

The Gift of Global Talent

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Managing the Future of Work

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The GIFT of GLOBAL TALENT

How Migration Shapes
Business, Economy & Society

WILLIAM R. KERR

Managing the Future of Work

Advanced
Technology

Workforce
Needs

Gig
Economy

Care
Economy

Global
Talent

Inequality

MANAGING
THE FUTURE
OF WORK™

H|B|S

Managing the Future of Work



Project Efforts

- *Cutting-edge research on domains*
- *Disseminating via practical playbooks*
- *Influencing action for business and policy*

Ways to Connect

- *Bi-weekly podcast*
- *Monthly newsletter*
- *Cases, reports, etc.*

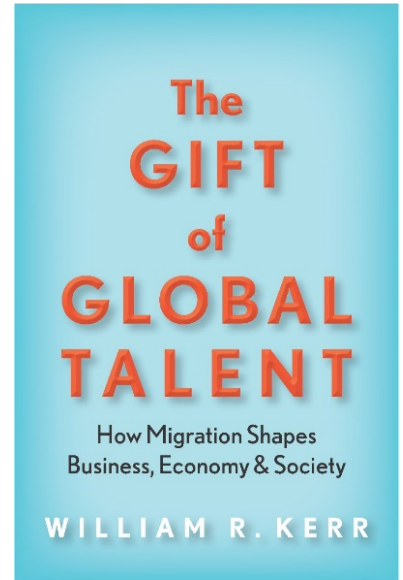
<https://www.hbs.edu/managing-the-future-of-work>

“This is a clear-eyed exposition of how talent moves around the world and why so much lands in the United States. Chock-full of compelling data, this book shows that the economic stakes in today's over-heated immigration debate couldn't be higher. This is a must-read for policy makers.”

- Janet Napolitano, *President of the University of California, former Secretary of Homeland Security and Governor of Arizona*

“This book is brilliant, lucid, and timely. William Kerr understands the value of talent, and demonstrates a wealth of it himself in his exploration of why and how smart people migrate and cluster. A must-read for anyone who wants to understand this crucial topic.”

- Robert Guest, *Foreign Editor of The Economist and author of Borderless Economics*



Amazon:

<https://amzn.to/2vMHQsf>

Extended Book Webpage: <https://www.hbs.edu/managing-the-future-of-work/research/Pages/global-talent.aspx>

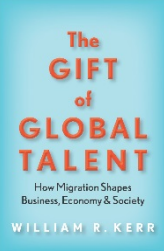
TRUE

OR

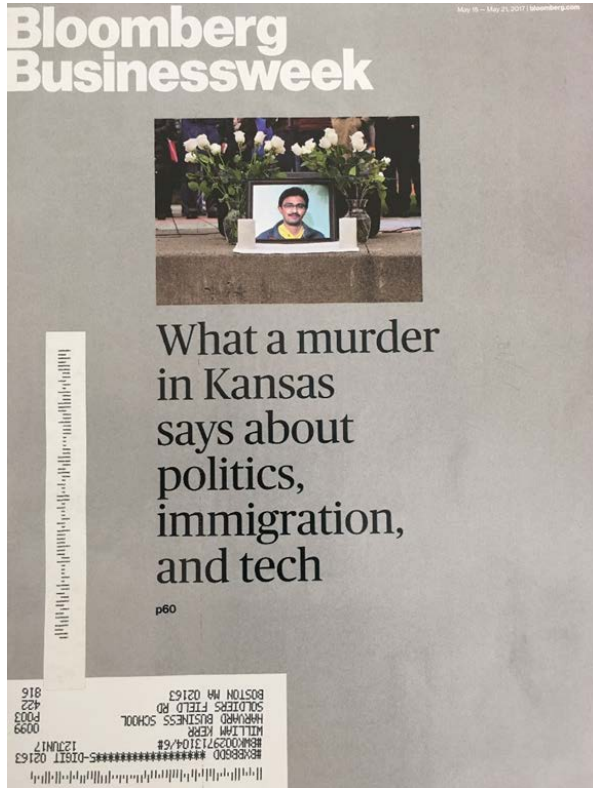
FALSE



1. The net migration of inventors into Finland is higher than into Canada
2. The patenting done by Indian and Chinese ethnic inventors in the SF Bay area exceeds all patenting in Boston
3. In 2030, the number of young college graduates in Brazil will exceed the number for Western Europe



1. The global migration of talent shapes our businesses, economies and societies in exceptional ways
2. America has been the largest beneficiary, and the world as a whole has benefitted, too ...
... but some have lost their jobs and dreams as well
3. There is a better path forward, starting with America



Other articles in May 2017 issue:

- As Venezuela implodes, its young professionals flee for a chance in the U.S.
- Cyprus' passport to growth: Selling EU citizenship
- Carmakers Are having a hard time selling tech talent on Detroit
- A Trump Slump at U.S. B-schools, as foreign students head elsewhere
- How did I get here? Dara Khosrowshahi's long trip from Iranian refugee to Expedia CEO





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ST>RT-UPCHILE

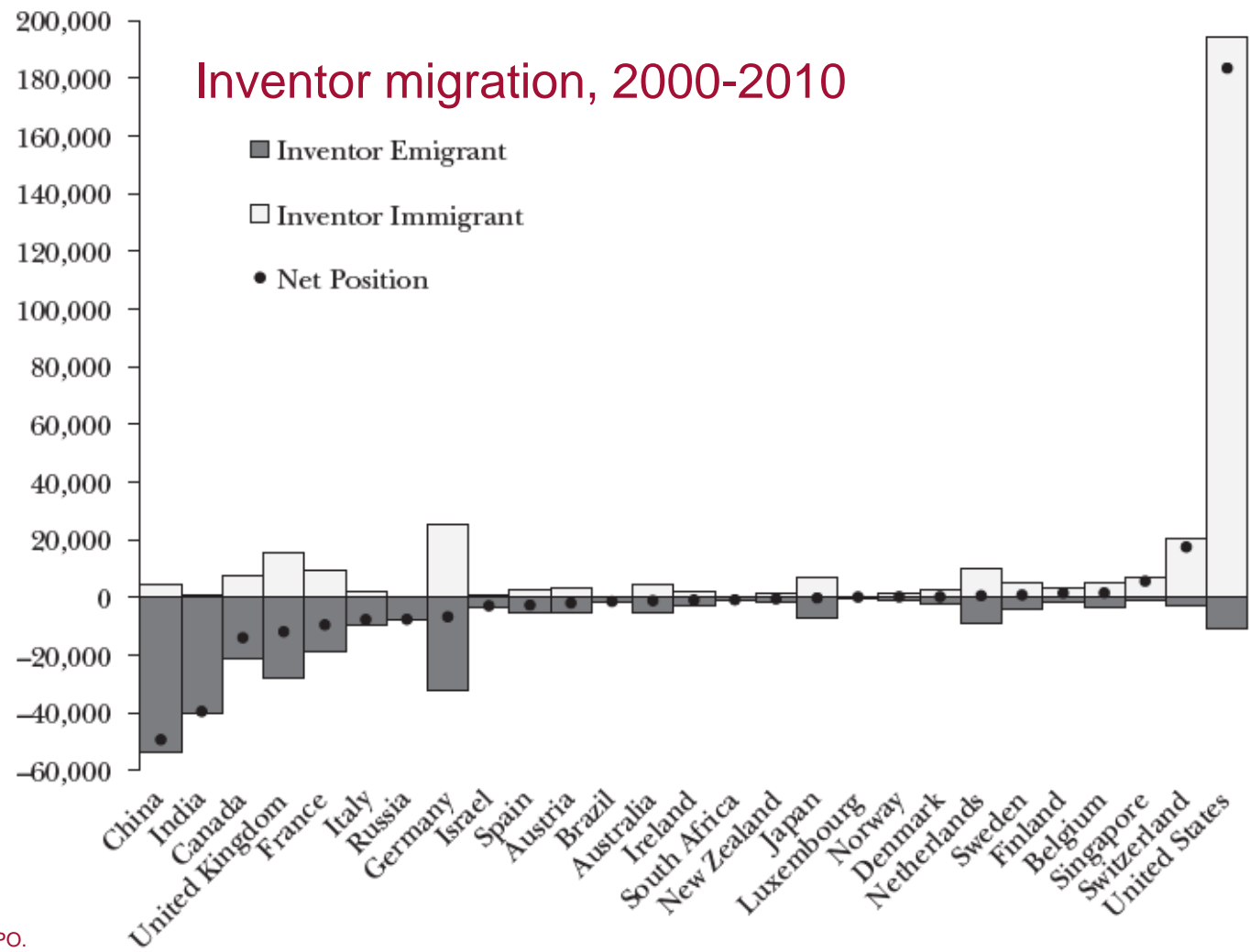
Source: Google Images.

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Talent on the move

	Nobel Laureates 1900-2016	WIPO inventors 2000-2010	College educated ~2010
1. Global migrants as a percentage of total group worldwide	31%	10%	5%
2. Share of global migrants moving to United States	53%	57%	41%
3. Immigrants as a share of the United States' group	33%	18%	17%

Inventor migration, 2000-2010

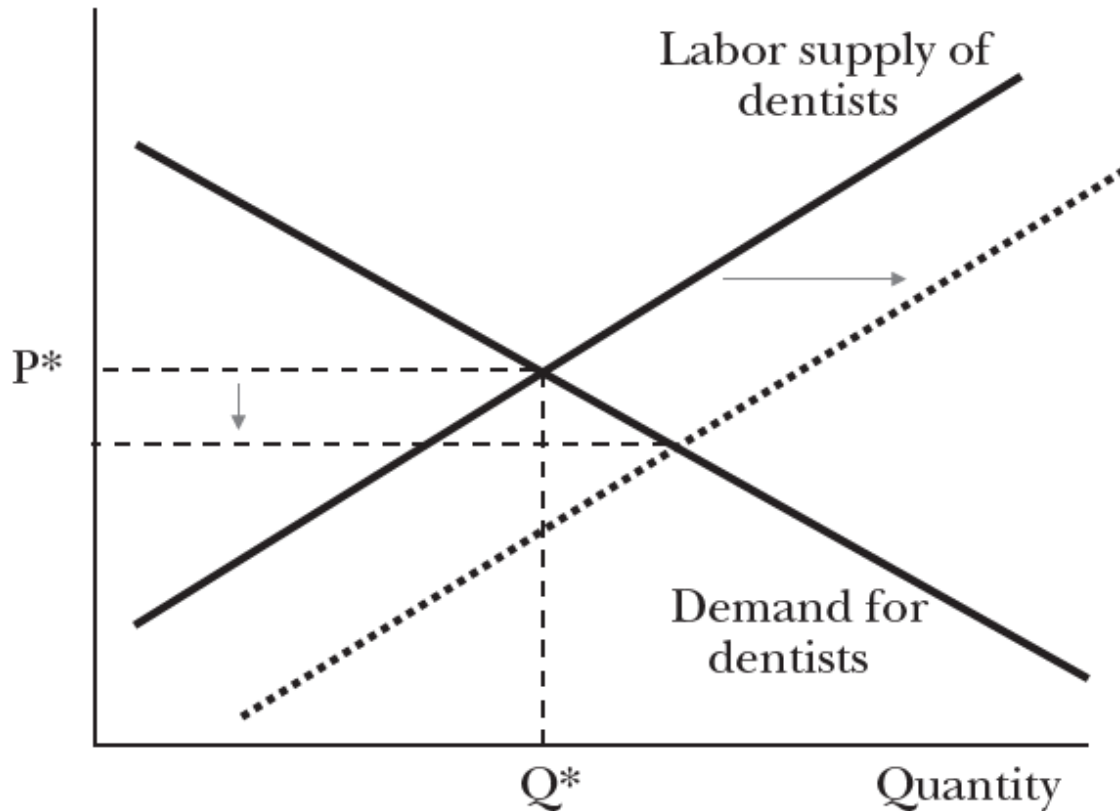


The economics of talent clusters



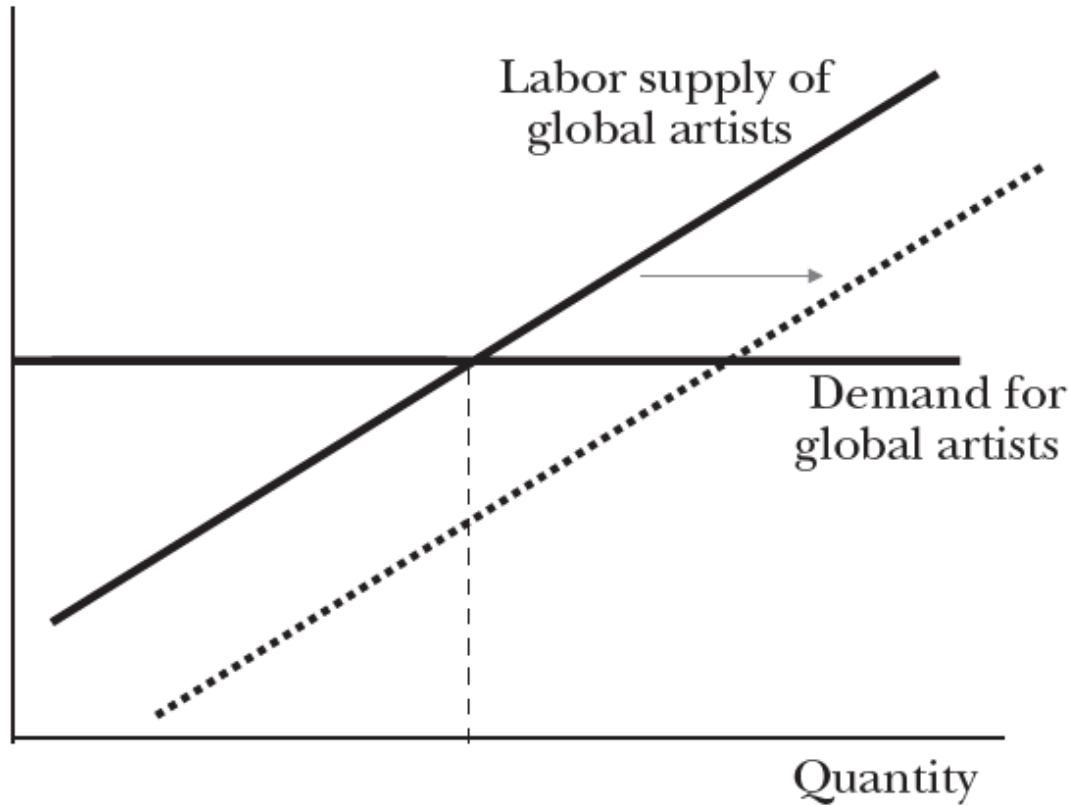
Local dental services

Price per cavity filled



Global recording artists

Price per global song



The economics
of talent clusters

Book Structure

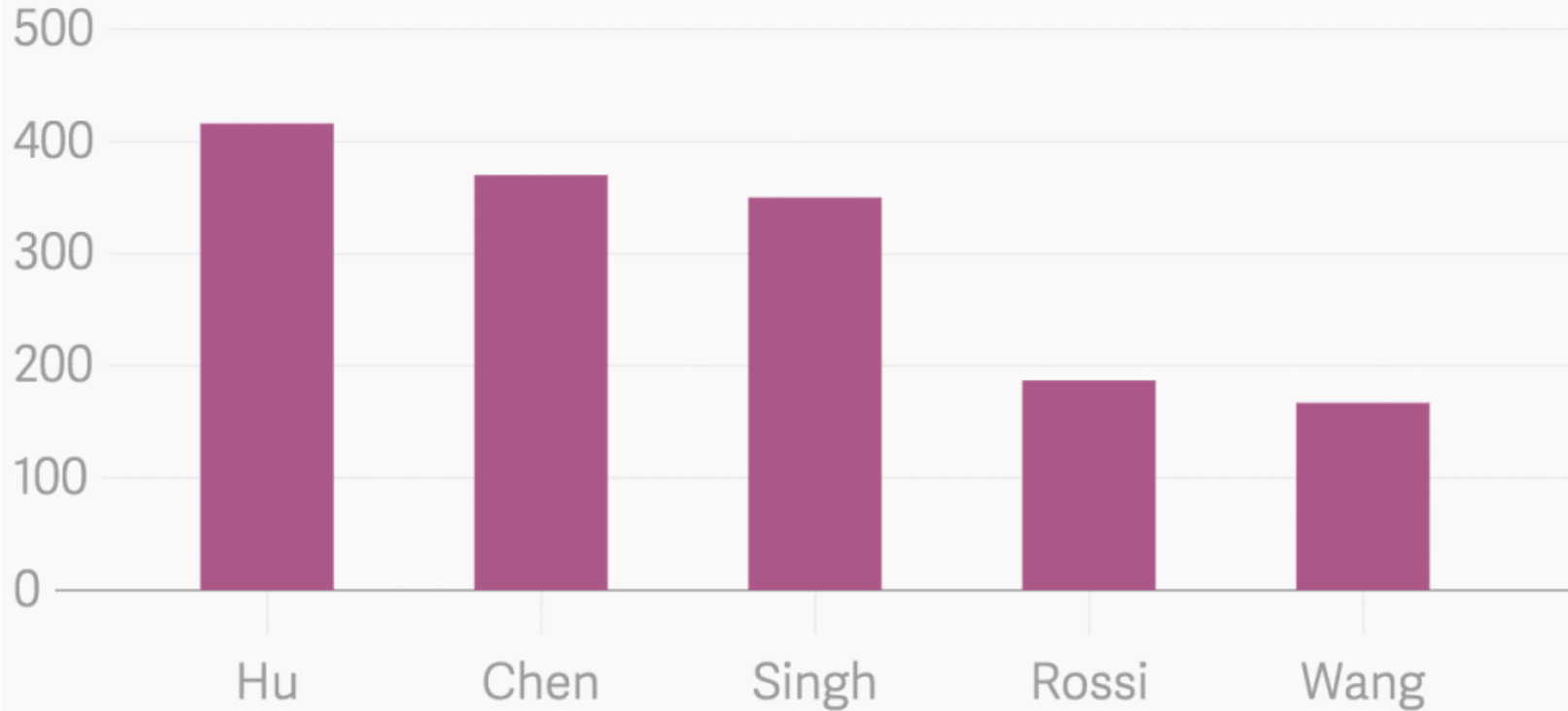
Part 1: The roots of global talent flows

1. Talent on the move
2. The economics of talent clusters
3. Innovation in the United States
4. Points vs. firms
5. The education pathway

Part 2: The consequences of global talent flows

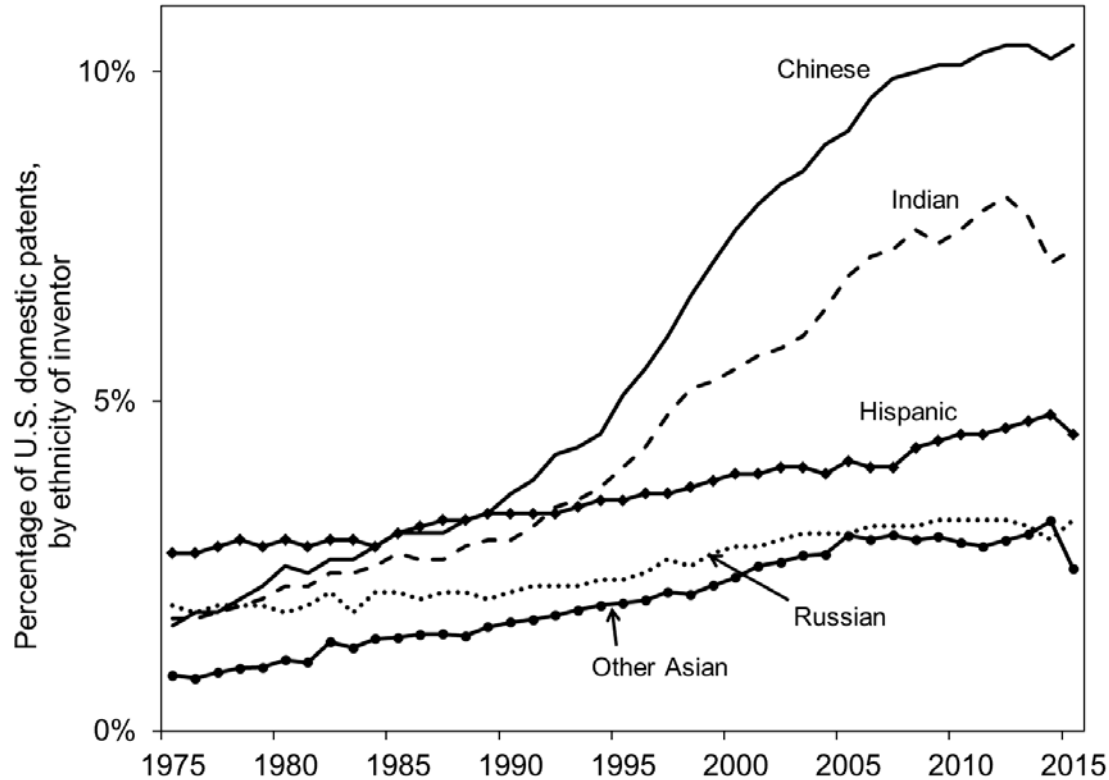
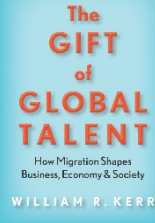
6. Talent clusters to rule them all
 7. The new HR challenge
 8. Global diffusion remade
 9. Revenge of the nerds
- Fragile U.S. leadership

Most common surnames of Italian company founders, Jan-Aug 2015



ATLAS | Data: Camera di Commercio

Global talent drives U.S. innovation

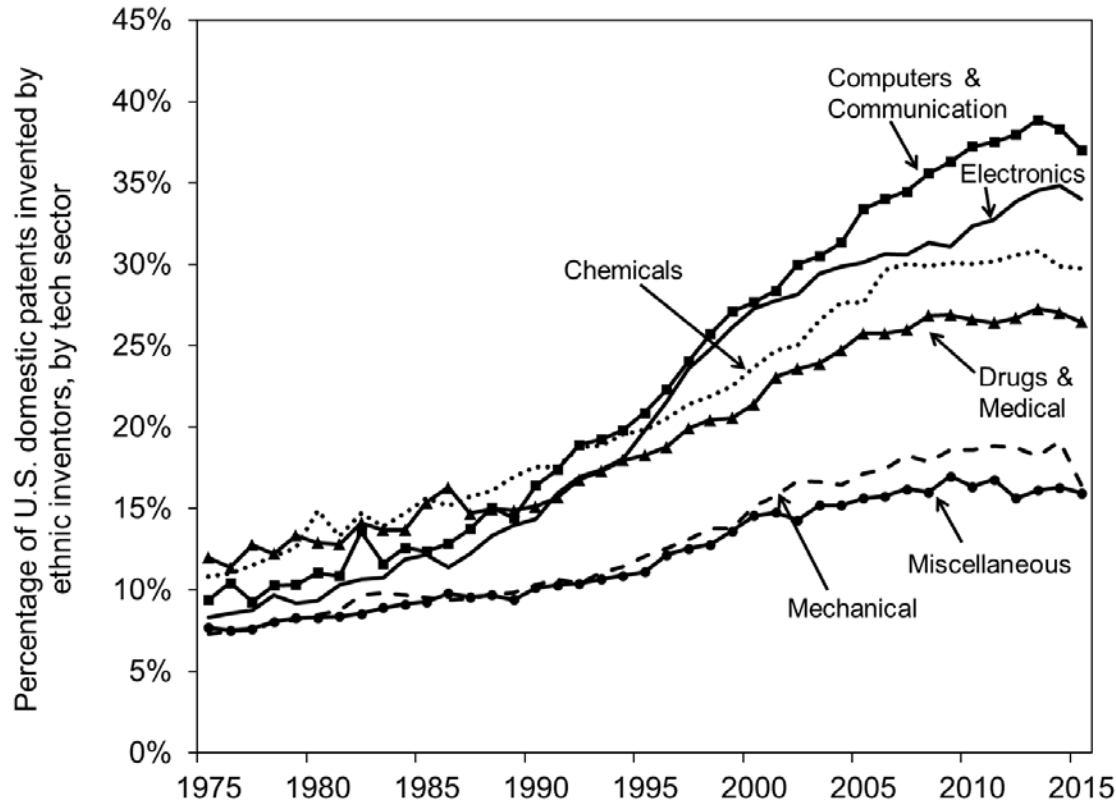


Share of U.S. domestic invention

1975
1 in 12
patents

2017
1 in 3.5
patents

Global talent drives U.S. innovation



Share of U.S.
domestic invention

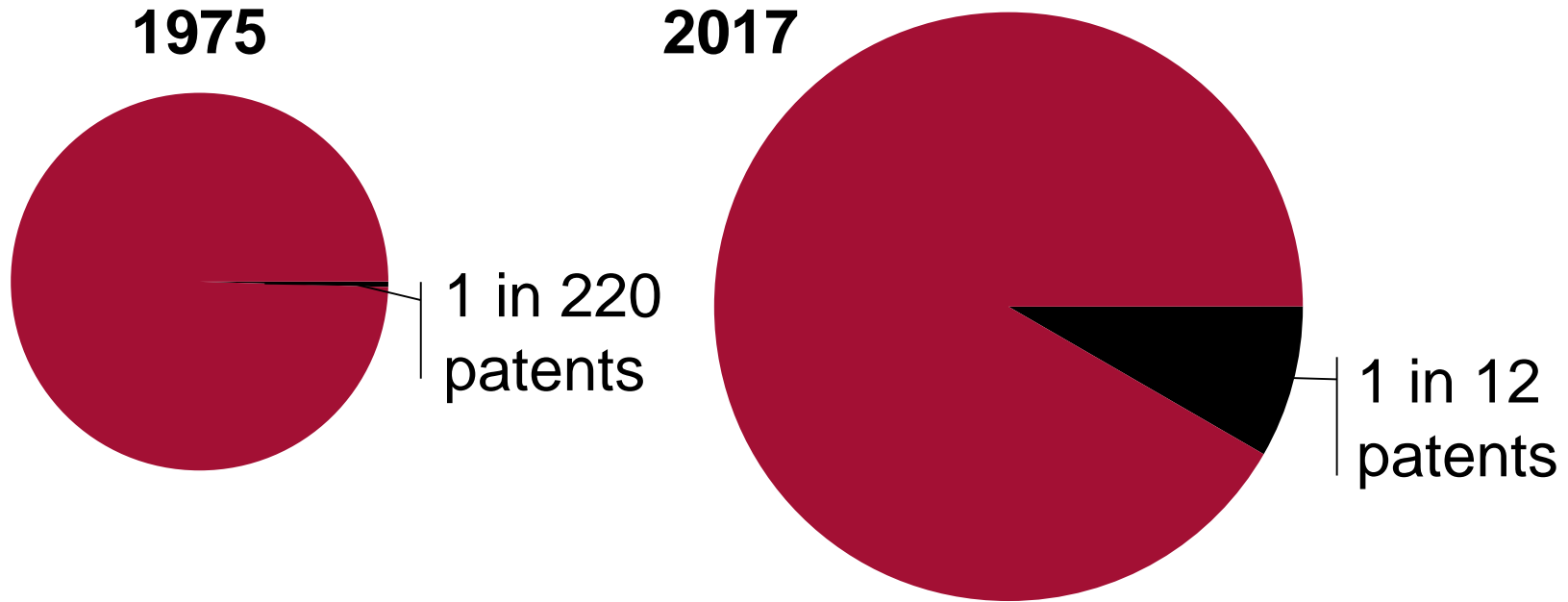
1975

1 in 12
patents

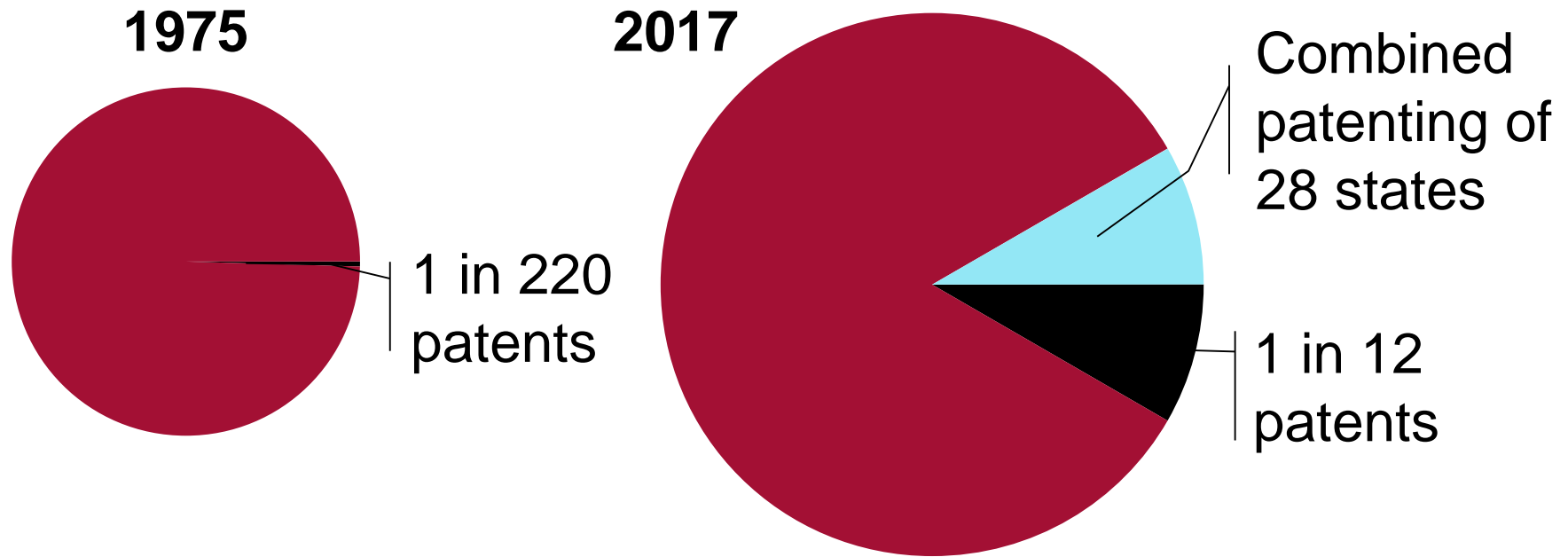
2017

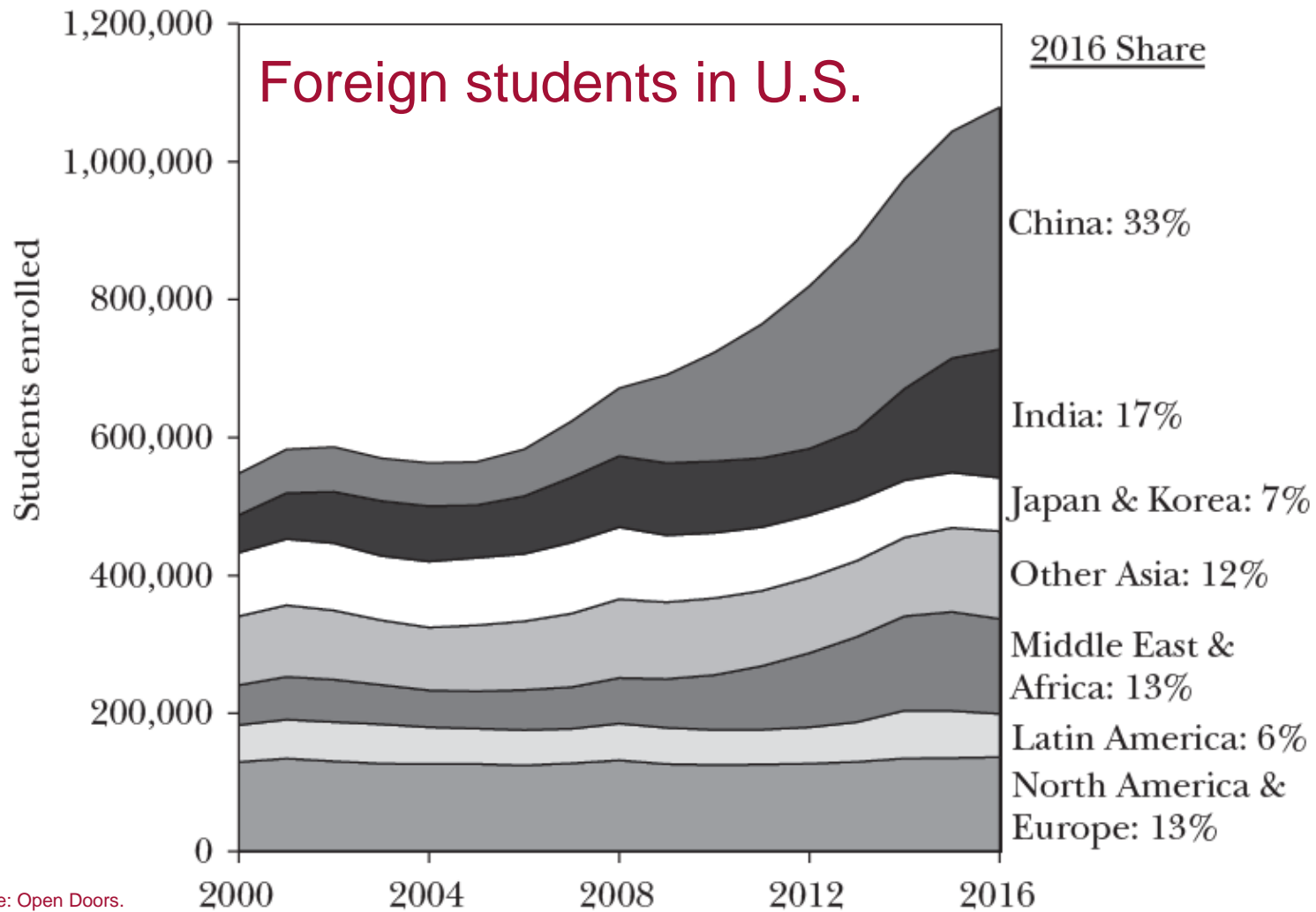
1 in 3.5
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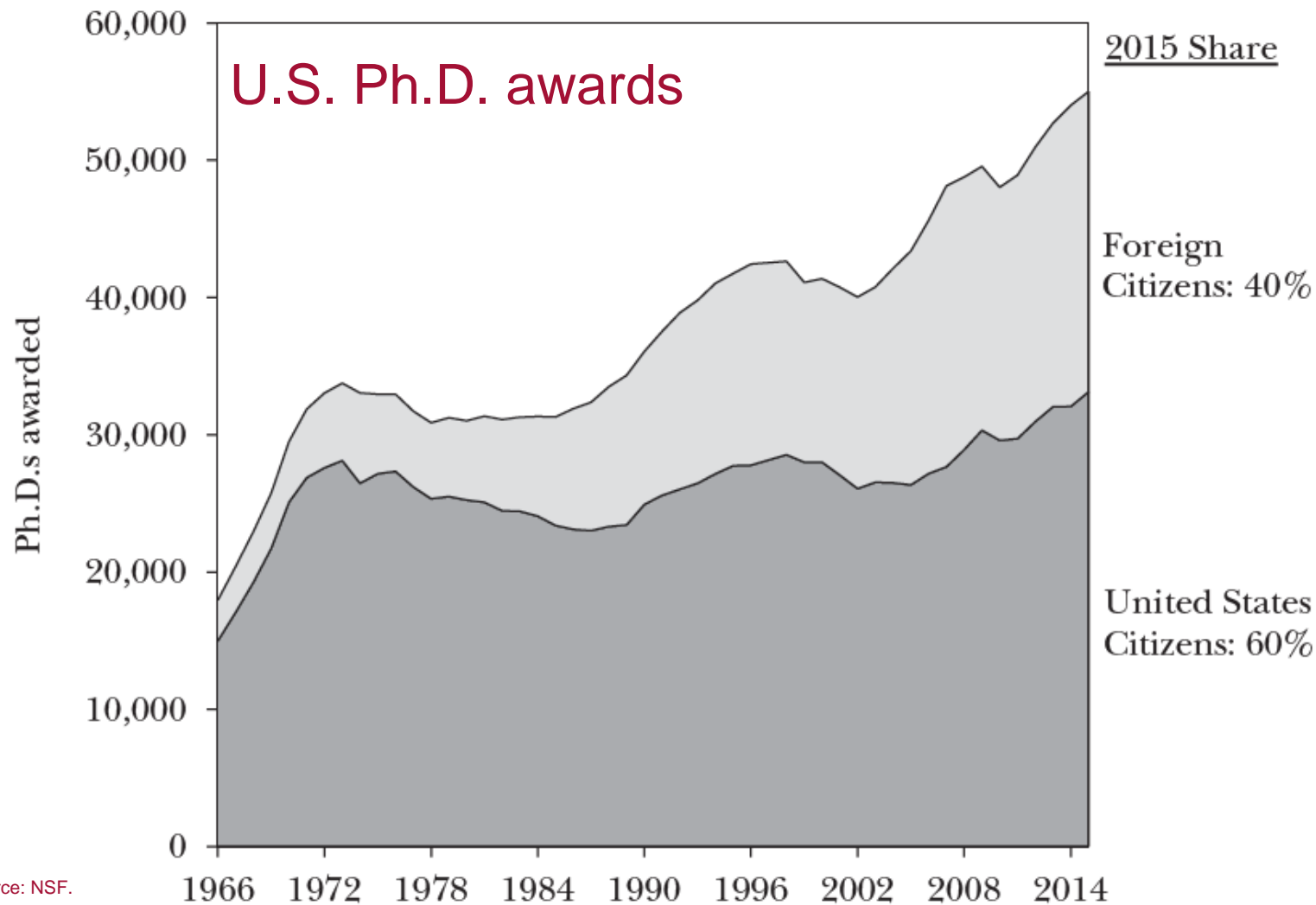
Patenting by Chinese and Indian inventors in SF Bay Area as a share of U.S. total



Patenting by Chinese and Indian inventors in SF Bay Area as a share of U.S. total







Why U.S. STEM?

- Economics of skill
- Portable talent
- Ethnic proclivities
- US head start
- US universities
- US wage premiums
- Good dose of luck



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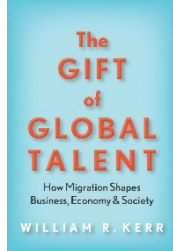
Questions?
We Can Help!

Type your message here



Factor	Score	Final
EDUCATION		Max. 25
(Canadian equivalence established by a designated third party)		
Doctorate		25
Master's or professional degree		23
Two or more post-secondary degrees, of which one is three years or longer		22
A three year or longer post-secondary degree		21
A two-year post-secondary diploma, trade certificate or apprenticeship		19
A one-year post-secondary diploma, trade certificate or apprenticeship		15
Secondary School Educational Credential		5
LANGUAGE (Abilities: Speak, Read, Write, Listen)		Max. 28
	Very high proficiency (per ability) (CLB 9)	6
	High proficiency (per ability) (CLB 8)	5

Can you
achieve 67?



Understanding H-1B Requirements

Below are some key requirements you must fulfill to apply for an H-1B Visa. For each requirement, we have included forms of evidence that you may submit to meet the requirement and other tips to help you prepare your petition.

[Collapse all](#) | [Expand all](#)

Requirement 1 - You must have an employer-employee relationship with the petitioning U.S. employer.

In general, a valid employer-employee relationship is determined by whether the U.S. employer may

A very
different
approach

Firms in the driver's seat

- Guaranteed employment for migrant
- Better use of soft information in screening...

But tensions

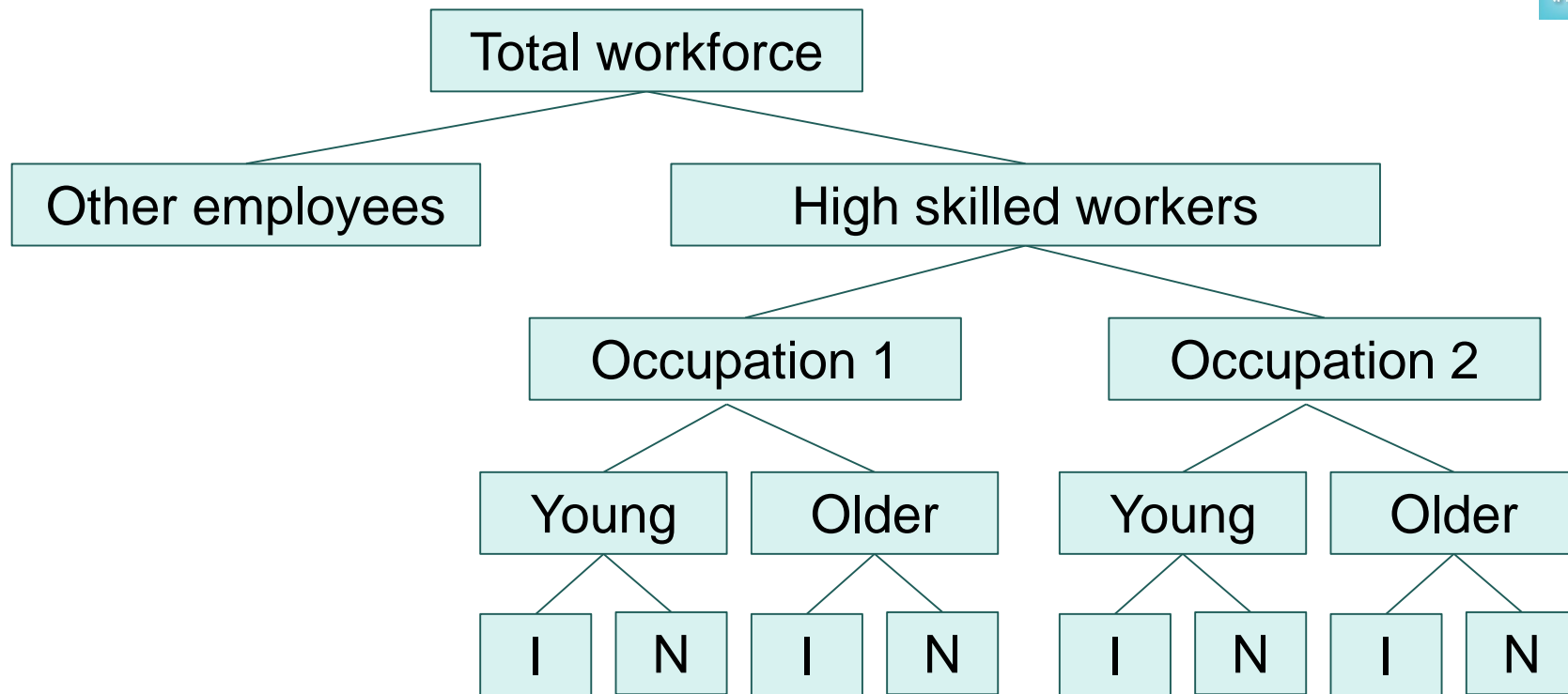
- Requires tied employer-employee relationship
- Adds flexibility but perhaps volatility
- Allows less-intended uses of system
- How will firms use the visa?

Top H-1B visa sponsors in fiscal year 2016



Outsourcing
companies take
disproportionate
share of visas
but pay less to
workers

Firm growth or cost minimization?



Why U.S. STEM?

- Economics of skill
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- US head start
- US universities
- US wage premiums
- Good dose of luck

In addition:
A powerful, if capped,
immigration route for
tech employers

Book Structure

Part 1: The roots of global talent flows

1. Talent on the move
2. The economics of talent clusters
3. Innovation in the United States
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Who benefits?



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Who benefits?



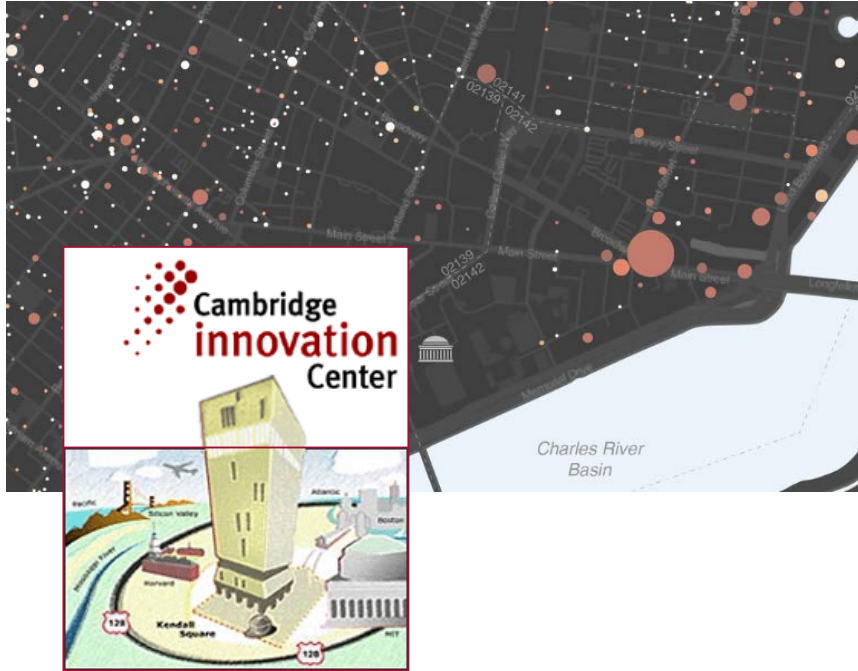
Who benefits?



Who doesn't?



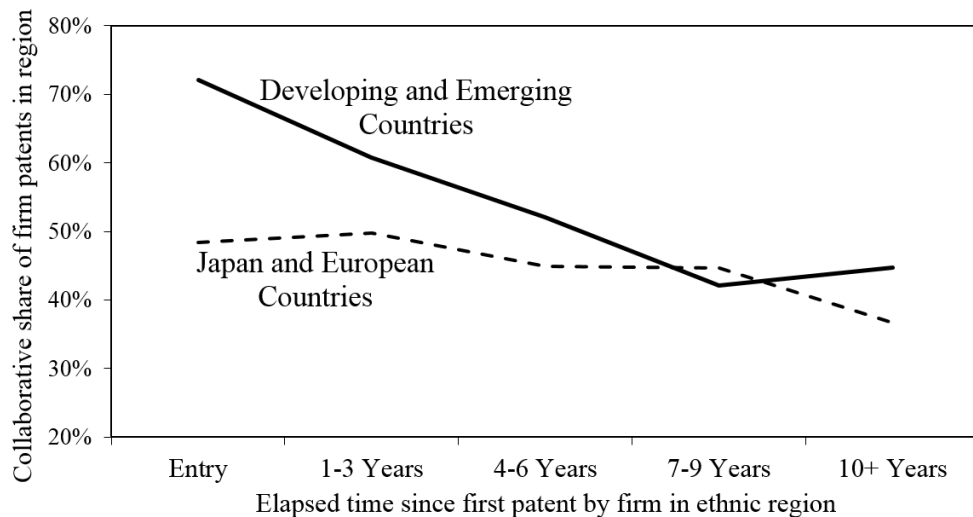
Talent clusters and networks



Navigating Talent Hot SPOTS

Harvard Business Review, Sept-Oct 2018

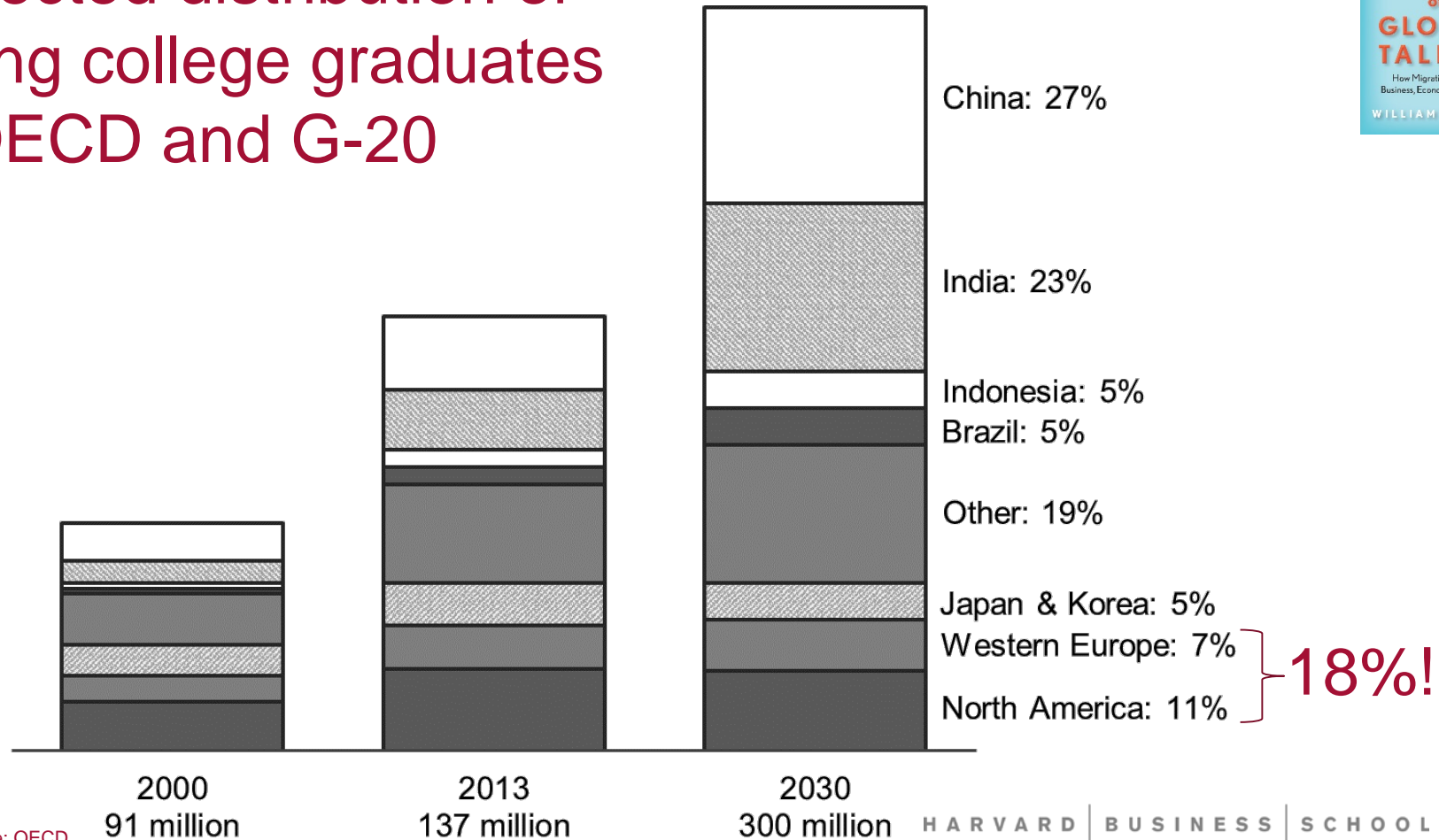
Changing organization of firms

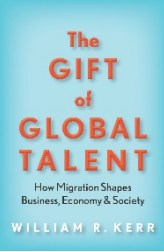


**Share of U.S. MNE
domestic patents
with overseas
inventor on team**

1975 **2017**
1 in 100+ **1 in 7.5**
patents **patents**

Expected distribution of young college graduates in OECD and G-20





1. Better selection with any visa
2. Better seat at the table for immigrants
3. Better pathways that don't create bottlenecks
4. Better conversation and information

How to “dent the universe” here?



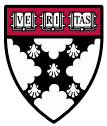
1. Critical levers of scale and diversity
2. What will make your nation into a special hub?
3. Strengthen networks and bridges, then do it again
4. For everyone, politics can overrule economics

How to “dent the universe” here?

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