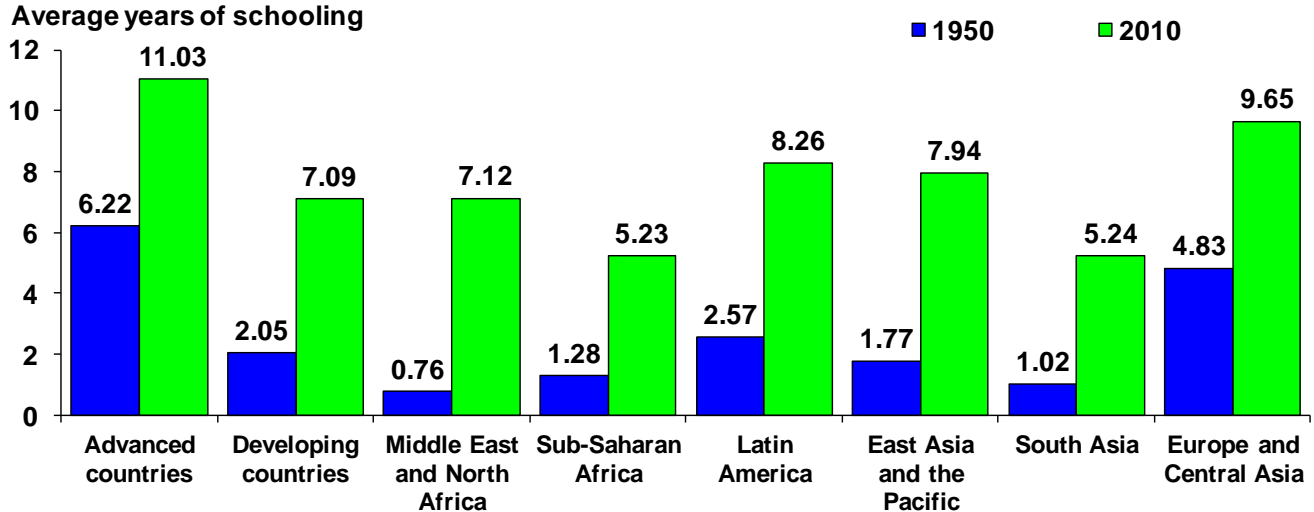
Source: International Labour Office.

The education gap across regions

Population with no schooling, percent of population age 15 and over

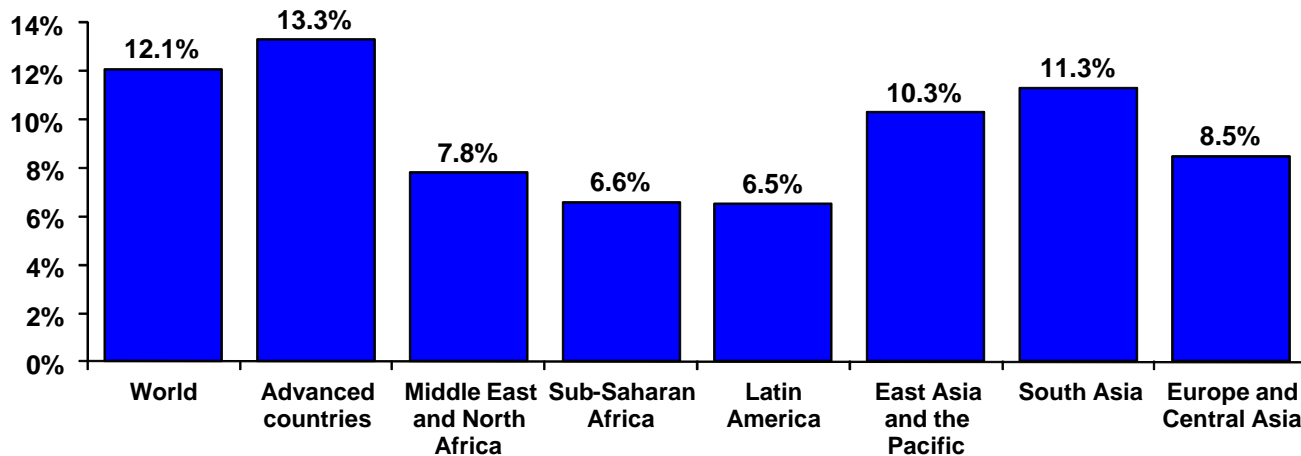


Average years of schooling increased dramatically for developing countries in the past 60 years



Return on human capital

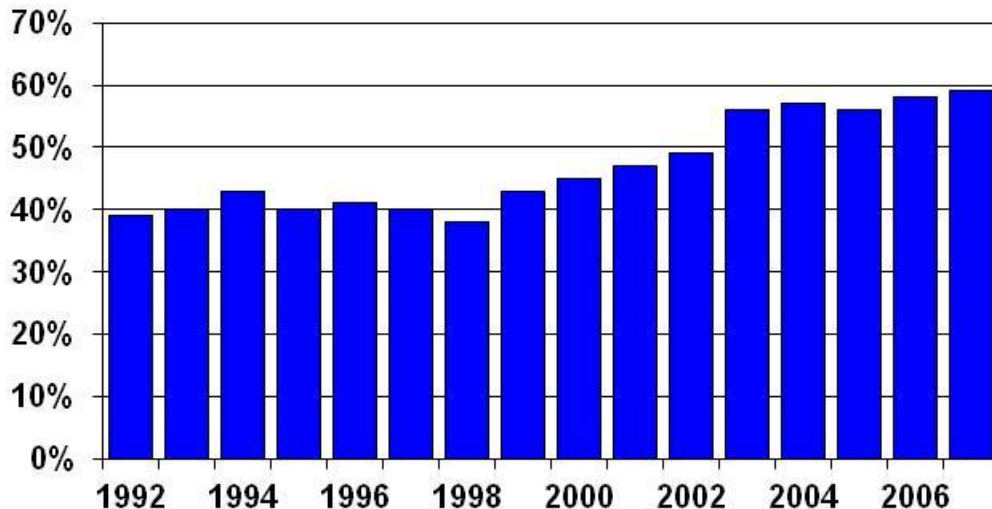
Rate of return on an additional year of schooling, percent



Source: Robert Barro and Jong-Wha Lee (2010).

U.S. aerospace workers age 45 and older

% of industry age 45 and older



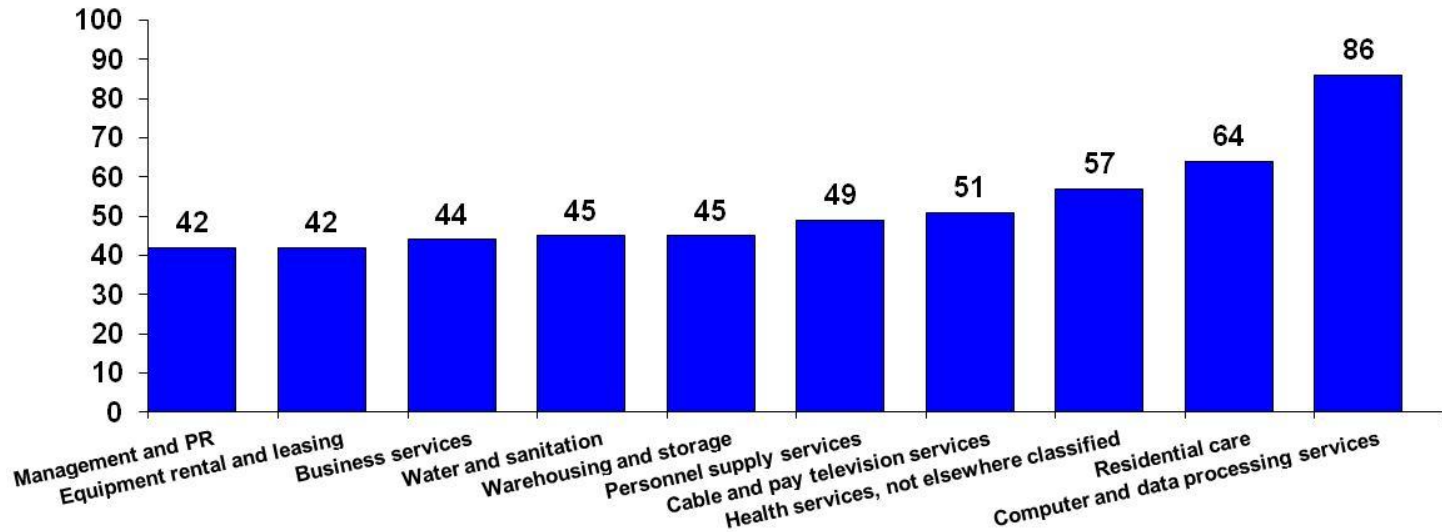
10 industries with fastest growth

of wage and salary employment, 2000-2010



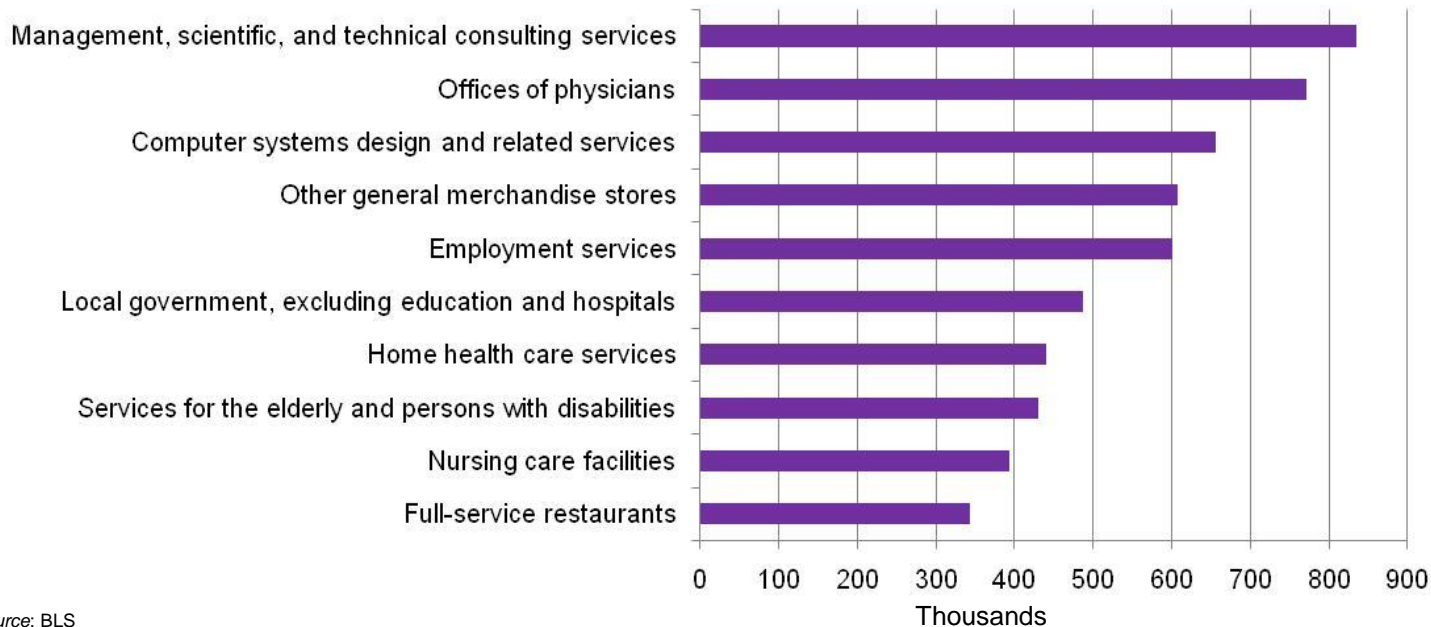
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percent growth

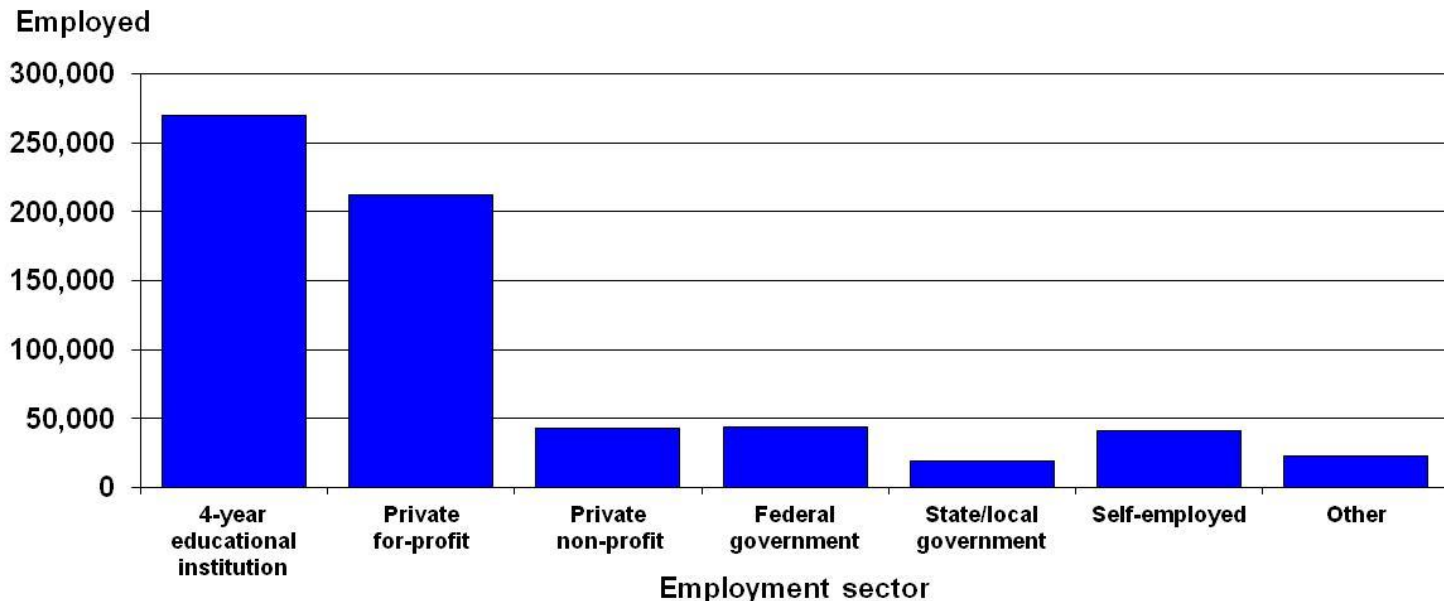


10 industries with the largest employment growth

2008–18 industry projected employment growth



U.S. Employment of science PhD holders



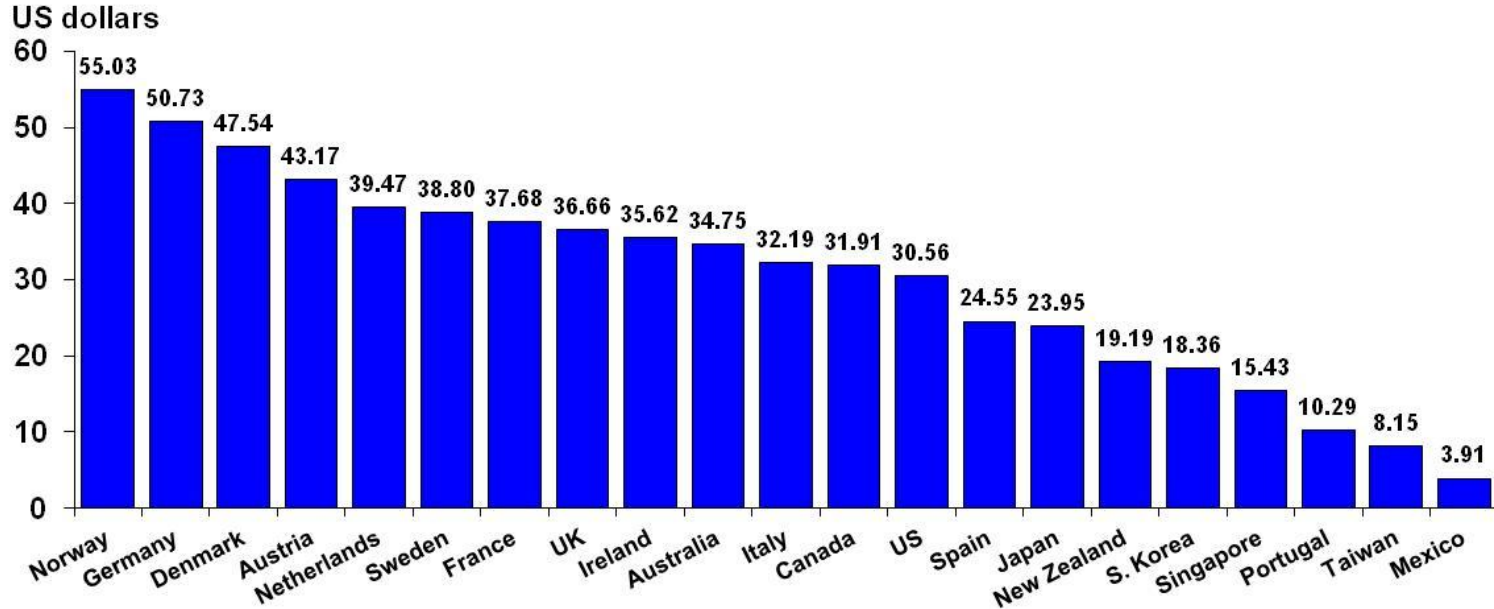
Source: National Science Foundation/Division of Science Resources Statistics, Survey of Doctorate Recipients: 2008.

Hourly manufacturing compensation costs

2007 average



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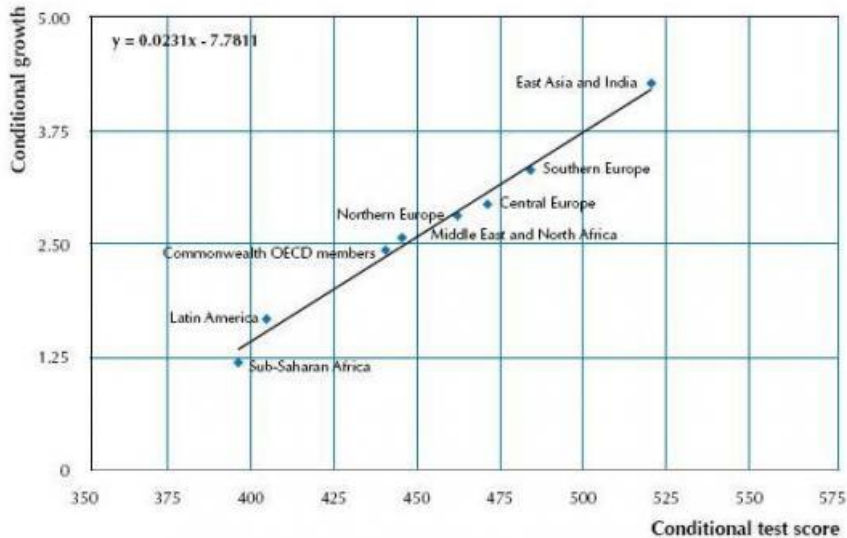


Source: Bureau of Labor Statistics, Charting International Labor Comparisons (2010 Edition)

Education and prosperity



Educational performance and economic growth across world regions



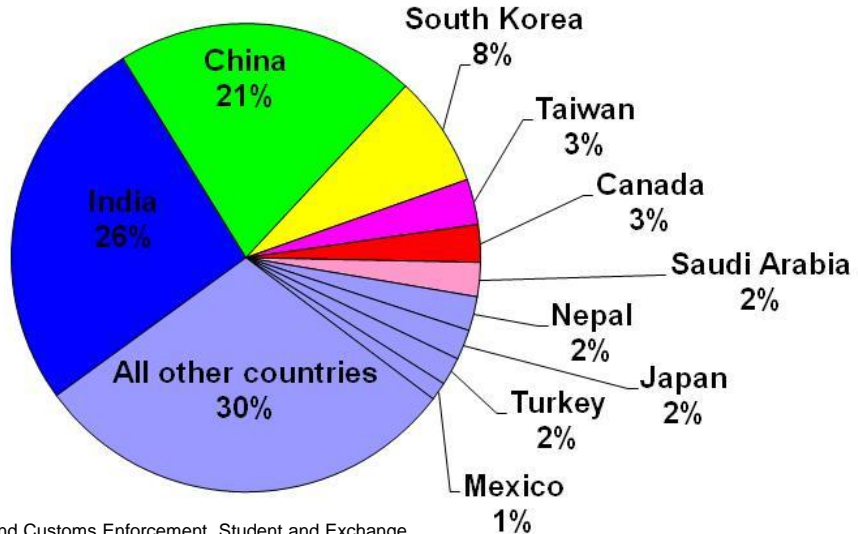
Foreign Science and Engineering students enrolled in the U.S.

by country of citizenship: Fall 2009



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Foreign S&E students enrolled in U.S. higher education institutions



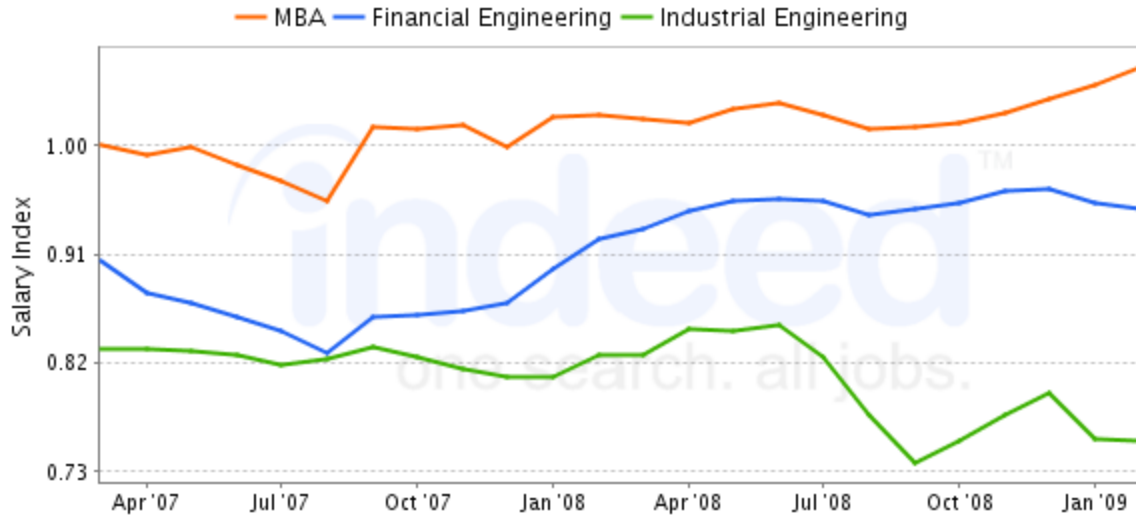
Source: Department of Homeland Security, U.S. Immigration and Customs Enforcement, Student and Exchange Student and Exchange Visitor Information System database, special tabulations: 2010.

National salary trend



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MBA, financial engineering, and industrial engineering in the U.S.



Number of U.S. Jobs Moving Offshore



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Number of U.S. Jobs Moving Offshore				
Job Category	2000	2005	2010	2015
Management	0	37,477	117,835	288,281
Business	10,787	61,252	161,722	348,028
Computer	27,171	108,991	276,954	472,632
Architecture	3,498	32,302	83,237	184,347
Life Sciences	0	3,677	14,478	36,770
Legal	1,793	14,220	34,673	74,642
Art, design	818	5,576	13,846	29,639
Sales	4,619	29,064	97,321	226,564
Office	53,987	295,034	791,034	1,659,310
Total	102,674	587,592	1,591,101	3,320,213

Source: U.S. Department of Labor, Forrester Research, Inc.