



Talent Dividend Goals/Objectives

Increase by at least 1% the number of citizens in the Chattanooga 16 county tri-state region to achieve at least a postsecondary degree within successive three (3) year time periods by 2025 and beyond.

Dear prospective participating organization,

We welcome your interest in possibly becoming a participating organization in the Talent Dividend initiative that addresses the perpetual quality of workforce needs of business, government, insurers, health providers, education institutions, manufacturers, and other organizations as described in the benefits and information that follows.

The combined energy of business and higher education institutions is a key to a sustainable quality workforce. This approach can result in rejuvenating college dropouts, refining the quality of non-traditional and traditional graduates, meeting needs of businesses regarding employees (i.e. oral and written communication, decision making, teamwork, ect.), while strengthening economic competitiveness. Simultaneously, the health of the region's ongoing economic greatness will be assured. The single best way to make and sustain the region's distinctiveness and vitality is by attracting and educating able people. Greatness comes from productive people.

The Talent Dividend solution, spanning sixteen (16) counties in the tri-state region, is part of a nationwide initiative. Increasing the number of citizens to achieve at least a post-secondary certificate or degree is the objective of meeting the workforce demands of businesses today as well as in the future. This is essential to reach the greatness of our region's businesses, governments, educational institutions, non-profits, chambers of commerce, and other organizations.

The Talent Dividend Chattanooga Region Talent Dividend Initiative (CRTDI) includes:

- 1) Establishing target objectives on a tri-annual basis regarding increasing the number of citizens to achieve at least a post-secondary certificate or degree by 2025.
- 2) Stimulating increased awareness, recruitment, enlistment, and completion of certificates and degrees via discretionary interventions with institutions. Descriptions of discretionary interventions are adaptable to the organization's needs, policies, and requirements. A graphic of the systemic approach entitled Operations System for the *Talent Dividend Sustainable Human Capital* is shown on CRTDI web site. Talent Dividend is a win-win solution that has an impact at a scale and magnitude unprecedented throughout the region. It is essential to the region's continuing shared economic prosperity. Please consider the Talent Dividend Memorandum of Understanding by joining and sharing in the benefits today and in the future.

Should you have any questions for clarification, contact John W. Schaerer, Ed.D (JohnWSchaerer@gmail.com) or Jim Tucker, Ph.D. (jim-tucker@utc.edu).

Sincerely,

John W. Schaerer, Ed.D and Jim A. Tucker,
Ph.D., Chattanooga Regional Talent Dividend.