

Bridging the Fintech Talent Gap

Retail Payments Risk Forum

Federal Reserve Bank of Atlanta

Allen Sautter

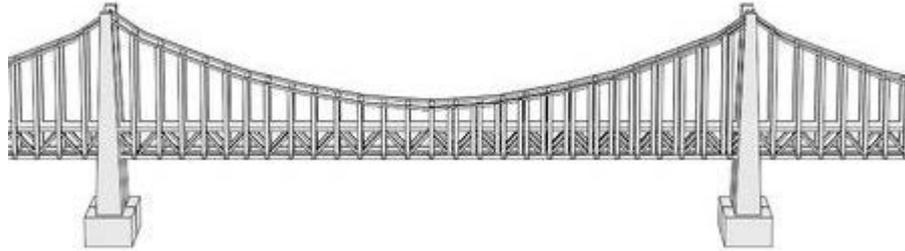
James Senn

Jessica Washington



RETAIL PAYMENT RISK FORUM'S MISSION

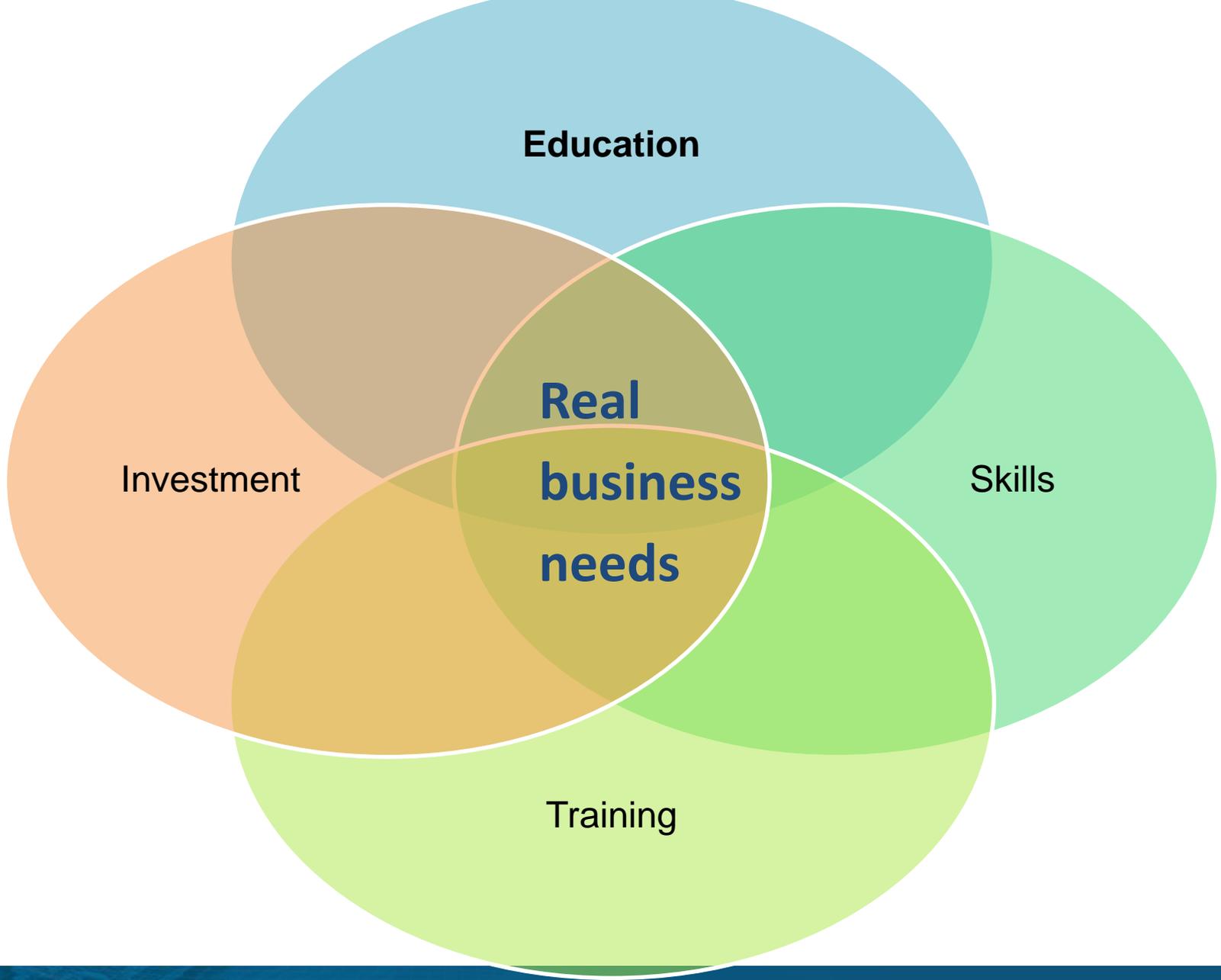
Detect and Identify; Assist and encourage



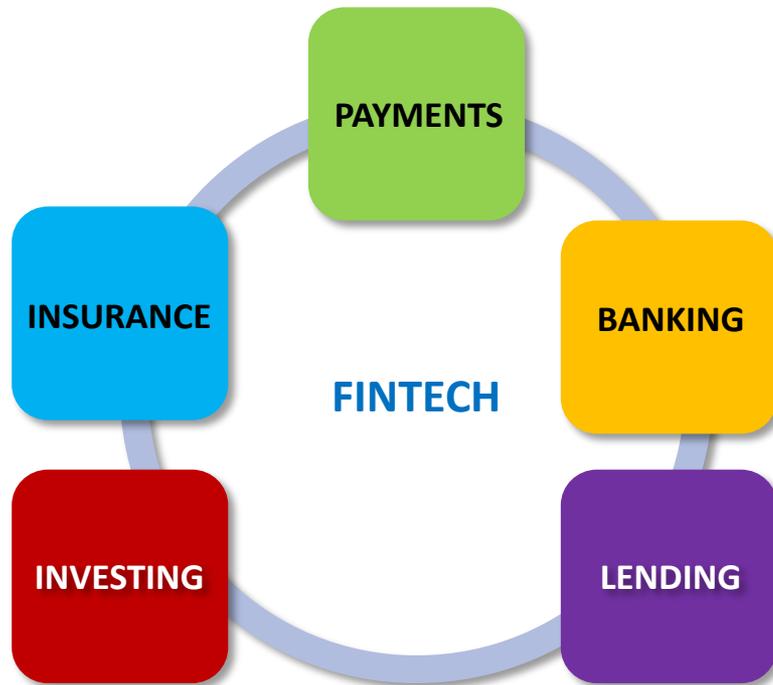
- **Identify: What?**
 - Risk: in existing and emerging retail payments
- **Help how? Contribute to mitigating payment risks by**
 - Researching products, services, and systems
 - Collaborating with industry
 - Convening
- ***Take On Payments* blog (takeonpayments.frbatlanta.org)**
- ***Talk About Payments* webinar**

objectives

- Workforce development strategies
- Fintech sectors
- Necessary skills and technologies
- Opportunities and initiatives



FINTECH BUSINESS SECTORS



DEMAND FOR FINTECH TALENT

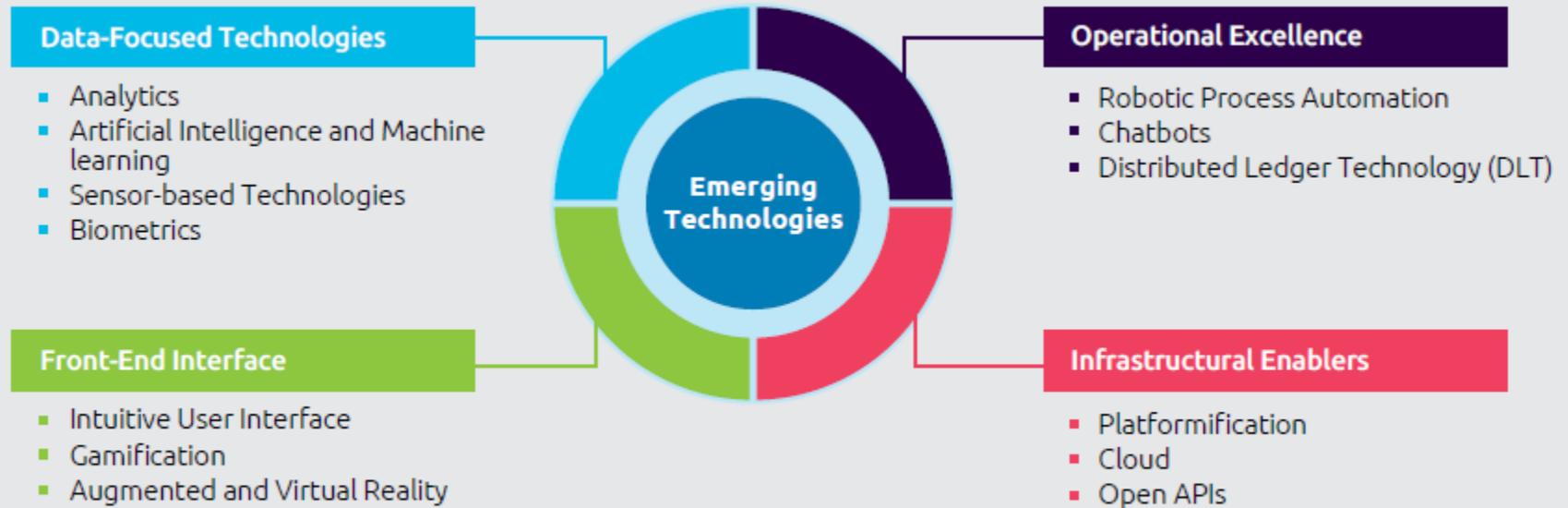
- **Talent Pipeline**—Critical shortage
- **High-Demand Talent Needs**
 - Software Development
 - Client Services & Business Development
 - Cybersecurity
 - Data Science & Analytics
 - Innovation & Product Development
- **Experience Essential**—Fintech-ready professionals



GEORGIA'S FINTECH ECOSYSTEM



THE “TECH” PART



Source: Capgemini Financial Services Analysis, 2018

The most commonly cited reasons for hiring difficulties:
Lack of job-specific skills,
education, or experience

“How Do Firms Respond to Hiring Difficulties?”

*The Federal Reserve Bank of Atlanta’s Community &
Economic Development (CED) Discussion Paper Series
March 2018*

EXAMPLES OF OPPORTUNITIES AND INITIATIVES

- Tech Talent South
- The Georgia Fintech Academy
- Cyber Training Academy
- Refugee training center–MX
- Apprenticeship Carolina



**Bring people back to the workforce.
Support career advancement.**



www.InvestInWork.org/book

THANK YOU

Federal Reserve Bank of Atlanta
Retail Payments Risk Forum

<http://takeonpayments.frbatlanta.org>

