## Strengthening the Innovation Talent Pool

### Recommendations for Ecosystem Actors

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| Lack of Commercial Acumen Among New Innovators | • Embed more business training into curricula  
• Promote sharing of pathways and best practices for technology transfer | • Provide more tailored support to innovators in preparing for the commercialisation of their products/operations  
• Engage in more proactive sourcing of local innovators in need of business knowledge | • Create more mentoring partnerships between industry leaders and new innovators to build knowledge around different commercial pathways to scale  
• Provide pro bono guidance on technical issues such as intellectual property | • Forge partnerships with leading industry players to incentivise and democratise the sharing of their commercial acumen with others  
• Source and promote champions from across different industries to share their skills and insights with innovators | • Integrate provision of more tailored commercial expertise into grant agreements with early stage innovators  
• Focus on funding the innovator and the ecosystem that supports them, not the product they have developed |
| Inconsistent Understanding of Innovation Skill-sets Required at Different Stages | • Agree on a ‘core’ curriculum of essential entrepreneurship skillsets  
• Agree on a shared definition of innovation to enable better communication | • Expose or ‘pollinate’ early innovators with other later-stage entrepreneurs in a more deliberate way  
• Work on the innovator’s behalf to find other actors who can help to fill their capacity gaps | • Provide platforms and opportunities for early stage innovators to meet and learn from more mature industry actors to reduce their isolation | • Embrace a mission-driven approach to policy and partnerships that support stronger entrepreneur populations  
• Collect, analyse and share data on innovation needs and opportunities across the ecosystem | • Adopt a portfolio approach that enables innovators at different stages to learn from each other |
| Limited Education / Training Opportunities & Funding to Encourage Entrepreneurship | • Democratise access to innovation training opportunities through free / subsidised funding models  
• Open up learning channels so that ‘everywhere becomes a classroom’ | • Share the learning and skills-building stories from innovators they support more widely | • Allocate more resources to support innovation training within educational institutions | * | • Provide more funding to support development of local, sustainable training initiatives for potential entrepreneurs  
• Highlight and disseminate international best practice |