

# Competing on Innovation: Implications for Building the Middle-Skill Talent Pipeline

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# Competing on Innovation

- **Employers:** Competing on rapid and continuous innovation across all aspects of business
- **Workers:** High stakes race to move from routine to “innovation work” in face of threats from globalization and automation

# Defining Innovation

- **Definition:** Development and implementation of new ideas and ways of doing things that create social value
- **Types of Innovation:** Product/service, process, business model, and scientific and technological advances

# The Work of Innovation

- **Changing Organization of Work:** Innovation moving to middle-skill, front-line workforce
- Growing role of open, cross-functional and interdisciplinary teams
- **Innovation Talent:** Need for “depth and breadth” in expertise at all levels

# Building Innovation Talent

- **Disrupting Delivery:** Not just what and how we teach, but how we reorganize education/training
- Employer sponsored challenges and work-based learning opportunities
- Breaking down disciplinary and program siloes

# Building Innovation Talent

- **Promising Practices:** Employer-sponsored student challenges, student projects and career pathway and curriculum frameworks
- Illinois Innovation Talent (ILIT)
- Career Pathway Frameworks and STEM Learning Exchanges
- Postsecondary--Business and STEM challenges and projects and LEAP Signature Work projects

# Next Steps

## **Research lagging promising practices**

- Innovation work across key clusters/sectors
- New approaches to employer validation
- Scaling employer leadership in talent pipeline management
- New approaches to promoting interdisciplinary and cross-program collaborations
- Leveraging career pathway and credentialing frameworks across P-20 talent pipeline with implications for career development

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