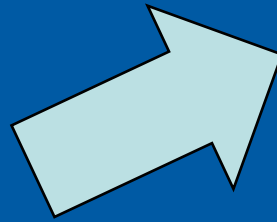




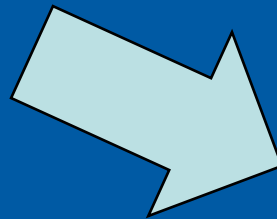
# Building an effective strategy

## The Shanghai Talent Strategy

Building an  
integrated  
strategy



Balancing  
strategic  
priorities



Making it  
work

# The Shanghai Talent Strategy

- 60% workforce low skilled, 6% high skilled
- Lack of diversity in skills supply
- Loss of young scientists abroad
- Fear of losing 70% executives/managers to retirement

Returning Chinese  
émigrés

Attraction

Shanghai

Specialised  
training centres  
within enterprises  
of industry leaders  
in major industrial  
sub-sectors

Integration

Upgrading

Integrating rural migrants

# Making it work

- “Action framework for Implementing Shanghai Talent Strategy” 2004
- Targets, allocation of activities
- Regularly updated information
- Codification into local laws