

# Rewire Your Approach to Talent through the Impact Hiring Bootcamp

## THE OPPORTUNITY

*Social trends and the shifting nature of work are creating the need to rewire the US labor market.*

- *By 2030, McKinsey estimates that up to 166M American workers will need to transition jobs due to the rise of automation, with frontline face the highest risk of displacement.*
- *Nearer term, the relationship between employers and workers as the gig economy grows. Although employers stand to benefit from these trends, 46% still face persistent challenges recruiting and retaining high quality talent, particularly for frontline roles.*
- *Lastly, there are profound racial disparities in the labor force despite broad demographics trends. People of color are expected to become the majority of the working class by 2032, 11 years before people of color are projected to become the majority of the American population.*

***Employers are rewiring their talent systems and changing their practices to address these immediate and future business needs. Are you?***

## WHY PARTICIPATE

Change is hard, but we can help. If you're a Human Resources, Corporate Social Responsibility, or Operations leader at your company looking for innovative and evidence-based ways to access and retain new pools of talent, the Bootcamp is for you! This 4-day experience will inspire and support you to be a changemaker at your company so you can get results you need to address your most pressing talent issues.

More specifically, through the Bootcamp you will:

- ✓ **Build your capacity** to innovate and test a talent strategy you can learn from
- ✓ **Develop your pilot concept** by examining your talent system and identifying internal barriers
- ✓ **Create an implementation plan** to finalize and launch your pilot concept
- ✓ Devise a strategy to **invest your most important stakeholders** in your pilot
- ✓ **Receive resources and light coaching support** following the bootcamp to finalize and/or implement your pilot
- ✓ **Join a community of pioneers** who are committed to leveraging impact hiring to improve their business as well as their community

**“FSG has helped us think through the problems that we are going to face in advance of facing them, so we can be quick and nimble and work through this in a way that gets us to the best result.”**



**Megan Hansen**  
SVP of People,  
MOD Pizza

## HOW TO PARTICIPATE

### West Coast Impact Hiring Bootcamp

October 8-11, 2018 | Seattle, WA

### East Coast Impact Hiring Bootcamp

Spring 2019 | TBD

Registration costs include programming, meals and activities for upwards of three participants. We encourage companies to have cross-department representation from their HR, CSR, and/or Operations teams. Capacity for the Bootcamps is limited.

Learn more at [www.fsg.org/impact-hiring-initiative](http://www.fsg.org/impact-hiring-initiative) or by emailing [Nicole.Trimble@fsg.org](mailto:Nicole.Trimble@fsg.org).

## PIONEERING COMPANIES



Hilton



## BOOTCAMP SPONSOR

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“Being a part of FSG’s Innovation Lab has been incredibly energizing for me personally and for my team. Our work with the Lab has given my team greater purpose and clarified how we can make our business goals around diversity and inclusion a reality.”



Jonathan Heckert  
Manager, HR—Talent Management  
Staffing, Entergy