

Investing in Future Talent

I read with interest the articles in the Spring 2008 *Actuarial Job Seeker*.

The general topic of the issue was “Winning the Hearts and Minds of Gen Y Employees,” and the entire issue was about attracting and retaining talent.

However, not one word was written about the essential first step in this important process. First, someone must attract, mold, and provide basic education to the next generation of actuaries.

Who is that someone? Well, for the most part, it is university programs that attract young people with strong analytic skills and turn these students’ attention to actuarial science and the actuarial profession.

So, I would ask your readers and their parent bodies, including the American Academy of Actuaries: What are you doing to support and expand these talent pools



(i.e., appropriate university programs)? Who is providing these programs with the private-sector financial support that

is absolutely necessary in the 21st century to run a first-class program?

Such an investment could provide us with one of the best rates of return of any of the activities outlined in your Spring supplement.

Just a thought.

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Contingencies always welcomes reader comments. The letters section offers readers an opportunity to share stories, ideas, and opinions.

Letters to the editor may be e-mailed to Mallon@actuary.org or mailed to *Contingencies*, American Academy of Actuaries, 1100 17th Street N.W., Seventh Floor, Washington D.C. 20036.

All letters are edited for grammar, spelling, style, and length.

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