

The Gift of Global Talent

William Kerr, Harvard Business School

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Managing the Future of Work

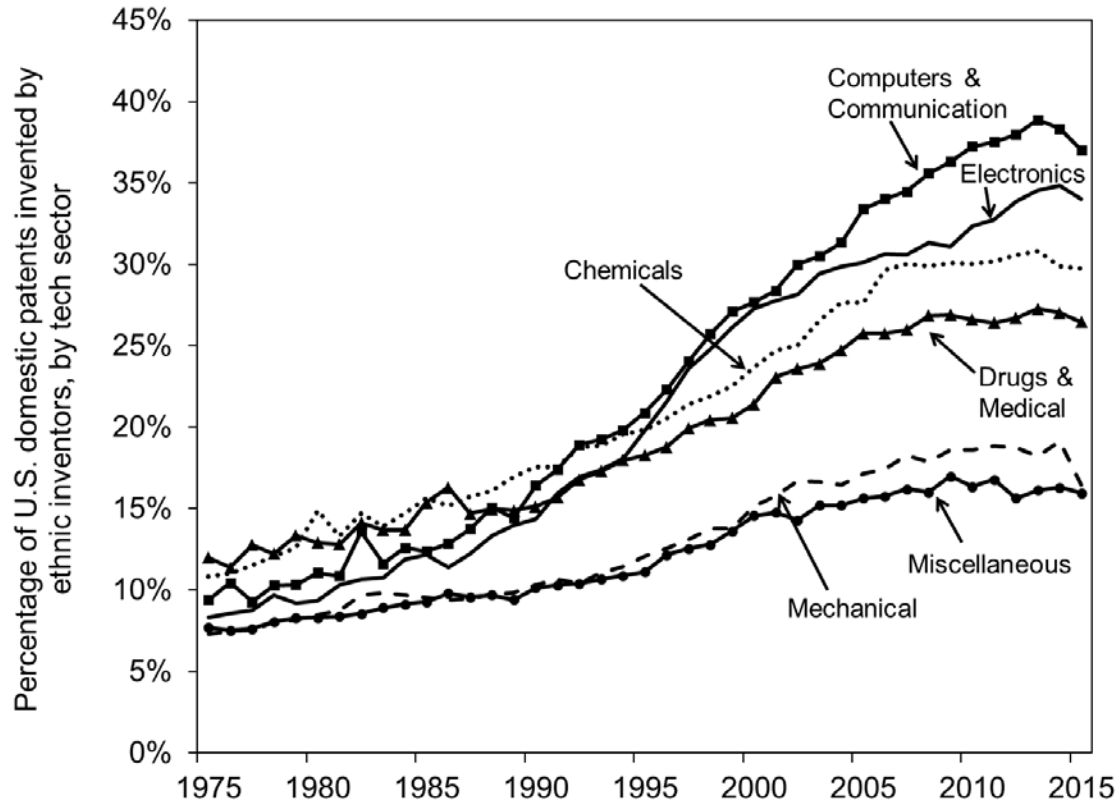
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The GIFT of GLOBAL TALENT

How Migration Shapes
Business, Economy & Society

WILLIAM R. KERR

Global talent drives U.S. innovation



Share of U.S.
domestic invention

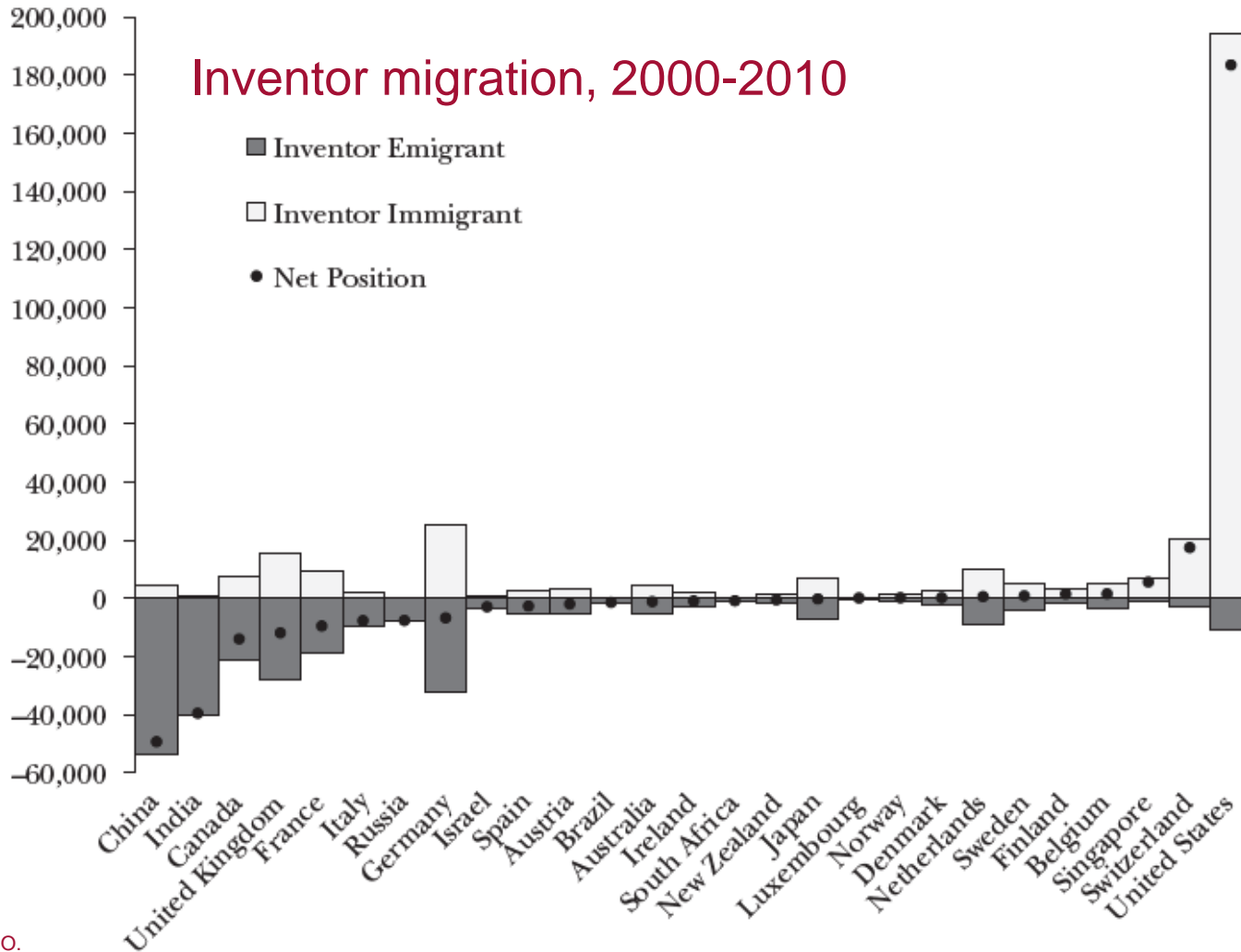
1975

1 in 12
patents

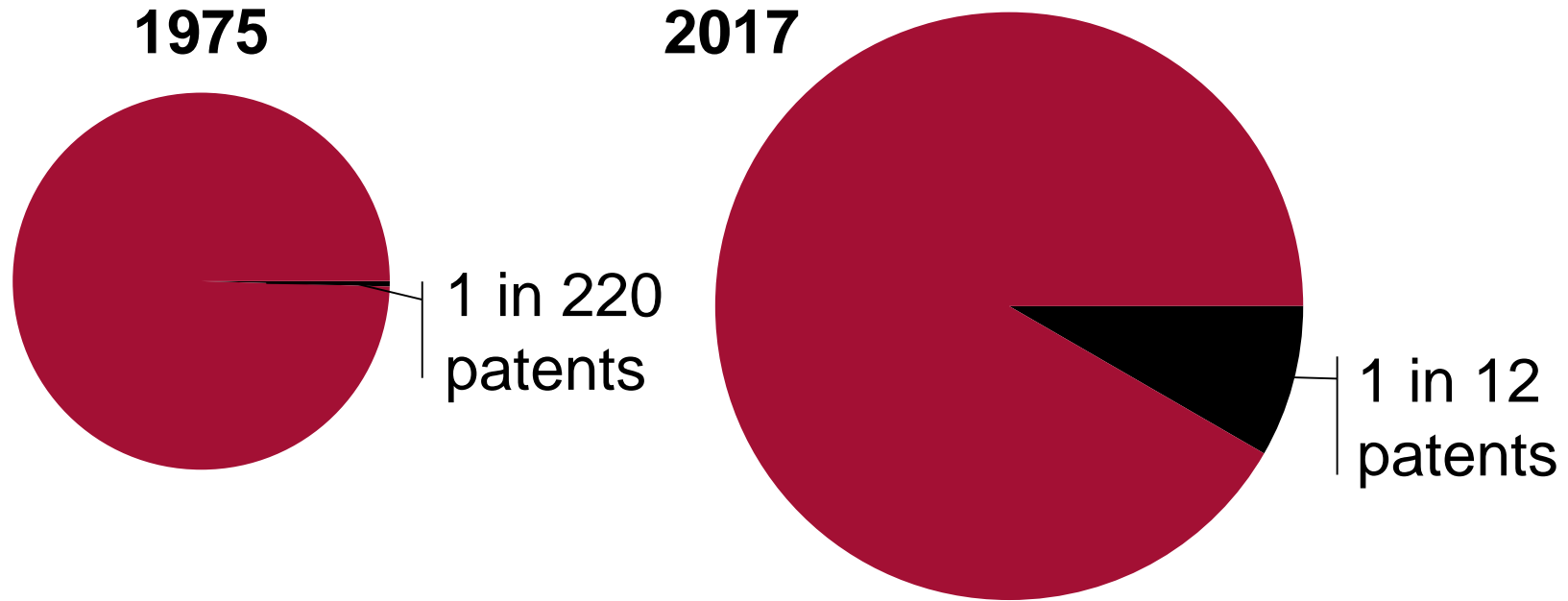
2017

1 in 3.5
patents

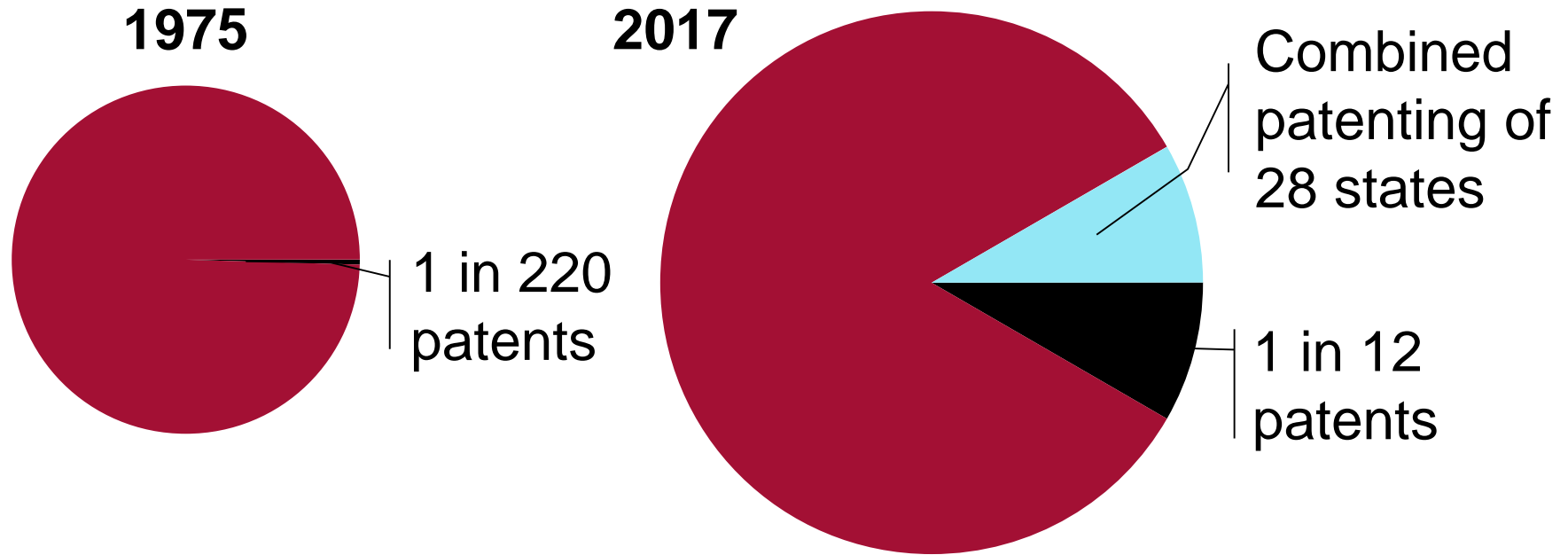
Inventor migration, 2000-2010



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



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



Who benefits?

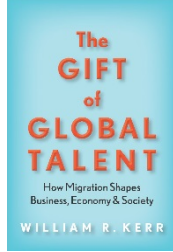


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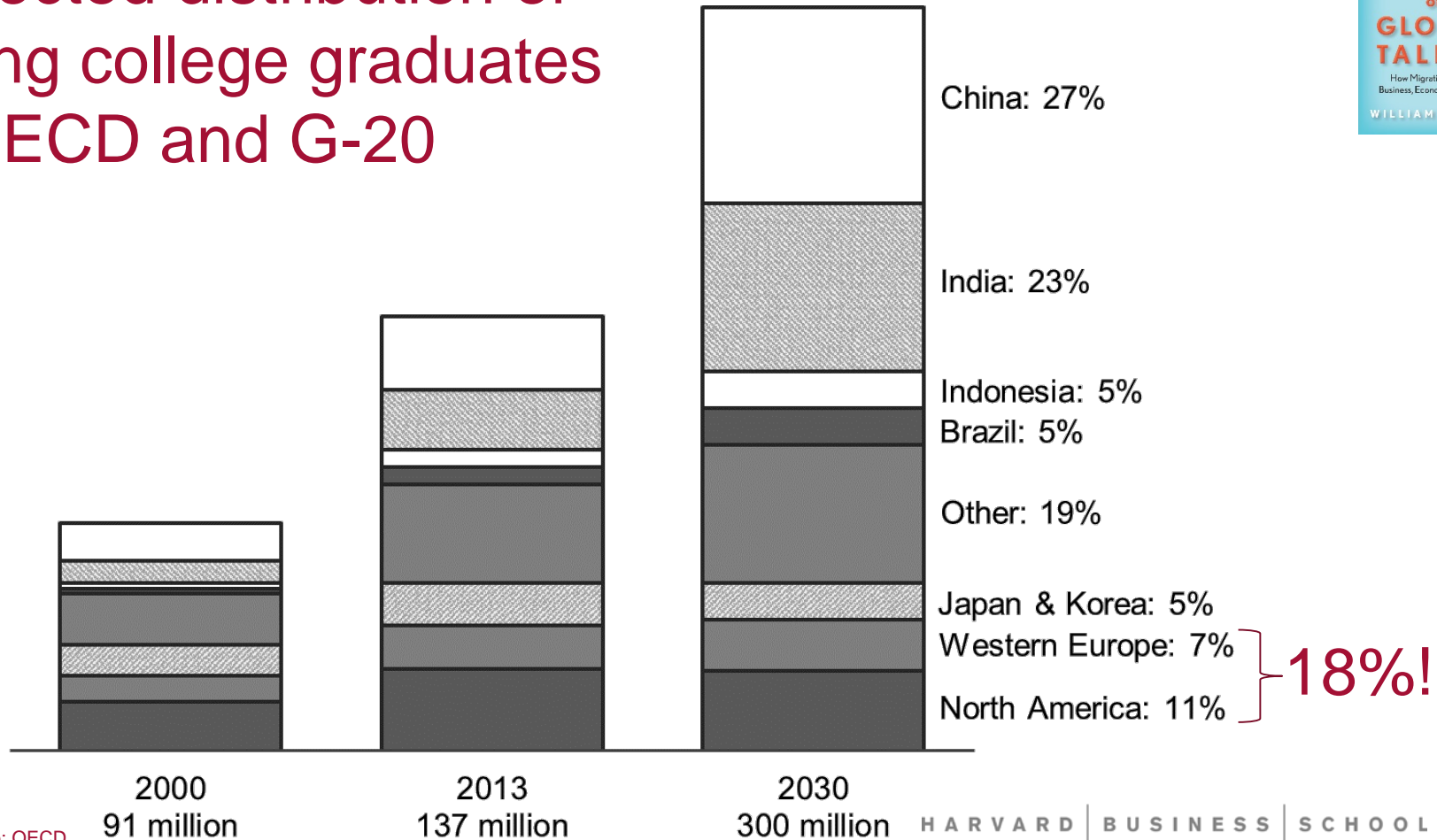
Who benefits?



Who doesn't?



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



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

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