



Building a Sustainable Workforce

Talent Farming vs. Talent Hunting

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What is Talent Farming?

- Creating “fertile soil”
- Sowing seeds that bear future fruit
- Planning for the Future



What Can Airports Learn from the NFL?

Winning is less about having access to the best talent; it is more about making the most of the talent you have access to...

Future Work Skills 2020

While all six drivers are important in shaping the landscape in which each skill emerges, the color-coding and placement here indicate which drivers have particular relevance to the development of each of the skills.

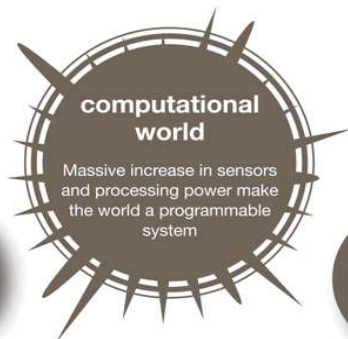
KEY



Drivers—disruptive shifts that will reshape the workforce landscape



Key skill needed in the future workforce



Talent, Culture, and Capability Landscape

50%



- Percentage of San Diego International Airport Staff who are Baby Boomers
- Percentage of Airport Staff eligible to retire between 2010 and 2020

Strategic Workforce Planning





TALENT POOLS



DIVERSITY

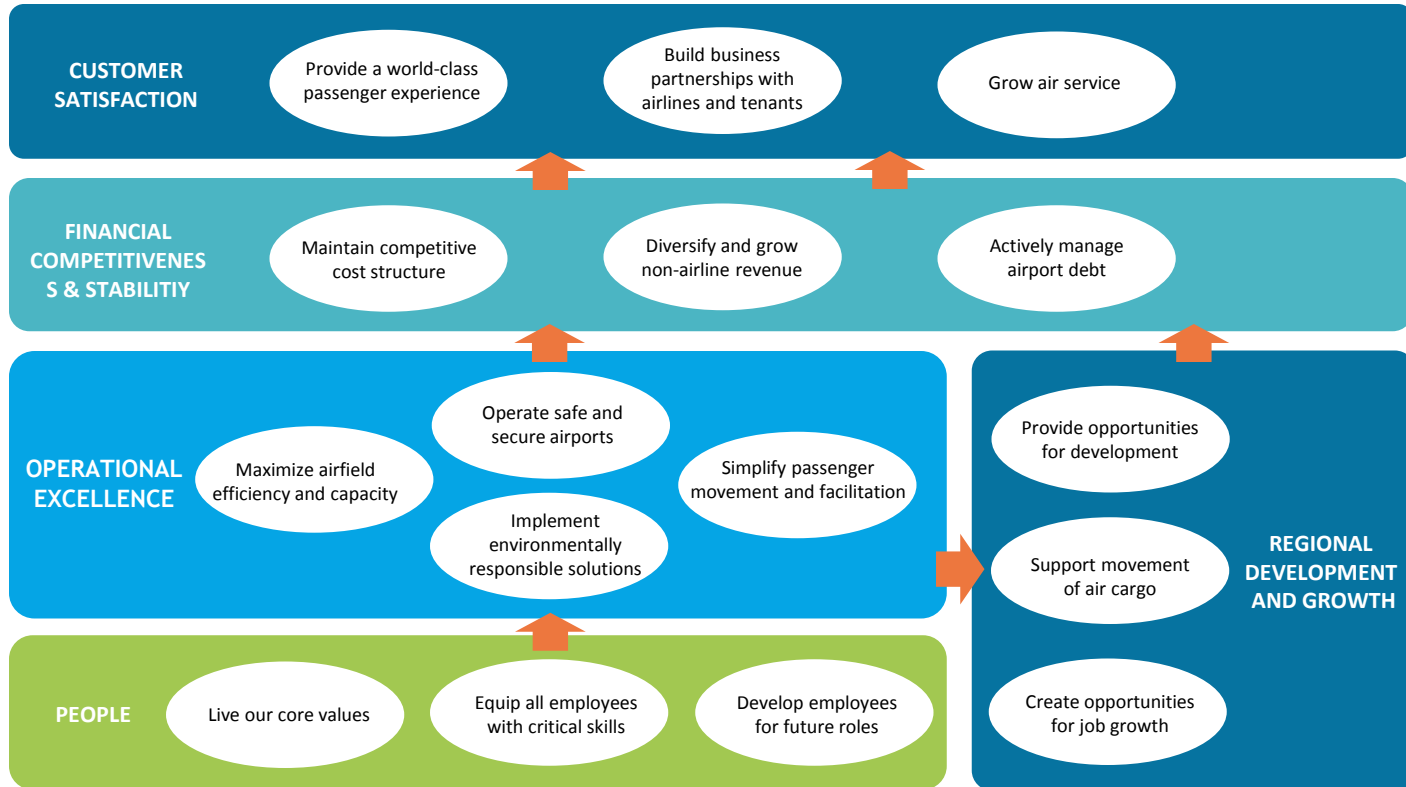


TALENT PIPELINE

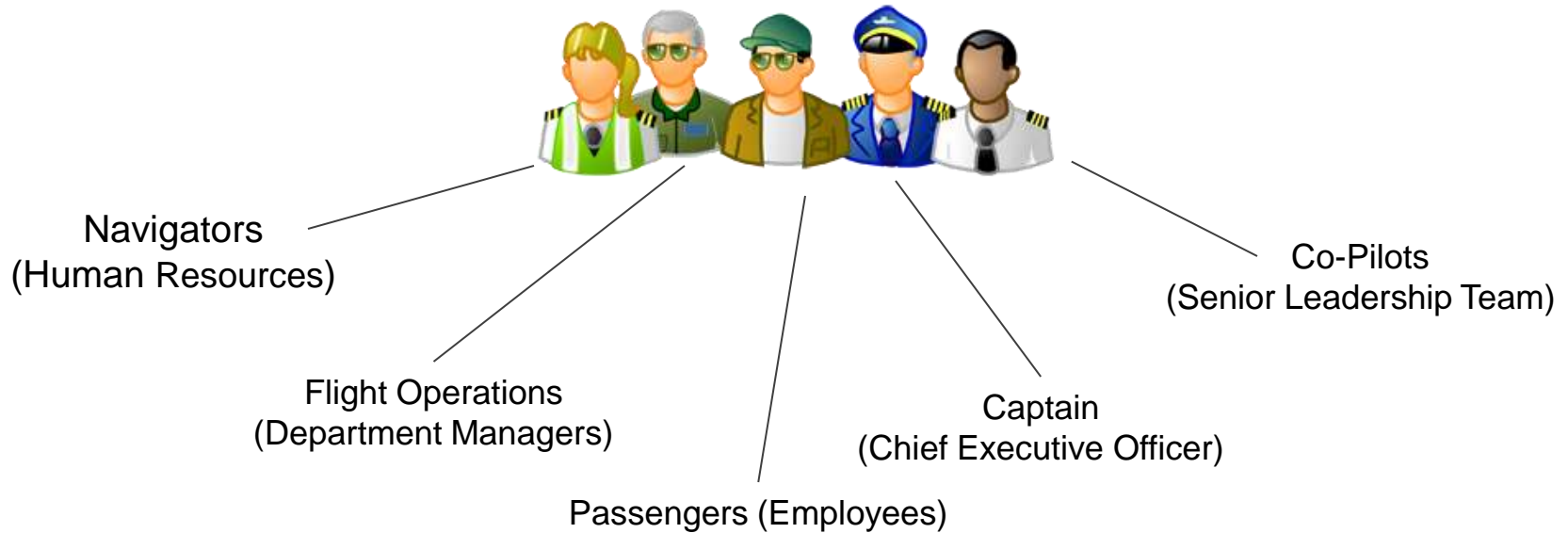


SUCCESS METRICS

How Do We “Farm” Internally?



Roles in Unified Talent Management for Business Sustainability



Basics for Building Talent Pipeline





Where Learning Management Fits In

Step 1 – Build a Solid Foundation

Building Talent Pipeline

Learning (Growth & Development)



Tracking Training – Creating the Employee Transcript



Where Performance Management Fits In

Step 2 – Align Talent to
Strategy

Building Talent Pipeline

Performance Evaluation
(Assessing & Managing Talent)



Job Competency
Assessment

Core Values
Assessment

Development
Plans

Individual Goal
Achievement Tied
to Organizational
Goals



Business Sustainability

Step 3 – Ensure
Business Sustainability

Business Sustainability

Succession Planning





Business

Sustainability -

Where Recruiting & Onboarding Fit In

Step 4 – Complete the
Employee Life Cycle

Building Talent Pipeline

Recruiting & Onboarding




Applicant
Management

Source &
Select

Screening &
Assessment

Talent
Pipelines



What will you do to make talent related decisions today as if tomorrow matters?



Thank You.

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