



TALENT PROGRAM

{ A program for knowledge and tech transfer

Program developed by San Diego Downtown
Partnership and Tijuana EDC

President Trump's administration is intending to reform the H1B visa program that allows the "import" of foreign talent. Currently the program has a limit of 85,000 visas.

Talent Program... why?



Year	TOTAL	Closing date	CALIFORNIA		Annual salary	Total - Salaries
			#	%	US dollars	US dollars
2016	233,000	Abril	115,731	49.7%	\$96,716	\$ 11,193,039,396.00
2015	172,748	Abril	98,457	57.0%	\$94,181	\$ 9,272,778,717.00
2014	161,369	Abril	83,794	51.9%	\$91,967	\$ 7,706,282,798.00
2013	153,223	Junio	76,313	49.8%	\$88,331	\$ 6,740,803,603.00
2012	135,530	Noviembre	65,620	48.4%	\$85,290	\$ 5,596,729,800.00
2011	129,134	Enero	23,548	18.2%	\$81,412	\$ 1,917,089,776.00

H1B Visas are closed at 85,000 requests... but there are other type of visas that the US government issue for foreign talent attraction whereas California imports approximately 50% of that talent.

TALENT: The numbers



Pipeline:

These are the 25 companies that import more foreign talent in the US:

In 2016 Qualcomm was on the top of the list

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Infosys
Capgemini
Tata Consulting Services
IBM
Wipro
Accenture
Tech Mahindra
Deloitte Consulting
Cognizant Technology Solutions
Microsoft
Hcl America
Google
Ernst& Young
Ust global
Larsen & Toubro Infotech
Amazon
Igate Tecnologies
L& T Technology Services
Syntel Consulting
JP Morgan Chase
Apple
Intel
Deloitte & Touche
Hexaware Technologies
Ntt Data



TALENT

Mission

Bring foreign talent to the Calibaja Region by creating a knowledge and tech transfer platform.

Vision

Create a young, capable and entrepreneurial ecosystem for the evolution of our megaregion.



Components (Mexico)

Legal:

Facilitate talent migration to Mexico through a temporary tool (similar to the H1B program) so that in the long term citizenship may be requested.

Corporate:

Ease the hiring process for corporations and companies.

Family:

Help and induce families into the megaregional society by supporting house search, schools and other needs.

Link to Universities:

Integrate foreign talent to local university structures for best practices and knowledge transfer.

Tech transfer:

The commitment for companies:

1. Hire mexican talent.
2. Donate at least 2 hours a week to local Universities.

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Challenges

Migration law:

- ⌘ Mexican federal workforce law... on the 7th article states:
 - ⌘ 90% of workers need to be Mexican.
 - ⌘ Technicians and professionals in companies need to be Mexican.
 - ⌘ The quota for foreign hired talent per company is 10%
 - ⌘ There's an obligation for foreign nationals to train mexican workers in each company.
 - ⌘ This article does not apply to CEO and management positions.

Solution

Program talent

Prior programs that have been applied: Maquila program

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Opportunity

Annual figures in \$

Total Visas 2016 :233,000

Total Visas California :115,000

5% of market capture:

Imported talent: 5,750

Average salary (US\$) :\$96,716

Total income: :\$556,117,000.00

Economic capture for the region:
85%

Income for the region

:\$472,699,450.00

New Mexican employees:**575**

Tech transfer in hours: **598,000**

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Thank you Questions?

A program from Tijuana EDC and SD Downtown
Partnership

