

Contact: Amanda Beck
(202) 789-8604
abeck@hrpolicy.org

FOR IMMEDIATE RELEASE
May 11, 2011

America's Top Hiring Officials Release Blueprint for Job Creation in the 21st Century

*325 Chief Human Resource Officers Responsible for Staffing 10 Million Positions in the U.S.
Offer a Comprehensive Approach, Practical Suggestions for Restoring America's
Competitiveness and Rebuilding the American Workforce*

Washington, DC – A report containing the comprehensive vision of America's top human resource officers to restore job growth and competitiveness in the United States was released today at a Capitol Hill event.

HR Policy Association's *Blueprint for Jobs in the 21st Century* contains the views of America's largest employers regarding the changes needed in public policy, education, and public perceptions to accelerate job creation in the United States.

HR Policy Association represents the most senior human resource executives in more than 325 of the largest companies in the United States. Collectively, these companies employ more than 10 million people, and their chief human resource officer is responsible for finding, hiring, and developing the talent needed to staff their organizations.

Blueprint for Jobs in the 21st Century: A Vision for a Competitive Human Resource Policy for the American Workforce represents nearly 18 months of work among the Association's members. The 125 page report paints a detailed picture of the new global economic, social, legal, and demographic forces influencing job growth in the United States, and then offers 20 specific recommendations in the fields of education, workforce development, immigration, regulatory reform, and health care to encourage job growth and employee retention in the United States.

“Based on the input of over 300 of America's chief human resource officers, *Blueprint for Jobs* lays out a number of significant ideas for change. Some are easy, some are harder, more structural, and will take a while. All are doable,” said Michael L. Davis, chair of the 21st Century HR Policy Project of the HR Policy Association and Senior Vice President, Global Human Resources, General Mills.

The report comes at a crucial time. America is experiencing structural economic change, and policymakers are grappling with how to create and sustain quality employment opportunities in the context of the new, highly competitive global economy.

According to HR Policy Association Chairman and Senior Vice President, Human Resources of IBM J. Randall MacDonald, “Too much of America operates with structures developed for the industrial age. We now live in a digital era powered by technology and intelligence. *Blueprint for Jobs* lays out an innovative course for the human resource policy changes needed to maintain and produce more quality jobs in America.”

Blueprint for Jobs describes how Americans want fulfilling jobs that provide security, jobs that hold the promise of a better future, jobs that can triumph over economic forces that now move globally at the click of a computer key. The report addresses the economic, educational, and regulatory environments needed to foster these quality jobs in America, taking advantage of America's strengths that policy makers should capitalize on to maximize employment opportunities.

Mara E. Swan, Executive Vice President of Global Strategy and Talent, ManpowerGroup and an Association Director said, "ManpowerGroup's latest research shows that the United States job market demand is sluggish, and even where there is demand, the skills of available workers and employers' needs are mismatched. This is hindering our global competitiveness and leading to an employability crisis. If the recommendations in *Blueprint for Jobs* are fully implemented, the U.S. will ensure a job-ready workforce and the vitality of our nation's economy."

The *Blueprint's* Executive Summary boils the report's 20 recommendations down to the following:

1. Policymakers and the public must recognize the new economic realities, namely that:
 - a. The economic order of the 20th century has fundamentally changed;
 - b. Technology will continue to transform all sectors of both the American and global economy; and
 - c. The United States now competes on a global stage for resources, investment, and jobs against other countries whose citizens want and are working hard to achieve the same quality of life that Americans enjoy.
2. The American education system must do more to provide America's workers with the education, training, and skill development essential for success in the new 21st century workplace.
3. America's students and workers need a much deeper understanding of what is necessary to achieve successful careers in the new global economy.
4. The advancement of science, technology, engineering and mathematics (STEM) skills must become one of America's highest domestic policy priorities.
5. America needs to attract and retain the best talent, both domestically and globally, in order to ensure that the U.S. is an engine of innovation and job growth.
6. Industrial-age employment laws and regulations being strictly enforced in the information/digital age need to be overhauled by using mechanisms to achieve consensus among stakeholders to establish a contemporary regulatory environment.
7. The health care supply chain in the United States must reengineer itself to establish a stable health care system that provides high quality care at affordable prices.
8. For America to thrive in the 21st century global economy, employers, educators, and government must join forces to create the conditions necessary for American workers to compete effectively on the global stage.

Jeffrey C. McGuiness, President and CEO of HR Policy Association, said, “Most of the Blueprint recommendations are long-term solutions that address deeply rooted structural challenges facing America, but policy makers may ask what can be done immediately. We suggest two steps. First, a March 2011 survey of chief human resource officers asked what steps the U.S. government could take that would result in your company hiring more employees in America over the next three years. The answer that received the highest score was ‘Create a less adversarial, more sensible regulatory environment.’ Second, there should be strong White House coordination of all the federal education, training, economic development, and workforce regulatory programs to ensure all the dollars and all the activity support employment growth in the private sector. Right now, there is virtually no coordination. Significantly, neither of these two steps would cost the U.S. government a penny to implement.”

To view HR Policy Association’s *Blueprint for Jobs*, visit:
[http://www.hrpolicy.org/downloads/2011/11-30 Blueprint for Jobs.pdf](http://www.hrpolicy.org/downloads/2011/11-30%20Blueprint%20for%20Jobs.pdf)

11-67

###

HR Policy Association is the lead organization representing chief human resource officers of major employers. The Association consists of more than 325 of the largest corporations doing business in the United States and globally, and these employers are represented in the organization by their most senior human resource executive. Collectively, their companies employ more than ten million employees in the United States, nearly nine percent of the private sector workforce, and 20 million employees worldwide. They have a combined market capitalization of more than \$7.5 trillion. These senior corporate officers participate in the Association because of their passionate interest in the direction of human resource policy. Their objective is to use the combined power of the membership to act as a positive influence to improve public policy, the HR marketplace, and the human resource profession. For more information visit www.hrpolicy.org.