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People Power Human Capital 2002 Humanizing Human Capital Innovations in Human Resource Management Transformational Human Resources Management in Zimbabwe [Human capital building the information technology workforce to achieve results](#) Hidden Strengths Accountability in Human Resource Management Departments of Transportation, Treasury, HUD, the Judiciary, District of Columbia, and Independent Agencies Appropriations for 2006 Financial Services and General Government Appropriations for 2008 The Human Resource Professional's Career Guide Talent Management Systems The Chief HR Officer Reducing Human Capital Risk in a Global War for Talent The Budget of the United States Government Human Capital Management The Federal Government's Human Resource Management The Human Capital Imperative [Departments of Transportation, Treasury, the Judiciary, Housing and Urban Development, and Related Agencies Appropriations for Fiscal Year 2007: Justifications: independent agencies](#) AllAbout Human Capital Management Human Resource Management [Ultimate Performance](#) Financial Services and General Government Appropriations For 2010, Part 4, 111-1 Hearings Global Business Driven HR Transformation: The Journey Continues (Print Edition) Financial Services and General Government Appropriations for 2011, Part 4, February 2010, 111-2 Hearings [Ebook: Fundamentals of Human Resource Management](#) How to Hire a Champion [Departments of Transportation and Treasury, and Independent Agencies Appropriations for 2004](#) The Leadership Gap Electronic Government Achieving a Triple Win Human Capital Formation for the Fourth Industrial Revolution Financial Services and General Government Appropriations for 2016 The Virtual Manager Encounters with Violence in Latin America U. S. Behavioral Health Management Industry Report 2011-2012 Military Personnel Human Capital in Agribusiness and Agriculture Transformational HR [The Tail](#)

The Federal Government's Human Resource Management Jun 15 2021

The Virtual Manager Dec 30 2019 The mere suggestion of employees working from home is enough to make many managers sweat. Faced with the prospect of managing an employee they can't even see, many discover that their managerial style just doesn't work anymore. As an increasing number of jobs can be executed from home, managers must learn how to adapt their leadership style to cater to remote employees. Based on years of research, *The Virtual Manager* provides any manager with the tools he or she needs to successfully work with virtual employees. Trust us: it's not like managing office-bound employees! This book is a tell-all user manual for a new generation of managers. To stay competitive in a global marketplace, it is essential to incorporate virtual employees into talent management strategy. *The Virtual Manager* arms managers with the knowledge they need to become effective virtual leaders, including actionable advice on how to: Leverage the top engagement drivers for virtual employees Develop or alter policies and procedures to fit virtual employees' needs Impact business outcomes through a flexible work strategy

Achieving a Triple Win Apr 01 2020 Traditionally, organizations have left human capital needs to the human resources department. However, the talent management landscape has changed. Managers have begun to recognize that attracting and employing highly talented individuals makes an enormous impact on the company's bottom line. The 'Human Capital Cycle' model presented in *Achieving a Triple Win: Human Capital Management of the Employee Lifecycle* presents a more systematic and comprehensive approach to human capital management based on the author's insight into the connection between an organization's strategy and its human capital needs and plans. Focusing on the six stages of the employee lifecycle, the book emphasizes the need for a more adaptive, specialised approach to HRM to achieve what the author calls the 'Triple Win' - substantial benefits for customers, employees and the business as a whole. The book includes: rich descriptions and examples details on how to plan and execute each stage questions and issues case studies This book is a useful resource for senior leaders, decision makers, HR professionals and those responsible for talent management in the private and public sectors. Students of HRM and management would find this an enlightening supplementary reading.

Ultimate Performance Jan 11 2021 Meeting the challenges of high-performance HR Until 1760 ships routinely disappeared, ran aground, or sank because seafarers could not measure longitude. The cost in life and property was immense. Today, business faces a similar challenge, as the failure to measure human resources performance is just as costly and deadly to modern organizations. Senior executives once considered HR a "soft," unavoidable cost of doing business, responsible for compensation, employee transactions, company functions, workforce problems, and legal issues. Three factors changed this perception: the significant impact of high-performance HR, the implications of poorly performing HR, and soaring HR operating expenses. These factors have led to an increased demand and focus on HR metrics. *Ultimate Performance* approaches this challenge by providing clear, proven measurement solutions that will optimize the performance of people and businesses.

Departments of Transportation, Treasury, HUD, the Judiciary, District of Columbia, and Independent Agencies

Appropriations for 2006 Feb 21 2022

Departments of Transportation and Treasury, and Independent Agencies Appropriations for 2004 Jul 05 2020

Human Resource Management Feb 09 2021 Prepare for career and HR success with the text that has set the standard for excellence in human resource management. HUMAN RESOURCE MANAGEMENT, 15th Edition, offers the most current look at HRM and its impact on the success of organizations today. A leading resource in preparing for professional HR certification, this edition ensures you address all major topics for the various professional examinations given by the Society for Human Resource Management and the Human Resource Certification Institute. The latest HR research and an effective blend of solid theory and contemporary practice highlight emerging trends driving change in HRM today, including technology, globalization, competencies and HR metrics. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The Human Capital Imperative May 15 2021 "Alan Coppin is a rare individual. His experience and insight span private and public sectors, charities, and the Armed Forces. The vital importance of human capital is the thread which has bound all this together. His book is a rich gold mine of data, research, wisdom and anecdote." —Sir Gerry Grimstone, chairman of Standard Life, deputy chairman of Barclays, non-executive director of Deloitte and lead non-executive director at the Ministry of Defence In this new book Alan Coppin, a leader with extensive cross-sector experience, draws on discussions with leaders in the public and private sectors, as well as from charities, the military and trade unions to offer you the ideas and practical applications that have proved effective in ensuring human capital is properly valued and managed. Most business decisions are based on lag data – historical reporting of what happened last month, last quarter or last year. It's solid, real and comforting. Unfortunately, it's also not a very good indicator of what might happen next. The best lead data – information with genuine predictive power – comes from understanding your people and what they can deliver. All major organizations claim that people are their greatest asset and yet, at the first sign of problems, the first action they take is to fire people. Why, because employees are also an organisation's biggest liability in terms of cost – and their cost is much easier to quantify than their value. But, like any asset, human capital will only deliver its full value if it is properly understood, measured and managed. The author offers you the tools you need to take the issue beyond the HR department and satisfy the number crunchers in the boardroom. With their help, you can make human capital part of the normal financial metrics essential to running a successful organisation. Isn't it time you understood and managed the metrics that can predict your organization's future rather than relying on those that simply report on its past?

Human capital building the information technology workforce to achieve results May 27 2022

Innovations in Human Resource Management Jul 29 2022 Human resource management is experiencing profound change, new challenges, exciting accomplishments, and much uncertainty. The public service has moved away from the old days of "personnel management" concerned mostly with processing "personal action" paperwork, to a system where public employees are managed as human capital to get the work of the government done more effectively and efficiently. This volume brings together the latest thinking on human resource management in the public service, presented by distinguished thought leaders in the field. While it focuses primarily on federal government policies and practices, the principles, conclusions, and recommendations translate readily to state and local government, and to the private sector as well.

Global Business Driven HR Transformation: The Journey Continues (Print Edition) Nov 08 2020

Encounters with Violence in Latin America Nov 28 2019 Latin America is both the world's most urbanized fastest developing regions, where the links between social exclusion, inequality and violence are clearly visible. The banal, ubiquitous nature of drug crime, robbery, gang and intra-family violence destabilizes countries' economies and harms their people and social structures. Encounters with Violence & Crime in Latin America explores the meaning of violence and insecurity in nine towns and cities in Columbia and Guatemala to create a framework of how and why daily violence takes place at the community level. It uses pioneering new methods of participatory urban appraisal to ask local people about their own perceptions of violence as mediated by family, gender, ethnicity and age. It develops a typology which distinguishes between the political, social, and economic violence that afflicts communities, and which assesses the costs of consequences of violence in terms of community cohesion and social capital. This gives voice to those whose daily lives and dominated by widespread aggression, and provides important new insights for researchers and policy-makers.

Accountability in Human Resource Management Mar 25 2022 From selection and assessment, to training and development, and reward management, all HR functions have an impact on an organization. Ever-present budgetary pressures mean that there is perpetual competition for resources, so HR departments must be able to account for and justify their contribution to the bottom line. This practical text presents a results-based approach to HR accountability, which explains how to: Uncover and monitor the costs of HR programs Develop programs emphasizing accountability Collect data for evaluation Measure the contribution of human resources Calculate HR's return on investment This new edition is fully revised and updated to reflect developments in the field, such as the rise of talent management and the increased role of technology in HR measurement, and is supported with international examples throughout. New chapters have been added to address business

alignment, HR scorecards, analytics maturity, and international applications of the methodology. Case studies, tool templates and lecture slides are provided as online supplements for HR practitioners and students. *Accountability in Human Resource Management 2nd Edition* is a complete and detailed guide suitable for HR professionals and students on advanced human resource management courses.

AllAbout Human Capital Management Mar 13 2021

Financial Services and General Government Appropriations for 2008 Jan 23 2022

Human Capital 2002 Sep 30 2022 *Human Capital 2002* provides eight studies on the 'state' of human capital in government today. Carol Chetkovich discusses the challenge of recruiting the best and the brightest to government. Hal G. Rainey describes how four federal agencies are using special authorities to 'win the war for talent.' Ray Blunt presents two studies on how government can better develop its future leaders. Michael D. Serlin describes the need for increased mobility among federal executives and presents case studies of six leaders who exemplified mobility throughout their careers. Barry Sugarman describes how several federal agencies attempted to create 'learning organizations.' Barry Rubin and Richard Rubin present a case study of Indianapolis' approach to collaborative management. Katherine C. Naff and J. Edward Kellough describe how government is approaching diversity and how it differs from traditional equal opportunity programs. From these studies, Mark A. Abramson, Ruby Butler DeMesme, and Nicole Willenz Gardner describe the human capital challenge now facing government and how it might best respond to the people and workplace challenge it now faces.

Reducing Human Capital Risk in a Global War for Talent Sep 18 2021 It was in 1982 as the oil price reached more than a hundred dollar a barrel for the first time. The limit of resources and the vulnerability of economies were then discussed widely in the public as it is today. Stock prices were affected heavily due to the economical risks a high priced commodity exposes to shareholders. In a few years time, a similar scenario seems to be possible for Human Resources. A company's availability to recruit and to retain key talent could have the same or an even higher impact on investor's expectations in the future. This study examines actual ways Human Capital Risk is handled, shows scenarios of future development and discusses ways to optimize sourcing and retaining personnel in the future. Therefore, in a first step the global rise in demand for high qualified human capital is shown. In a second step, theoretical models to understand different factors of Human Capital Risk within a company are introduced. Even if not applicable today, the meaning of Human Capital within rating systems will increase as the impact on company's performance rises. The main part part is the discussion about the result of a conducted survey held among companies in Germany and The Netherlands about their recruitment and retaining activities. Recruitment processes in Germany seems to be much longer than in The Netherlands. Exit Interviews are not exploited to its full extend and a structured retention management is not yet in place in the majority of the companies. Finally, models of partnershiping with recruitment companies in order to improve the HR Management results are discussed.

The Human Resource Professional's Career Guide Dec 22 2021 Written by Jeanne Palmer, one of the superstars of HR recruiting and consulting, *The Human Resource Professional's Career Guide* is the first ever comprehensive look at the choices, challenges, and rewards of building a life's work in HR. Whether you are new to the field or you are wondering how to best leverage the value of all your experiences to make the next big career leap, this book gives you all the information you need to know to make smart career decisions. Based on Jeanne Palmer's 30 years in HR, this book tells you how to Acquire the essential qualifications and experience that executive recruiters and search committees look for Make the right choices today that will help spell success tomorrow Rise above past career missteps Ace senior-level job interviews Prepare yourself today for a future of opportunities you can't even imagine Be ready when your dream opportunity comes along *Military Personnel* Sep 26 2019 This is a print on demand edition of a hard to find publication. Military medical personnel, who are essential to maintaining one of the largest and most complex health systems in the nation, are in great demand due to the need to treat injured or ill servicemembers, and advances in technology that require specialized personnel. To determine how well the Department of Defense and the services are developing their medical and dental personnel requirements, this report evaluated: (1) the extent to which the services have incorporated cross-service collaboration in their medical personnel requirement processes; and (2) the service-specific processes for determining their requirements for military and civilian medical personnel. Includes recommendations. Charts and tables.

Talent Management Systems Nov 20 2021 *Talent Management Systems* addresses the transformation Web-based technologies have brought to workforce acquisition and management. It examines proven and leading-edge best practices, and what tactics and strategies organizations should employ to remain competitive in this arena. The book is part practical, offering advice on how to institute best practices in e-recruitment and talent management, and strategic, discussing trends and state of the art technology and practices that should be adopted or avoided. "We're at the brink of the next global battle in the war for talent, and companies with a firm grasp on today's technologies, and the best view over the horizon, are positioned to win. No one understands the intersection of talent and technology better than Allan Schweyer and, as this book demonstrates, no one tells us the story as clearly as he. This is an essential read and an important work in the now-critical discipline of human capital management." —Michael Foster, CEO, AIRS, and Author of *Recruiting*

on the Web "Allan Schweyer has been on the leading edge of recruitment technology since the dawn of the Internet. In many ways the Internet has created more confusion than solutions for the world of recruiting and talent management. It has certainly made things more complex. HR professionals and even company presidents have become desperate for clarity on the future of talent management-Allan Schweyer's book provides that clarity and establishes him as the authority on web-based hiring and talent management. No major implementation decision should be made without this invaluable guide." —Graham Donald, President, Brainstorm Consulting "Talent management has suddenly gone from being a nice idea to a core business function. No one knows more about this new function, and the technologies that make it possible, than Allan Schweyer." —David Creelman, Senior Contributing Editor, HR.com, and Independent Human Capital Analyst "Once again, Schweyer has produced the best writing in North America on this subject, which I've covered for fifteen years." —Bill Kutik, Technology Columnist, Human Resource Executive "As corporate executives quickly come to the shocking realization that the global workforce-and how that talent is managed and developed both locally and globally—will almost unilaterally determine their future success in global markets, few workforce experts have bothered to provide business leaders with a useful compass and map for the next chapter of workforce management. Mr. Schweyer generously and eloquently provides the talent compass and workforce map for the first pragmatic steps of the new global journey." —John Chaisson, CEO, Global Workforce Solutions

Human Capital in Agribusiness and Agriculture Aug 25 2019 This book is representative of a fraction of what we have learned over the years in various countries around the world. We study various things related to human resource development in various countries to understand the problems, solutions, and forms of perfect education for our students. We also study issues related to food because food has an important relationship with health, namely adequate nutrition and human energy sources. Health and including food are important factors in building human capital. We found many food problems in various countries including developed countries. A very popular issue related to labor. This book presents a small part of our study in 22 countries on 5 continents in this book we focus on looking globally to see comparisons between countries by vectoring human variables and the performance of the agricultural industry for each country. We conduct qualitative studies to understand the problems in each country we visit and study so that we can provide solutions or suggestions that might be a solution for the country where we live and study. Sometimes the solution is a collaboration between countries. Because we find that every country, whether developed or developing country, has strengths and weaknesses and has the potential for beneficial collaboration. To understand globally and comprehensively or in aggregate, we use quantitative studies with official data from the world bank. Both qualitative and quantitative have their own strengths and weaknesses because they have different points of view.

Financial Services and General Government Appropriations for 2011, Part 4, February 2010, 111-2 Hearings Oct 08 2020

Human Capital Management Jul 17 2021 Human Capital Management (HCM) has been described as a high-level strategic issue that seeks to analyse, measure and evaluate how people policies and practices create value. Put simply, HCM is about creating and demonstrating the value that great people and great people management add to an organization. This unique book describes how HCM provides a bridge between human resource management and business strategy. It also demonstrates how organizations can use the concepts of human resource management and the processes involved to enhance the value they obtain from people while continuing to meet their aspirations and needs. Armstrong and Baron explain how to achieve these objectives using various approaches including: Describing the concepts of HCM and how the process works; Examining the practice of HCM with regard to measurement and reporting; Discussing the various applications of HCM with regard to HR strategy formulation, learning and development, knowledge management, performance management, reward management and talent management; and examining the role of HR in HCM and the future of the concept. It also contains an appendix a toolkit which organizations can use to develop their own HCM policies and practices.

Financial Services and General Government Appropriations for 2016 Jan 29 2020

Transformational HR Jul 25 2019 In our increasingly fast and competitive world, HR professionals are uniquely placed to prepare an organization for lasting success. Pioneers are leading the way using the latest developments in the world of work such as Lean UX, holacracy, futurology and work-as-a-platform. Endorsed by the CIPD, Transformational HR shows HR professionals how to unleash this potential and use these advances to make an impact on business strategy. This book puts transformational HR in context, exploring what has and hasn't worked. It sets out a vision of what HR can be, providing examples of and lessons from HR thought leaders who have begun to transform their workplaces. In addition to presenting numerous examples, Transformational HR provides tools, models and advice for HR professionals aspiring to become more finely-tuned, responsive, forward-thinking and impact-led. Featuring case studies and references from companies from the USA, Mexico, Slovenia and the UK, it is a blueprint for turning the HR function into a powerhouse for organizational success and creating more fulfilling experiences for people.

The Leadership Gap Jun 03 2020 Studies consistently show that quality leadership development programs pay off for companies -- in the form of shareholder returns, market share growth, and sales. However, many

companies have inadequate leadership development programs. This book challenges traditional views of leadership development with a perspective that focuses on recognizing leadership as a source of competitive advantage. If you're a manager or an HR leader, *The Leadership Gap* offers the practical, effective strategies you need to close the leadership gap in your organizations, unleashing leadership potential for better business results and a sustainable competitive advantage.

[Departments of Transportation, Treasury, the Judiciary, Housing and Urban Development, and Related Agencies Appropriations for Fiscal Year 2007: Justifications: independent agencies Apr 13 2021](#)

How to Hire a Champion Aug 06 2020 David Snyder outlines tools and strategies that can predict which job candidates will become excellent employees.

People Power Nov 01 2022 Employees can make or break a business-yet many companies have no idea how to manage their incredibly valuable "human capital." Now, for the first time, HR expert Scholley Bubenik, President of Premier HR Solutions, unlocks the secrets she's learned over her thirty years of human resources experience in *People Power*. Detailing her time-tested, practical and proven strategies, Bubenik gives you the tools you need to assemble-and keep in place-the kind of team that will take your business to the top. Whether you're an entrepreneur, business owner or manager, these innovative insights and nuts-and-bolts advice will help you get the most out of your employees while helping them achieve true job satisfaction. Maximizing employee engagement means you'll need to do more than simply abide by state and federal regulations and file the right paperwork at the right time-you need to develop a plan that aligns your company's business goals and culture with your people's. The key to this is Bubenik's "Five Strategies"-a set of principles which, when implemented together, provide a comprehensive approach to the process of recruiting, training and retaining. In addition, *People Power* also includes interactive exercises that help you customize the book's content to your own specific business situation-allowing you to take instant advantage of Bubenik's hard-won HR knowledge.

[Ebook: Fundamentals of Human Resource Management Sep 06 2020 Fundamentals of Human Resource Management, 5th Edition by Noe, Hollenbeck, Gerhart and Wright is specifically written to provide a complete introduction to human resource management for the general business manager. This book is the most engaging, focused and applied HRM text on the market.](#)

Human Capital Formation for the Fourth Industrial Revolution Mar 01 2020 Advances in technological innovations, automation, and the latest developments in artificial intelligence (AI) have revolutionized the nature of work and created a demand for a new set of skills to navigate the Fourth Industrial Revolution (Industry 4.0). Therefore, it is necessary to equip displaced workers with a new set of skills that are essential for conversion into technical or other functional areas of business. *Human Capital Formation for the Fourth Industrial Revolution* is an essential research publication that recognizes the need to revitalize human capital formation for graduate employability in Industry 4.0 and discusses new skills and competencies needed to cope with the challenges present within this industrial revolution. The book seeks to provide a basis for curriculum design in line with the advances in technological innovations, automation, and artificial intelligence to enhance current and future employment. Featuring an array of topics such as curriculum design, emotional intelligence, and healthcare, this book is ideal for human resource managers, development specialists, training officers, teachers, universities, practitioners, academicians, researchers, managers, policymakers, and students.

U. S. Behavioral Health Management Industry Report 2011-2012 Oct 27 2019

Hidden Strengths Apr 25 2022 The Sindells argue that focusing only on your best abilities neglects a vital development opportunity. They show how to identify hidden strengths that can be quickly elevated into full strengths with attention and focus. Using assessments, exercises, and case studies, the Sindells help you identify your most promising middle skills and create a plan to turn them into strengths.

Humanizing Human Capital Aug 30 2022 The work world is changing faster than ever before. Adapting to this new reality without a significant interruption in results is increasingly a top priority for all businesses. The key to thriving through disruption is understanding and practicing human capital strategies that will drive enterprise performance and value-creation. In *Humanizing Human Capital*, renowned business thought leaders Solange Charas, PhD, and Stela Lupushor reframe traditional HR practices into a future-forward strategy to optimize human capital. Charas and Lupushor shift decision-making about people from a gut sense to an evidence-based approach—a critical and much-needed departure from the cross-your-fingers-and-hope-for-the-best approach of most traditional HR programs today. Learn how to quantify and manage human capital in order to future-proof your financial returns. *Humanizing Human Capital* reveals a step-by-step method to apply analytics approaches to human capital while anticipating inevitable changes in the workforce landscape. This will enable human capital professionals to generate positive outcomes for all stakeholders and allow management to make decisions that work for the entire enterprise. Through the authors' dozens of case studies, real-world situations, and twenty invaluable business principles, you will learn to: Adopt a best-evidence versus best-practice approach to decision-making Shift your thinking so that you view human capital as a crucial investment rather than as a sunk cost Balance human capital analytics with the more human-centric elements of people management Increase value for all key stakeholders, including investors,

management, workers, customers, partners, and the community at large Utilize methods to measure and optimize human capital efficiency, increasing your ROI The road ahead may seem unpredictable and even treacherous, but *Humanizing Human Capital* provides leaders of any organization a new framework to create resilient, responsive, and innovative organizations with tangible and sustainable business results.

The Chief HR Officer Oct 20 2021 Praise for THE CHIEF HR OFFICER The Chief HR Officer offers the most current thinking on the evolving role of the chief human resource officer (CHRO). An essential resource for experienced and aspiring CHROs, the book shows leaders how to best prepare for and perform this critical role. This comprehensive book shows how, in today's extremely competitive work environment, the job of the CHRO has expanded to encompass many important roles. Among other things, HR leaders must adapt to and address the demands of an increasingly diverse and demanding workforce, globalization, stricter regulatory requirements, increased accountability to the CEO and board of directors, and the complexity of leading the HR function with often limited resources. This vital guide is filled with rare insights and practical guidance from some of the country's most successful CHROs who have been in the trenches as well as top academics researching the field including Randy MacDonald (IBM), Eva Sage-Gavin (Gap Inc.), L. Kevin Cox (American Express), Mirian M. Graddick-Weir (Merck), and Dave Ulrich (Ross School of Business, University of Michigan, and The RBL Group). Sponsored by the National Academy of Human Resources (NAHR), the book covers a wealth of topics including how to develop a perspective and set of skills to effectively lead and perform in the role and how to approach strategy, management, leadership, ethics, and talent. In addition, the authors include information on forming and implementing activities that will further the firm's strategy, advice for coaching and counseling the CEO, and much more.

Financial Services and General Government Appropriations For 2010, Part 4, 111-1 Hearings Dec 10 2020
Electronic Government May 03 2020

Transformational Human Resources Management in Zimbabwe Jun 27 2022 This book is a stepping stone toward solving public sector human capital challenges in Zimbabwe as it equips human capital managers with solutions to key issues in the public sector. In Zimbabwe, the public sector human capital drives the economy as over half of the population access their services through public enterprises. Government is the major agent in economic and infrastructure development as well as the production of goods and services. However, Zimbabwe's public service is underperforming due to poorly motivated and managed employees who do not respond to the needs of its clients. This is a cause of concern as the public sector human capital is central to the overall performance of the public sector. Often public sector managers and leaders lack advanced, relevant, and dynamic skills and knowledge to deal with human resource challenges within the New Public Management environment. It is critical for the public sector to transform its human resource management to suit twenty-first-century needs. Effective human resource management in the public sector leads to economic growth and therefore the achievement of the Zimbabwe National Vision 2030. Therefore, this book serves as a guide for public sector managers and those directly or indirectly involved in human capital management. It provides in-depth knowledge and guidance in effective human capital management within the context of the public sector in Zimbabwe.

The Budget of the United States Government Aug 18 2021

The Tail Jun 23 2019 At the heart of the debate about state-provided education in the UK lies a shocking fact: one child in five leaves school in England without basic skills in literacy and numeracy. Despite the best efforts of reformers and rapidly improving results in academies and elsewhere, even some of the best schools are struggling to help the 'tail' - the lowest-achieving twenty or thirty per cent of pupils. Throughout Britain, other schools, local authorities and even regions are trapped in a rut of low ambition and poor performance and seem unable to address the problem. The young people in the tail will find it hard to progress to the qualifications they need to get good jobs, and are unlikely to find secure employment. Their blighted lives are a personal tragedy, and one that imposes a wider economic and social cost that increases with every generation. In this book, eighteen of Britain's leading educational practitioners and specialists examine why our education system is persistently failing so many young people, and they propose a range of practical and achievable solutions. This urgently needed and powerfully argued manifesto demands the closest attention and will galvanise public debate on education.