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FUTURE

Human Capital ISAT Innovation Challenge: Defining The Problem To Solve

Problem Statements

It's imperative that before attempting to solve a stated problem, the problem is rigorously defined and its importance articulated. Below, is the problem statement the Technology ISAT Members created and used to guide their collaboration.

The Human Capital ISAT Problem Statement

Innovation Challenge

What would it take to recruit 60,000 to 100,000 employees with the needed competencies into the industry between 2019 and 2035?

The Context

The future of our industry is jeopardized by our inability to adequately staff our companies. While automation may help close the gap, it in itself is not the answer. Our industry needs talent at a time when there exists a shortage of talent, and of that which exists they are not attracted to our industry.

The Business Need

Our members need to insure successorship of leadership and a pipeline of qualified candidates to fill jobs as fifty-five percent of their workforce become eligible for retirement over the next five years.

The Solution

The complexity and scope of the human capital challenge is beyond the ability of any one company and requires a unified industry effort that will attract a diverse group of candidates into the industry. The hybrid solution will create a universal, positive, and accurate narrative for PHCP-PVF distribution industry, provide plans and resources to

demonstrably increase awareness of quality career opportunities in PHCP-PVF distribution businesses, and provide ready to use tools and resources for members to use in their local markets.

Value Delivered

There will be a ripple effect of value creation. Member businesses will be positioned to transition the business to the next generation and as a result maintain and enhance their position in the supply chain while continuing to profitably grow their businesses. Industry employees will find career fulfillment and attractive earnings while our suppliers and customers will have strong partners to grow their businesses.