

BRIAN A. GALLAGHER

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I am Brian Gallagher and I am the CEO of United Way Worldwide, a non-government organisation, headquartered in Washington DC, with 1,800 locations in more than 40 countries around the world. Just like L'Oréal was described this morning, we are centralised in terms of our strategy and consistent in our governance, but we are local in our operation and you will hear that from Brazil, India and Ghana today. This is your human and your people-centred interlude today, this panel, your break from politics and economics. In fact, without being facetious, one of the things that I will suggest is that part of the solution going forward to a lot of the issues we have been talking about all day, is to formally put people in the centre of the problems to be solved. Immigration is about people. Economic success is about people. I have worked my whole life with for-profit corporations and human service non-profits in communities all over the world, to try to put those two things together and the best thing a person can have is a livelihood. However, the marketplace does not always work for everybody in every instance, so it is the need to put those things together. There is no long-term economic success without human success. It is just not possible. The last thing I would say as we get into this conversation, just to put it back into an economic and political frame if that is easier for us to think about it and I would say, even provocative for us to think about it this way, is think about human beings as infrastructure. We talk a lot about inputs into the marketplace. We talk about the digital revolution. We talk about knowledge-based economies and yet we do not seem to talk a lot about people as inputs, their success. We are going to talk a bit about what is the measure of success in our current environment. We touched a bit on a few of these things, but I would say for our conversation, four very disruptive trends: globalisation of the economy; digital technology evolution; we just talked about the migration of people, there are more people living outside their country of birth today than at any time in the history of the world; and demographic shift. As an American citizen, actually American and Irish citizen, I would suggest one of the things we do not talk about a lot in the US that is causing most of the political turmoil, is that economically we have lost economic mobility in the country. If you are born into poverty, you are much more likely to stay there in the United States than you would have been historically, like my father. Second, we are fast becoming a non-white majority country and even though we do not talk about it a lot, it is freaking a lot of people out. We have lost mobility and the white majority, especially working class without a college education are not doing as well economically and we are becoming less white. It has caused a great deal of tension. It does not have to, but it has.

We are going to get into how to get young people ready for this new economic reality and we are going to start where you get the most return on your investment in the development of young people and that is the very beginning. The more you invest in a young person early, if it is a positive input the more positive the return; if it is a negative input the more negative the return. We have got three folks to help us do that today: Dr Juliette Tuakli, who is the CEO, Chief Medical Officer for CHILDAccra in Ghana. She is a medical doctor, a long-time professional health leader and administrator and she is on the United Way Worldwide Board of Trustees; Eduardo de Campos Queiroz, who has just recently left as CEO of the Maria Cecilia Souto Vidigal Foundation, Sao Paulo, Brazil. He had a career in banking and then early childhood education and private foundation in Brazil; Chittaranjan Kaul, from Pune, India, who runs a Centre for Learning Resources in Pune. He is deeply interested not only in early childhood education but learning and learning styles and systems generally.

Let me just share a couple of statistics and thoughts and then we will get right into our discussion. 85% to 90% of our brains are developed in the first three years of life. Every child born in the world is going to develop their brain most substantially within the first few years of life. If you think of one of the things as your brain develops is personality, so if we would like to make a positive intervention, early in a child's life seems to be the time to do it. As we get ready, we will also explore the idea of hard skills and soft skills. I once listened at a panel in East Asia, where the Minister of Education from Korea lamented to the audience that they were training too many engineers in Korea. They had too many engineers and they were not teaching people soft skills, collaborative skills, creativity, etc., so we are going to touch on both of those. We are going to talk about the need to upskill. You know, we have all seen the reports, whether it is the World Economic Forum's estimate that in the next four years 75 million jobs will be lost worldwide to automation and machine learning. Whether that is right or not right, whether you see it as a pro or a con, clearly, machine learning and artificial intelligence is something we have to deal with.



Last two, the risk of losing an entire generation. According to the OECD, right now 13.5% of all young people in the world, 15 to 29 years of age are neither in school or have a job. If you look inside the United States specifically, there are five million young people in the United States who are not in school and do not have a job. We run the risk of losing an entire generation of young people.

Finally, one of the things that we will explore a great deal on the panel, is the need to do this together. I forget who it was on the last panel who made the point that our generation, I think, is faced with having to create brand new systems, economic, healthcare and education systems, because our systems were built for a different economy, a different time. The idea of governance and non-profits and businesses working together to create collective systems, I think is what is in front of us.