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If you have questions for our panelists during the webinar, please feel free to put them in the chat.

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I will keep an eye on the chat as will Jessica Wise and Alicia and we'll try to make sure we address all of those questions.

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Please stay on the webinar for the full session. I believe this session was submitted for HRCI.

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Insurance credits. If you need those, let us know. I will double check that after the webinar because now that I'm reading that I hope that it was submitted for the for those credits.

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The recording slides and transcript will be shared following the webinar so we are recording this.

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We would like to start off with a little bit of a warm up with a poll question. We've included this question in a lot of our webinars just to see where everybody's at with our attendees just to see where everybody's at with our attendees.

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So does your school have a formal dual career program yes or no and I am going to launch that full in just a second.

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Okay, is it showing up for everybody? Alright, I see.

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Okay.

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So it looks like, 41, 41, 18% are not sure.

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So yeah, we're pretty split down the middle here with our attendees today. I, we like to do this at the beginning of our webinars, especially this might help our speakers too as they're talking about.

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Their programs and you can share a little bit because a little bit extra, not all of us have a formal program.

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So some of us are still in a building face.

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Alright, and we have one more for everyone. So if you do have a formal dual career program, where is it situated on your campus?

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Is it in HR the provost office team's office? We're work life office or other.

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I'm gonna watch that one.

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Okay.

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Sure the results of that so it looks like 27% in HR, 55% in the provost office in 18% in other.

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If you did choose other, if you could take your response in the chat, that would be great just so we can see what kind of other offices on campus, these programs are housed in that would be wonderful.

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So Alicia and I will be your facilitators today. Alicia is the dual career coordinator.

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At the University of Michigan. So I know when we were talking with somebody earlier and I apologize, my dog is now barking in the background.

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I am working from home today. As we talked with somebody earlier, they said, oh, Miranda, you're from Michigan State University and Alicia from the University of Michigan.

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Do you 2 work okay together and in fact we do we co-chair herkstoel crew committee together and Alicia serves on the advisory board for Michigan Herc as well.

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So we work very closely together. And we will be facilitating today's webinar. And I'm going to just turn it over to Alicia right now to introduce our first speaker to everyone.

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Hi, and welcome. So I'm Alicia Simon and today I have the honor of introducing Ellen Perlstein whose senior business development in career transitions and executive coaching at the errors group.

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Last year when we did our webinar we heard from a lot of members that they're looking for tools and resources to help them with non academic appointments.

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So for programs without a staff or with limited staff. We're organizations like the Aeras Group can help offer resources to support individual partners during their career search.

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Ellen is going to now outline the errors group services which have special access for her members and we're really excited to hear what, what Ellen has to share today.

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Take it away, Ellen.

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Hi, thank you, Alicia and Miranda and and welcome everyone. I really appreciate the opportunity to be with all of you today.

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I'm excited not only professionally but also personally I'm a graduate of University of Illinois Champagne Nirbana and also of teachers college Columbia University.

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Both Columbia University, uses the heirs group as a preferred provider for their outplacement support as well as coaching and we're also a We also work with.

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Coaching, with Barnard. So, there's also, I've already had a direct, very positive, successful relationship with those institutions and I look forward to potentially working with all of you.

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So, is actually part of Kelly services, of Fortune 2. Global staffing firm. Yet prior to being acquired by Kelly 10 years ago, we were a very boutique firm privately held.

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The good news is we're still very hands-on and boutique in our culture, but we're now publicly held and we have a lot more resources and capabilities to give to our clients.

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Next slide, please.

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Members of HURC on the marketplace portal we offer all of you the ability to work with errors for your individuals who are looking for support towards their next chapter.

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Potential, it's customized and by that I mean we work with people who know what they want to do, don't know who what they want to do, want to pivot what they want to do.

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We work with all levels. Including all the way from CEOs to administrative assistants to professionals and any real any industry.

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We work with people who may want to become an entrepreneur or start their own business or become a consultant.

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So really anything that someone is thinking of doing. Is possible. This is just an overview description. Of what we offer for our professional level program.

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Next slide, please. So again, it's customized, but this gives you an overview of all the different potential areas.

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Obviously, if someone's already in the process of interviewing their career coach will work with them on that if someone is really just not knowing what they want to do, they'll help them brainstorm.

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As well as help them throughout. So it's really having a strategic partner throughout the process to hand hold you from the beginning of the relationship.

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All the way through to getting an offer, negotiating that offer, and perhaps even some onboarding tips.

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If time allows within the program. So you can see it's really very comprehensive and thorough.

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Next slide, please.

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In addition to the. As needed, 45 min session. So depending on the length of the program that someone chooses to.

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Purchase one month starts with 2 weeks all the way to 6 months. No matter what level of program they're going to be working with a certified dedicated career coach and sessions are virtual and they have access to our proprietary portal, Power My Career, until they land.

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The portal is a digital toolbox. It's got podcasts. It's got a assessments.

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It's got videos. It has access to Hoovers to research companies that individuals may be targeting.

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Lots of tools to help you with all the different aspects of your job search. There's a job scanner which is really helpful with overcoming the bots and what that is you submit your resume.

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And the job specs it gives you a percentage of match and what that does is allows you to tweak your resume and increase the percentage.

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All before you even apply. And people find that really helpful. So you can see.

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It's very, very robust. In terms of what's included and again anyone working with us has access that to that until for an entire year.

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In addition to the weekly sessions, which are about 45 min with their dedicated career coach. Through the portal, you can register for any of these interactive live webinars.

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They're offered every month. Every month we have a additional new ones to add around the holidays.

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We'll add one about dealing with a job search in the holidays and the summer will have one about dealing with a job search in the summer.

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As you can see, there the obvious topics like LinkedIn negotiating, networking, interviewing.

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But we also have a women's affinity group that's very popular. We have one on resiliency.

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On occasion there's one on stress. We have someone who comes in from the outside that does financial planning.

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We have another person that comes in from the outside that talks about potentially buying and becoming a franchise owner.

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There's 2 on branding which are really helpful with distinguishing yourself in the marketplace. One is on creating a brand and the other is communicating the brand.

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So you can see again, these are these are really helpful. To reinforce what individuals might be working with.

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Their career coach on. There's even one on, onboarding the first 100 days of your new job, which is really important.

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It's not only about getting the job, which is really important. It's not only about getting the job, but obviously making the job.

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It's not only about getting the job, but obviously making the job work and being. Making sure that your first 100 days work for you and for your new employer.

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Next slide, please. So in addition to the standard program which you can avail yourself to we have other options as well the program New Horizons which would be The same length of time, same fees.

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It's just the content would be different. This is for individuals who are ready to retire but really don't know how they want to spend their time and want help with their purpose.

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And it isn't an age thing because we've had fifty-year-olds who are at the point where they're ready to retire.

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Lucky them. But they want help with figuring out that, you know, unless they're a golf fanatic or really have a plan of what they want to do, they need help figuring it out.

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We purchased a program, it's called New Horizons, the career coaches who would work with individuals are certified in New Horizons.

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It includes working with your partner or spouse because your next chapter affects your your the person you're living with.

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And it's a very specific program that covers specific life areas. Which are listed here, starting with career and work, going through personal development.

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It's hitting all those different areas. And making sure that you're ready for your next step.

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Reference to all those different areas. It's a very structured program and people would have the option to using this as well.

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People find it really helpful. Next slide. And by the way, I'm sorry, if anyone has questions, I asked for questions at the end, but if you had one while I'm speaking, feel free.

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Another option we offer, again, included, same fee. Is for people who might want to become an entrepreneur.

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We actually have a separate portal that's specifically geared towards helping people become an entrepreneur. And, It isn't, these aren't mutually exclusive.

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So someone could come and both be looking for another opportunity as well as exploring becoming as consultant. As well as exploring.

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Becoming an entrepreneur. So they have the option of figuring out. How they want to apply. The program that they've purchased through us.

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Next, next slide, please. On the, for those of you that are members of Herc on the marketplace portal, you'll see a just description of the program and the various fees which you can see start at just 2 sessions.

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Obviously 2 sessions is limited, but you can at least get started, get an anchor of your job search.

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Ideally, I recommend a minimum of 3 months because it gives you enough time to really take advantage of working with a strategic partner as well as.

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Getting to, all the different. Excuse me, all the different webinars. So you can see though it really gives you options though depending on people's budgets.

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Next and this by the way the fees here include New Horizons as well as the entrepreneur as well as any other option that people want to work on in terms of content.

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Next, next slide please.

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And I just wanted to mention here, Ellen, that I did drop a link in the chat to the Hirk marketplace where you can find errors group listed in that directory.

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So I just wanted everyone to know that I put that in the chat.

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Oh great, thank you. Next. One of the other advantages of being connected to and having Kelly as a part as a As I parent company.

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Is we've launched something called Kelly OCG Bridge, which we're really excited about.

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And what this is, is anyone working with us has access to Kelly OCG Bridge. And what it is is We, Kelly delivers to us twice a day, 1,000 opportunities that everyone who works for us has access to.

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And again, through your career coach. You would work with them to present yourself to Kelly, but it's it's direct.

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It's not going through a laborious website and and in a black hole. It's the opposite.

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You're getting hand-hauled, presented to Kelly. The areas primarily are education, staffing, science engineering, IT.

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Professional and industrial so you can see it's a pretty wide range. Kelly being a fortune 2 company has relationships with over 70,000 hiring managers.

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The jobs are both remote, hybrid and in person. And our career coaches would work with you to help you.

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Process this, but it's a great value add that you would have through any level of program that you decide to use through us.

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Next.

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The other value add is if we created a linked in networking. A group through airc. So this is open to our corporate clients.

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We also have retail clients as well as any Herc. Participants. And it's a very active dynamic group.

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Every day there's people posting job leads, asking for advice. It's very vibrant, very interactive.

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I, I gave you an example recently. Julie Johnson and our staff posted something about AI. We even are in the process putting together a webinar on AI, but all of the career coaches are savvy, can state the thing these days that people need to know what it is and how to use it and how to make it part of your job search.

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So that's another value add that the content of AI is part of what we offer, but also that's just an example of how various topics are introduced.

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On a daily basis through our LinkedIn networking group. And next. So thank you all for your time.

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I unfortunately had previously committed the rest of my day, so I'm only able to start for stay for the first hour of this presentation, but I do want to offer.

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For anyone here that would like to reach out to me. That's my contact information as well as Maureen is my colleague, our client engagement manager.

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We work hand in hand. Our goal is to make sure that everyone gets value from their time with us.

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I check in with everyone after their first meeting with their career coach to confirm chemistry fit because that's so.

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But I'm happy to schedule a one on one follow up meeting with anyone who has, needs more information or has questions. And thank you all for your time.

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Any, anyone have questions? Do we have a couple more minutes for questions, Miranda?

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Yeah, if anyone has any questions, please do unmute yourself or drop them in the chat.

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Maybe I'll get some things started, Ellen. Maybe a question that I imagine a lot of people are thinking about is when is a good time for a school to get in contact with the aer's group if they have a client that they think might be a good fit for your services, when's a good time to begin that engagement process.

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Great question. I would say sooner rather than later. We, through our research, Senior level. Individuals, professionals, it takes About 6 months to land.

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And that's with help. So, you know, ideally. Sooner rather than later, unless it's an individual, it's also, it's also, I think, up to the individual.

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I mean, there are people that are so anxious. They should start yesterday and people who, you know, want to get things in order and want to wait.

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But assuming that, you know, the If you have an individual that's with a partner that's trying to decide whether to join.

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Your institution and their partner needing a job is dependent on that then obviously sooner rather than later. If they've already made the decision to join the your institution and this is just to kind of help them their partner figure out what to do.

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I'd say it's really an individual decision, but it does take time to land. We also have stats that show that people who work with a professional strategic career coach like what we have.

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10 to land 2 to 3 months quicker than people who are doing it on their own. Great question.

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Thank you.

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Well, ask another question. We've got people from all over the country. So obviously, Aires Group, Kelly, they're large, entities.

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How do you work with schools that are maybe in a more rural or less urban area and and what kinds of options are there you mentioned remote work or hybrid work what what kind of things do you do to support those types of individuals.

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Another great question. Thank you. When the pandemic occurred, we quickly, within a day, moved to totally remote.

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We have an amazing beautiful office in Midtown Manhattan and we gave everyone the option including staff to go and work in person and over 2 and a half years no one did including candidates.

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So we're a hundred percent remote now. Everyone, everyone staff works remotely. The quality of our work has not.

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Been affected if anything it's it's improved because people show up because they don't have to deal with weather and commuting.

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So we are virtual and we're global in the sense that we do work with people all over the country actually all over the world.

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So. Generally, the the work would be through our office in New York. For the most part.

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A lot of what is involved in finding a next opportunity is really generic with the understanding that depending on where you are there may not be as many options if you're in a rural area and you may have to be.

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Looking at remote opportunities. But everyone again who works for us is a career, is a certified dedicated career coach.

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And it is customized. So whether you're in a rural area or in California or or in the middle of the country.

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Small town, large town. It is going to be customized and it is going to be confidential.

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So depending on what people's goals are, they will be able to help them. We do have, offices throughout the country through our CPI partner.

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Depending on the situation if there was a situation where you really needed to work locally, we would work with you, the fees would be the same to introduce you to our local partner.

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If that was a requirement or a necessity, but people been working successfully with us all over the country from both large and small cities and it hasn't been an issue.

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But we can certainly offer working with a local partner. Again, we have 350 offices worldwide.

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Great. Well, that was really helpful. Thank you so much.

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Let me just ask one last question and then we'll, move on to some of our other speakers.

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Maybe you could talk a little bit about what kind of information and feedback individual schools and colleges might expect to hear back about people they were to you.

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Are you able to share updates and information or is that information privileged? How would we be able to understand where, where folks are in the process?

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Another great question, thank you. We ethically can't provide anything that's confidential. However, you Since.

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We do provide to our clients a matrix summary. Of an individual's progress. So it'll share that they've for example done resume, LinkedIn profile, interviewing, but we wouldn't share were they interviewing or if they landed unless they give us permission to do so.

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A question I have for you just because the the fee the purchase of that program. Is it through the university or is it through the individuals or does it vary?

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Okay.

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The way we modeled it would be that it would be the university would purchase package, but I could see an individual wanting to tap into it.

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The resources are so great. But of course we, you know, on her side we always want the job seeker to have all the benefits without, having to, to pay the cost as part of our, inclusion.

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Mission so my bias is for the institution but I don't see why an individual couldn't.

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No, that's helpful because then as a client It's important for you to know an individual's progress other than confidential information.

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So we we give you a monthly update of the individuals progress and it's a matrix checkoff with everything that they could be working on, but again it doesn't share anything confidential.

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We do if they land and they give us permission, we would share that as well. But we wouldn't without permission.

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But it works well. It's it's we're able to keep our clients up to date without compromising.

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Any ethical concerns.

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Great.

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Fantastic. Thank you so much. Great.

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Any any other questions of? Before we.

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I didn't see any other questions come through the chat. Any other questions from attendees?

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Okay, well thank you so much for joining us, Ellen.

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Bye. Thank you. I can, I'm gonna stay on for the little bit because I'm curious how the other to learn more about the other people that are presenting and thank you again for inviting me.

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I really appreciate it.

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Yes, absolutely. So now we're going to transition to talking about how you can build some programs in your own community.

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And create more of a network between institutions and community organizations. So we'll hear both from people within academia and our partners within the community to discuss collaboration.

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We first got in touch with Terry and Carly through Dana Cohen who's the director of faculty.

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Recruitment at the University of Illinois, or Vana Champagne, and within her work, portfolio, Dana manages dual career partners and she is a collaborator on this project with Terry and Carly.

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So Terry and Carly, I will pass it over to you to share a little bit about your program.

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Thank you.

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Thank you for the introduction. I think we have some slides. Yes, okay. So, Carly and I are gonna do a little back and forth.

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We have a little stick so hopefully you can follow along with us pretty well, but we're excited to talk to you about the talent attraction programs that we have developed in our community and we thought we'd start by talking a little bit about how all of it started.

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So we can go on to the next slide. Please.

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So, as, was mentioned, we partner a lot with Dana Cohen at the University of Illinois and prior to connecting with Dana, we each had our own individual relationships within the University of Illinois.

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So I'm with the Tours and Bureau and Carly is a economic development. And so we had relationships with different departments based on the roles our organizations played within the community.

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And then what happened is Dana approached me. At 1 point and said, Hey, you know, we're having a little bit of trouble.

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You know, sharing the community story for our trailing partners that are coming into the community. You know, what sort of resources are available that can help us tell that story a little bit better.

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And so that was our first introduction into the world of dual career and what it involved and some of the challenges that she was facing not only in helping getting people placed within the community, but even just getting them to understand what our community has to offer.

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So we started by providing a series of print and digital resources. To solve some immediate needs. And then Carly and I got together and really formalized some additional programs that has a lot of wraparound services for everything that is coming out of Dana's office, but not just at the University of Illinois, but through our employers all throughout Champaign County.

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So I just wanna show one example, not to throw any specific community under the bus, but if you can go to the next slide, please.

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Dana provided us with a document from, actually it wasn't day and I'm sorry, it was one of our hospital systems.

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Provided us with a document that they received from Peoria, Illinois, which is about an hour and a half from Shampaign, Urbana, and said, you know, we use this when we're trying to talk to people that were bringing to the community of this things to do documents and you know it's a comprehensive list of nice restaurants and places to go and because we always like to want up everybody and everything

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that we do, we created something a little bit different and we, started creating this resource to kind of showcase not just the types of events and activities that we have here, but some fun facts about our community because being in the middle of central Illinois.

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There's a lot of misconceptions about what our area has to offer. So we wanted to offset some of that.

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We have an award winning culinary scene. How one of the best in Illinois outside of Chicago. So we really wanted to focus on that.

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Everybody loves a good selfie, so wanted to make sure people knew that we had a lot of great spots in the community for that.

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And then waste to stay active and involved. And so what this document has done for the town attraction side is paint to picture of what a year in the life is like in Champaign, Urbana.

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We update these every quarter and we've been doing it for. 4 or 5 years now and so it's really easy for people to go back and see everything that has happened in our community and get a sense of okay there is a lot to do in champagne or banana so this is a quick piece that we started and this was sort of the starting point.

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So I'm going to toss it over to Carly to kind of get started into where we went from there so we can go on to the next slide.

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Thanks, Terry. So we over the past several years have been very strategic about the programs that we've built.

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The events that we've put on and we've done that for a multitude of reasons, but one of them being that we really wanted to make sure that as we added to programming in our community to work with Dana and the university.

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That we had the infrastructure there to support it. And so that's been really important to us.

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And so one of the first things that we did right out of the gate was develop and brand our champagne county recruiters network and this really acts as the underlying group for all of the programs that we've launched to date and where we have really high levels of engagement between ourselves and our organizations and others in the community as well as Dana's relationship.

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With those that are working within the Champaign County recruiters network. So what this is, is a group of 200 almost 250 plus now HR and recruiting.

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Professionals within our county footprint. We are very inclusive, so it includes our smallest employers to our largest.

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Employers and basically it's anybody who is touching talent attraction or recruiting in our community.

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This is the main list. It's a simple Excel sheet that we use as sort of the bread and butter for engagement, for feedback, for new programming.

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And there's no cost to participate. So what we do with this group is we we share out information resources, we data test programs with them, we asked them constantly for feedback and we also bring them together on a quarterly basis to network to meet each other to share information and resources and to also maybe beta test some of the programs that we're gonna have coming up to.

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So sort of how we built it. This was really from the ground up and we continue to add to the list today.

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So just naturally between our organizations, the Economic Development Organization and the Tourism Agency, we already worked with a lot of employers.

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And the community. But we really wanted to make it official and branded, which always helps. And so we, we did that.

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We, we started having brown tables. We did a. We did a community bus tour with our recruiters where we took them around to different places.

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So this photo here is them at our local airport, which half of the bus didn't even know we had.

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And no matter what during every single business interaction that our 2 organizations or data at the university has if we're not already connected to their HR or their recruiters, we're making that ask so that we can get them involved.

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We're also very open with this group about you know, wanting feedback constantly so that we can really work to solve the needs quickly and build programs that are actually going to be successful in getting candidates to say yes not only to the University of Illinois but to local employers as well.

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Next slide, please.

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Alright, so with some of the programs that we built to help support our recruiters network, the first thing that we did was launch our she amana welcome crew.

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One of the things that Carly and I found ourselves doing is always being the one to answer community questions and help get people to connected to resources, which we're more than happy to do, but there's only so many hours in the day for us to get our work done.

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So we wanted to leverage the people in our community that are very passionate about the community and wanted to share their experiences.

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So we reached out to some community partners and we're really strategic about collecting, collecting, starting a group of with a cohort that was really representative of our community.

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In terms of age, backgrounds, experiences, have they lived here their whole life? Did they come here for the university?

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Are they in empty nesters? Do they have kids? What languages did they speak? And so we launched with 12 people that were willing to share their time and their expertise with new and potential residents.

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So since that time we've grown to over 50 ambassadors and we have helped serve over a hundred New and potential residents who have come to this community or have considered coming to this community.

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We have some really incredible success stories, but a little bit of how it works. We screen every ambassador and we ask them to complete a form that has information about why they want to be become an ambassador you know what are they passionate about what are they hoping to achieve by becoming in the past.

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Ambassador and then a little bit of information on their demographics. And the things that their areas of expertise within the community, when somebody is coming to our community or has just arrived here, they fill out a similar form.

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And then it operates kind of like dating site. We match people based on their interests and things that they want to learn and get connected about to the community.

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So it really feels like an authentic connection. And these people are helping them find jobs. They're helping them find daycares, activities for their kids, they're helping them find their favorite new grocery store.

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All those things that you wouldn't necessarily have Think of as being important when you're welcoming new people into the community.

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But statistics show if you don't make these people feel engaged within 90 days in your community, then they're gonna leave.

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And so it's really important to get our welcome crew out and meeting these newcomers, which leads to our next programs.

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We can go to the next slide.

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Yeah.

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Before you go to that next slide, sorry, is that database like, proprietary or like how do you like you feed it into the profile.

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And then you said it's a dating site. What does that look like?

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Yeah. So right now it's a very sophisticated Google Doc. So we use it and sort it's a very sophisticated Google Doc.

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So we use it and sort it based on the responses that we get from the new residents. So let's say they are interested in outdoor activities, somebody with LGBTQ experience and they have kids.

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So we'll look for people that have, you know, some of those similar things, by sorting our database and then we will reach out to, we'll start at the top and reach out to one of those.

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Ambassadors we'll share with them. The application we received from the new residents. They'll look it over saying, yes, this seems like a good match for me.

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I'm available right now. I'm happy to connect with them. We send them a connecting email and then Typically they usually start with a phone call or a zoom call to meet each other and then oftentimes they're taking them to a community event or maybe, taking them to a happy hour off for coffee or taking them to a park or the farmers market, you know, whatever their interests are and trying to really

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get them to those places that they want to see. So that they can really get connected to those resources.

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So the information that's on the public facing website, we provide basic information about the ambassador.

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So, who they are, their areas of expertise and a couple other fun facts so that Our new residents can search that so they can request specific people, or they can get matched.

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And so we have some people that do requests because they've gone through and looked through the different profiles, which has been great that makes it easier on us to connect them.

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Hmm.

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And some they're like, you know what, Pyramid, with whoever you think is best and we do that.

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We've also had some people that haven't actually gone through the program. They've just simply gone to the website and seen the diversity of people that we have participating and they're like this is the community for me like I this is what I want my community to look like.

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So even just you know having this program has been instrumental in getting people here because they understand that we're a welcoming community.

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Thank you.

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Yeah, you're welcome. So as part of this program, one of the things we wanted to do and we had to wait on this until the pandemic kind of waned.

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But once we felt it was safe, we started our new to see you mixers. When this is an event that we host at different spots all across town.

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Were we invite any newcomer whether they've been through the shaman and welcome crew or not to come out and have some food on us and meet other newcomers.

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We have our Shan been a welcome crew on hand to help answer any questions. For them so that you know it's a very informal setting.

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It's really we just give them pizza and beer and magic happens as they start to have conversation and make friends.

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We do these every quarter. They're free to attend. We do get sponsors within the university.

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Our next one, the University of Illinois is our sponsor, so we're very grateful to them.

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That's been a really fantastic way for people to not only see the types of spaces that we have in our community, but to meet other people that are also in their situation.

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Send, you know, we launched this program. We've seen groups of people out in the community that met at a mixer and had become friends.

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Carly and I seem to run into them all the time at one of our top music spaces in town.

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So that's really fantastic. So it's been a very successful program for us. We don't really vet when people move to town, right?

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In our marketing we say, you know, if you've moved here since 2,020 or 2,021, we kind of take them at their word for it and really as long as they are not coming to try to sell something right where we're very specific about like you're a realtor you're not coming here to sell homes okay you're coming here to make friends and connections and so

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These programs have been very successful. We typically average anywhere between 60 and 100 people per vent. And so we're going to continue to host them as long as they're needed here in our community.

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And then we have a couple more things that I'm gonna let Carly explain.

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So, like a lot of communities, we have a local genre. So we had always had one for several years, but earlier this year in February, we relaunched with a new service that fits into a lot of our programming here.

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And so this is another just way that we can engage with businesses in the community, but also have an easy tool to help, those in the dual career program and those in the community, or even outside the community that are looking at employment here.

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We have a variety of features that this new software that integrates, as I said, into some of our programming, which I'll talk a little bit more about on the next slide.

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But this has been a really excellent tool since we really launched. We go out and talk about these programs constantly.

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So it really helps to sort of have this base layer, of, job ward because it makes it really easy when candidates are looking for roles.

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Of course the university being our largest employer in the community is front and center on the job board. But this is a really good tool for people to get quick answers and to do a quick look in a very organized manner.

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We launched with about 90 companies in February and we're up to over 170 right now.

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Next slide, please. So one of the other programs, and this was one that we were intentional about waiting to launch because we needed to build some of this other infrastructure first.

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But following the lunch of our job board in February, a few months later, we launched what we called this community job application.

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So this is a really great way to capture talent who is interested in our community and is seeking employment. It is an online system that we run and developed with a third party service.

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It's all living in Hubspot, but it's an easy way for people to share a little bit of information about what exactly, that you're looking for.

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So leads come in, they fill out 3 very simple forms about themselves. We capture a little bit of personal information with things like have you been to Champaign Urbana before?

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Are you a university alum? They also fill out a little bit of information about the jobs that they are seeking.

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And then the final form reflects their community and their personal interests, which is also lined up with the exact categories that we have in our champagne a welcome crew.

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But basically on a weekly basis what we do is we capture leads from people who are interested in the community job application and then every single Friday we send those leads out to our employers who have signed up and taken this training.

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So that is open to employers that are within our Champagne County recruiters network and certainly a lot of folks at the university who work closely with Dana and the dual career program utilize that list too.

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It's a unique approach in way to do this. It's There's a lot of information that people might traditionally collect in the recruiting process anyway, but one of the things that's unique about it is we collect personal interests and so if an employer has let's say somebody indicates that they're very interested in arts and culture and an employer has a really cool program internally or they sponsor local events related to

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arts and culture. That's an immediate connection that they can have when they do outreach to that lead.

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To be able to connect on a different level beyond just the job. Next slide, please. So this is just a graph that we use to show how all of our programs work together.

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We disseminate information out through our recruiters network on social media, on our website, and we're constantly attending things.

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So fall is always a busy time with new faculty arriving on campus. And so Terry and I for about 2 weeks are doing all sorts of engagement events to welcome new faculty and they're trailing significant others.

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So there's a variety in which of ways in which people find out about certain programs we have but at the end of the day we try to make it as seamless as possible so that no matter what their intake process is or what program they land on first, that it's all integrated and smooth, and we're just doing the magic on the back end to make it all successful.

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So this is just a little bit of graphic that shows kind of how we do things though we're constantly sort of making tweaks to improve the system but it's been really fun and successful thus far.

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Next slide, please. So that's a little bit about what we're what we're doing here.

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We are extremely grateful for the relationship that we have with Dana and other folks inally at the university.

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We're constantly, like I said, earlier looking for feedback and ways to build, but I think Terry and I, would just say that if you're not already working with your tourism agencies or your economic development groups within your community or in your area.

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We encourage you to reach out. And also just offer that Terry and I are always happy to chat with those organizations.

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And your community too about what we're doing. So our emails are there on the screen. Feel free to reach out and we're happy to answer any questions at this time.

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Okay.

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Actually, I think we're gonna try and hold questions to go through our other speakers, but I'm sure there are a lot of questions.

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Yeah.

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So hang tight for just a few minutes and we'll get back to that. Thank you so much.

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That was fantastic. And so now we're gonna hear from Dana Crosby who is Associate Dean of Graduate Programs and Outreach at the Gordon Ford College of Business.

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In Western Kentucky University. Prior to joining the University of Western Kentucky, she worked in industry and specifically in HR.

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And so now she's helping the university and its dual career partners in a more ad hoc fashion.

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But she has reached out and makes connections and creates bridges into the community, particularly through bowling green works.

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And she can talk a little bit about what this looks like from a university's perspective. So welcome, Dana.

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Hello everybody, thank you for allowing me to be part of your panel. I come to you sort of as a as somebody that's on the fence between industry, and the academic world.

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Although I have been in the academic world for some time, I still have a lot of connections and a lot of work that I do here, a lot of connections and a lot of work that I do here, a lot of connections and a lot of work that I do here, with business and industry in our community.

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And I wanted to show you a little bit about the community collaboration that we have going on. Okay, I can share my screen, right?

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Oh, I cannot, can I share my screen, Alicia?

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Okay.

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Okay, thank you.

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Yes, I can allow you to share your screen 1 s. Okay, you should be able to share over top of me now.

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Okay, thank you. So I'll tell you a little bit about Bowling in Kentucky if you if you don't know about Bowling Green, Kentucky, which is of course home to Western Kentucky University.

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We are a little hotbed of industry here. We have thousands and thousands of open jobs. We have electric battery plants that are coming that will be bringing 5 or 6,000 new jobs over the the short term our manufacturing base is you know several percent higher than the national average and so we have a very robust job market.

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And so we have a very robust job market here, but the national average. And so we have a very robust job market here, but like others around the country, our.

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And so we have a very robust job market here, but like others around the country, our, supply, of course, is very limited.

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Our very progressive city and county governments, worked with 2 of our public organizations over the past couple of years to actually develop a centralized resource for job hunters, job seekers, folks that might want to move into our community.

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And so that's what I'm sharing now. Again, this is kind of our website link or our website for bowling green works.

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And in Kentucky we of course have cities and our city is bowling green but we are very county dependent.

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And so this particular resource was developed by our city, which is Bowling Green, but it was a collaborative partnership between the city and then the county governments.

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As well as our bowling green area chamber of commerce, which is kind of multi counties. And then we also have developed a, a workforce development board, which is sort of an additional resource for job seekers, job hunters, and and that's sort of the fiscal agent that a lot of our federal money in this region runs through.

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So Bowling Green works again, it sort of provides that same kind of resource that we saw in the earlier presentations in terms of, you know, if you're a job seeker, you can do a search.

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Of jobs that are, that are on the site. If you're wanna look at, you know, where you can live, it tells you a little bit about, you know, what, what health care and education and cost of living, population, crime rate, weather, all of these kinds of things that are that are so important to people that are transitioning.

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Now hopefully our candidates that are coming to Western Kentucky University are able to peruse this site and as families or dual career folks you know they're able to kind of get information to help them make an informed decision.

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But in addition to this, we can also find several resources for the courier seekers. Now the community resources that we have have that also play into this include, for example, the South Central Workforce Development Board, which is an agency that actually has career coaches that can work with people if they.

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Help and jobs, you know, the job search or the resume development or those kinds of things that can work with people if they need help and jobs, you know, the job search or the resume development or those kinds of things.

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There in terms of what Western Kentucky University does, we do not have at this time a formal program through the university.

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We don't have dedicated HR staff. We, we have a very ad hoc program.

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However, this community collaboration is something that, we do support and it's also something that we that we plug our candidates into.

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And so We've been really pleased and have a community has worked together to build this infrastructure.

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And we feel like it's very strategic. And helping us meet the workforce needs of our region.

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And, certainly the university is, pleased to be part of that as we try to, to help our employees and our, people.

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And so that is my song and dance about what's going on in Bowling Green, Kentucky.

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We, Again, if any of you all are job seekers. Here's the website for you too.

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We will welcome you. The welcome mat will be out. So, anyway. Yeah.

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Thank you. Thank you so much for sharing with us. Like Alicia said, we'll save the questions for the very end after our next speaker, but I'm sure there will be many.

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Okay.

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So I'm going to go ahead and re share my screen again.

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And you might have to push stop share on yours. Okay, does everybody see the screen? The presentation again?

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Okay, great. Let me just get set up here. Okay, so I will welcome our last speaker, Dev Walton, Deb Walton is the Human Resources Manager for leapfrog technologies incorporated.

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Leep Frog is a technology company that creates software for higher education and the company also partners with her.

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So is a HURK member. Deb is a non-traditional graduate of the University of Iowa and she works in close collaboration with the Talent Hub which supports hiring in the Iowa City and Cedar Rapids area.

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I'm take it away.

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Hi everybody. I, thank you very much for joining today. My sort of, role in this particular presentation is that I am one of those employers that that is using the dual career network and Herc to actually find employees for our business, which is a privately owned technology company.

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If you want to go to the next slide.

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Just a little bit about leapfrog. We were founded about 30 years ago by someone who is our CEO still.

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He, was graduated the University of Iowa and our very first client ever is University of Iowa.

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They continue to be our client today. And we work with higher education institutions on their course catalog, their curriculum management process, all the way, everything really from the creation of a course through the registration piece and the syllabi piece of a course.

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So, you all are, many of you all are our clients. I would say that, you probably know us better as coarse leaf, but leapfrog is the company name.

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Course leaf is our umbrella of products. We currently have about a hundred 55 employees.

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When I started about 11 years ago we had around 20 And so we've grown very consistently adding about 10 positions a year since I've been here.

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So it's been a real pleasure to work at Leep Prague. I wanted to also let you know a little bit about the jobs that we have available here.

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You know, you think of a software development company being just developers or just technical people. We actually have a lot of people on staff that may have never worked in technology before, but they come to us with a, maybe a project management background and so we have other positions amongst you know our other our fellow froggers like training staff and project managers and consultants.

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And of course the administration staff, so there's finance and HR and lots of different jobs that are outside of.

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Being a software engineer or a software developer.

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Next slide, please.

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So part of our culture here at Leap Frog is that we, we just want to make sure that people are not just.

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Very structured. I can't I can't say that we're in fact the word rigid and structured.

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Almost makes me giggle a little bit because that is not us we When people ask about leapfrog and what it's like to work here, the one thing I always say to them is you have to be curious, you have to be willing to ask questions.

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And sort of challenge the processes that are in place because we are creating software that is not going to be the same for Michigan or Michigan State or whatever the the client is.

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It's gonna be different from, university university. As you know, your processes from university university are not the same.

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And so we have to make sure that we're customizing the fit of our software to to our clients.

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And that's kind of what how we want people to come in. With that sort of cultural attitude, if you will.

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And so we ask people to be very innovative and, you know, think outside of the box.

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Next slide, please.

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So this is kind of the bulk of what I wanted to talk about a little bit today. And, how recruitment looks from my end and the things that I'm doing.

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To recruit high quality staff on my side. So, you know, when I think of recruitment and I'm sure I'm preaching to the choir here a little bit, but there are formal ways of doing recruitment like advertising.

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Staffing agencies going to career fairs promoting internally those are some methods of recruiting for particular positions.

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Now as a member of Herc I hope everyone knows that you can actually, you know, post jobs on her and it's, it's a real great place, especially for someone that's in the higher education business.

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If you will, to find those those folks that are that have the same passion as we do for the work that we do.

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One thing that we at leapfrog make sure that we're not doing is we don't want to recruit or formally recruit people that are our clients.

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So we're, you know, if we have someone as a client, we're not going to reach out to that person and say, hey, have you ever thought about working for leapfrogs?

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So as advertising goes, we put the job out there on our website. On her on some local job boards.

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We also post at the university job board level so many of you probably use handshake you know so those are some ways that we actually do some formal methods of recruiting.

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The interesting part though is that comes with the ad hoc piece of the recruitment and I love this ad hoc piece because you could be as creative with it as you possibly want to be.

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Some ways that I've been doing some ad hoc sort of recruiting. Is speaking engagements.

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So like this webinar. There's always an opportunity to talk about what you do, show your passion for what you do and the company that you work for.

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So. Think about. You know. Coming from a university staffing.

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You know looking at it from the other side or at least I'm trying to I've never been on a university staff before.

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What are some opportunities that that that they might have that could help get the word out if you will about leapfrog.

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So career centers. I'm constantly working with the career center here, locally.

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Many of the universities do mock interviewing. So that's another way to get your your name out there in the community.

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Just sponsoring certain events in the community too. So really becoming part of the where you live and I love that the the economic development folks went before me because I'm I'm sitting here going yes yes yes that's what that's what you need to do so if we move on to the sense of community and belonging.

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You know, you have to think about what's important for your business and how the university can actually help in enhancing that.

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So we I I've always worked with the economic development group and it is It is a fabulous, way to kind of get your jobs out there in front of people that are gonna actually be doing.

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You know the the company recruiting. So I think I think some was it Terry I think she said that there that they're gonna be having a new business where it's going to be the battery.

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I, and you might want to help me here, Terry. I don't remember what it was.

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It's like you're gonna be producing batteries I'm assuming for like.

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Okay. Okay. Okay.

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Carly, help me out. Harley. Oh, she's okay.

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That, that was Kentucky.

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That's us! Yes.

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No.

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Okay, sorry, sorry, Dana. Sorry, Dana. Okay, so when they're I mean think about this from Dana's perspective then she's trying to get that company to come to the region to build a new business there.

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So Dana is gonna now need to have people to fill those jobs, right? And so How does how does Dana do that?

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She's going to reach out to people like me. And say, hey, you know, we've got an opportunity here.

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We've got this new company coming in. They might have a trailing spouse that needs to have a job as a project manager.

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So even though it's not directly affecting the business that's coming to the community, it's sort of is if you think about it because if they're you know if their spouse isn't happy being in that community They're not going to necessarily want to move there.

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So I'm I'm hoping that that Dana and Terry and Carly those folks are reaching out to me and saying.

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We've got a really great opportunity here for you. And I want to be that person that partners with those folks.

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To get that, family here. So the, the I can't even tell you enough how much I rely upon my economic development group.

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We have things here in the Iowa City Cedar Rapids area. One thing is called inclusive ICR.

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The inclusive ICR group is really, like-minded individual or companies coming together and talking about how we can be more inclusive with the people that we're trying to get to come to our community.

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Another thing that we do with them is, the talent hub, which is something that we have mentioned earlier.

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The talent hub is really a place where people that are thinking about moving to the area can go to, they can be directly connected to our economic development group who then know that there are people like me out there needing to recruit people.



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And so we have meetings on a regular basis to talk about those applicants and our talent hub does some of the screening for us too.

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So we're not going into things blind. Another thing that they do for us is we have something called ignite ICR and that is a really cool program where our interns during the summer actually get to participate in different activities throughout the summer and get to network with, other interns that are coming to the area.

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And so they have this sense of belonging. If you will. And then there's another one more that I'm gonna mention is the wingman.

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Program which is very similar. I loved you get when you guys were talking about the the ambassadors that you have because it's very similar to that.

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So. Kind of building on that though, you know, you have to make sure that you're as a company that you're you're You're making sure that you're promoting it.

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You're the values in the culture of your company. And so part of our values and culture is diversity and inclusion.

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And we make sure that we're doing that by doing things like you know, internally we're we're trying to build policies that actually are important to the people that work and live in this area.

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And so we have employee resource groups. The resource groups have then in turn helped us build other policies that are important to the people that work here.

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And one of the things that we're also doing because we work with higher education a lot. Diversity, inclusion and belonging is extremely important to you as well as a client.

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And so we want to make sure that we are practicing what we preach. So that's sort of, why I had this bullet on here about diversity equity inclusion.

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Going to the next bullet, just the importance of networking. If you would have told me 20 years ago that I needed to network with someone to get a really cool job, I would have thought you were nuts that I could just stand on my own and do it myself.

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I'm the first to admit that I've got some really great friends and some really great connections out there and Use them.

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You have to be able to use them. So. If in your community, you know, there's someone that works at the university that's in your community and you, let's say that you're out at a baseball game and you let's say that you're out at a baseball game and you run into somebody that's somebody's I don't know.

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Mom or dad. Network with that person. Ask them where they work. Reach out.

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I, it's so important that the universities and the students and the industries in a particular area.

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Are really kind of coming together to embrace. The area that they live in. You might have, that I love Iowa City Corvillie area.

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And I, I'm very passionate about it. And I even if I'm not hiring somebody but I know that they're moving to the area maybe I've interviewed them for a job.

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I will still send them information about what's what are some cool things to do. In this area because I really want them to be feel like they're part of that community and that's that's the part of networking that you may or may not think that you're doing but it's super important to make sure that you're reaching out.

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To. You know, everyone that's in the community. So I, this is a little selfish for me.

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My last bullet point here is just what best practices do you have? So if you guys have any best practices that you like to use and I've heard a lot today that I'm kind of gonna hopefully sync my teeth into.

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But if you have any other best practices that you use for recruitment, I would encourage you to put them in the chat because I'm always wanting to learn.

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So. That's it.

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Thank you. So much. That was fantastic. So we're gonna open it up now if you've been saving some questions we can't wait to hear from all of you and so go ahead add your questions to the chat and Miranda and I will maybe just get the the ball rolling with few questions of our own for all of our panelists.

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So any and all of you, please feel free to answer at this point. So one thing that I'd like to ask is you all are engaged in this community work.

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This integration between the institution and the broader community. And I'd love to hear about getting those kinds of connections started.

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If you're out of school or college where maybe you don't have these connections yet or you don't have a formal program and you're not quite sure how to get started.

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What are some ways to initiate those conversations? Who do you recommend connecting with and to just get the ball started?

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Hi.

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I would recommend contacting. The economic development. Folks in your area or the travel and tourism folks.

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Fantastic. Thanks, Deb. How about travel and tourism folks? What are your thoughts?

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Yeah, I mean, I would agree one of the reasons why we're a great contact is because we work with about everybody in the community.

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In some fashion, right, we are connected to all of our local businesses. We're connected to our hotels.

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We're connected to our event planners. We're working with the cities. We're working with our transportation.

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So no matter what aspect of the transportation. So no matter what aspect of the community you're looking to get connected with, we have those connections in our community you're looking to get connected with, we have those connections in our back pocket and can help facilitate that.

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Which is one of the reasons why Dana came to us to begin with to help tell the community story better is that she knew that between myself and other people in the community would be able to meet their needs.

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And you know, we do everything from connecting with realtors and training them on the community story to doing tours for high-level recruits.

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I've got one later this afternoon for the university. So there's all sorts of opportunities to you know start with my organization or start with the Economic Development Corporation and we can help facilitate those relationships and conversations and that what ends up happening is that builds collaborations and programs that you start working on.

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Together because you see a void that's there and then you can start to build that together.

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Great advice. Thank you.

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I also think it's good to tap into existing infrastructure that exists around these particular topics, right? So if you have a local shrimp chapter where your employers are meeting, that's a really good way to start or those types of programs.

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And also just being totally upfront about, right? It's a two-way street. How can you help each other?

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What everybody's typically always interested, at least that we talked to within the community of what's going on at the university or how do I get a role at the university but it's important to also communicate that the university is looking for that as well. Right?

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That they want these relationships with local employers because everybody typically traditionally has some sort of trailing significant other with them.

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Or a whole family. And so just to be able to share that that is always going to be a mutual opportunity.

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I think really goes really far.

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Fantastic. Maybe, would you be willing to share some challenges? I think all this sounds so positive and everybody on the call is so energized about making these relationships.

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But would you be willing to share some challenges or roadblocks that you run into and maybe how you dealt with some of that?

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Adversity.

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I can say from our perspective, I think one of the challenging things is always Who do I, we're presenting these programs, right?

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And it's like, well, how am I gonna convince somebody, my boss, or something that I should spend time engaging or utilizing these programs and services because everybody has built in.

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Processes and programs and ways of doing things and sometimes those are really difficult to change and when change happens it can be really slow.

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And so sort of to overcome that when we've built programs we've been very intentional about building everything ala carte style so that it's really just plug and play options for the universe and our employers to add to what they're already doing.

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And we are totally upfront and saying that we are not looking to replace or change anything that you're already doing internally.

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We just want to build on and make it easy for you to be able to tell that story and be able to utilize these resources.

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Great. Thank you.

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Okay, I think for us with the challenge as well, you know, our university is so large and it's so siloed that getting these programs to each individual department, that getting these programs to each individual department, has been a challenge.

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We have some people that are on board and excited about everything that we are doing and we have some that Who are you? What are you doing?

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I have no idea what's happening. And so finding that you know, champion, which Dana is and every time she finds out about somebody who doesn't know about this, she is on it.

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But it is it is hard when you are such a segmented business and you have so many different HR and talent attraction people to get the word out about these programs every everybody.

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Thank you.

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One way that we try to help tackle that a little bit is we try to find people that are with in certain departments.

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So like for instance, the College of Engineering. I want to be connected with the folks that are actually teaching those computer engineers.

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And so trying to figure out who those people are is is the challenge from my my end. So I would say if you as a as head of that department or as a faculty.



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Member if you have some random employer reaching out to wanting you to wanting to make a connection with you just know that it's for that reason we're not trying to sell you anything we don't necessarily you know we're not trying to sell you anything we don't necessarily you know need all of your students to be working on a project for us or anything.

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We don't necessarily, you know, need, all of your students to be working on a project for us or anything, but Again, I'll go back to the networking.

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It's it's hard to to do the networking if again like Terry said. There's so many silos and we're just we're trying to make those connections really.

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And that's that's a chat lunch sometimes.

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Fantastic. Well, thank you for that feedback. Let's see, Miranda, do you have a question or do you want me to continue?

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You can continue. I think we had a question for, Dana at 1 point. I'll, I'll read this question for Dana that we had, arranged.

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You're trying to recruit the best faculty you can Dana. What are some challenges that you are hearing from your faculty colleagues about the process.

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Me, Dana? Dana Cosby.

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Yes

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Okay, so you know, I think at the college level. The biggest problems that we're having right now have to do with.

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Just, the positions that we're recruiting for are very hot positions, you know, supply chain and operations and and those kinds of positions.

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And so the market is very, very competitive. So we're losing, we're probably losing candidates more because of, those kinds of issues, this, you know, the other schools that can have startup, bigger startup plans and those kinds of things.

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I think that's why we're losing faculty.

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Yeah, really we were just looking to see what some of your challenges might be in that area. So yeah, that's great.

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Thank you for sharing.

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Yes, people when they when generally speaking when we can get people down here to to our campus it's so beautiful and welcoming and, you know, people want to come.

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Yeah.

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It's just, the hour. You know, we're a regional university.

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So sometimes our, total package can't compete with, you know. Bigger places, but as far as the living and lifestyle and that kind of thing, that's a win for us generally.

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That's great.

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Okay.

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And, and, I wonder if you see the same thing from an industry side. Is it, is it challenging to convince people in tech to consider smaller communities?

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Yeah, that I mean that's a challenge I think for. Anyone that doesn't live on the coast.

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I do feel like it's a challenge, but again, I think that's where the economic development group can really help with providing information, handouts, websites.

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For these businesses and for the universities to actually get the word out there that this is a great place to live.

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You know everyone you know you think about diversity equity inclusion in Iowa and a lot of times people just think that, you know, there's It's just farmers here and that's not the case.

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We have a really great you know entertainment scene. There's a lot of theaters, that sort of thing, and just being able to connect people to others that are, you know, like-minded, even if someone is coming from community where maybe they need to be connected to their synagogue.

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We need to figure out how to do that. For those folks that are coming to this area and the economic development company or group in the in your area can be that conduit.

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That you may need.

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Thank you.

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Yeah, I might add to that and say that, you know, I think we all have our unique challenges, but, you know.

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And we, and we, we've been intentional about. Not just doing even a broad sweep of messaging that has always been done, that this is a great community to live in because it has short commute times and great parks and a really awesome quality of life.

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It's like we have to dig a little bit deeper and the more that you can personalize the process.

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For every single person that you engage with, the better because so much of the decision-making now and where to move and what job to take is based on your personal preferences because that's really important and that is just going to continue to be a bigger priority and decision-making process.

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So the more that you can do along those lines, the better.

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People have to feel like they belong there.

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Let me ask another question. A couple of you have touched on interactions with local and or sometimes more regional government.

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What role do you see that playing in some of these connections, you know, oftentimes universities are somewhat siloed from industry, which is somewhat styled from, municipal government.

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How do you get some of these different folks to cooperate and play together on the same team.

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While the elected officials want to grow their population and they want people to come to their community, I can give one specific example of what a few things that we do.

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So. We every year we work with Dana and we do a new faculty bus tour. So when we're set up at the new faculty orientation on campus.

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Terry and I have a list people can sign up VHQR code and that next Saturday. For 2 h, we take them around the community.

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One of the things that we really like to showcase is just the the low barriers to accessibility in the community in all different forms and one of those being our government officials.

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So we actually invite both of our community mayors and champion in Urbana to come meet us downtown and just share a little bit about what they love about the community and also just do an open-ended Q&A right on the spot with the new faculty member.

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So we're constantly sort of plugging and engaging. Some of our elected officials into this work. Also to show them how critical and important it is so that when we come back and make some asks.

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They understand it and get it and are eager to take it on board.

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I think that's a great idea. Relate directly show them what's going on. Fantastic.

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Well, I would like to thank our panelists. This is just such helpful information. I know that these are real challenges on so many of our campuses, whether we're in a more rural community or in a more urban setting.

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Figuring out how to build those connections outside of academia, how to strengthen those connections as ways of helping to support our partners and to leverage resources that are already existing.

01:22:09.000 --> 01:22:18.000

To gain from other strengths, I think this is such an exciting topic that I know that a lot of schools and colleges are looking to explore and expand.

01:22:18.000 --> 01:22:39.000

So thank you so much to our panelists for taking the time to share your experiences and your insight. This has been so helpful and thank you also for sharing your contact information and I'll turn this over to you Miranda so that you can wrap things up.

01:22:39.000 --> 01:22:40.000

Thank you. I'm curious just before we end, we we only have about 7 min left. I didn't see any questions.

01:22:40.000 --> 01:22:54.000

Come through in the chat, but is do any of our attendees want to unmute and ask any questions at this time.

01:22:54.000 --> 01:23:03.000

We just wanted to give a pause, let people give people the chance.

01:23:03.000 --> 01:23:10.000

This was so helpful. Thank you, Michelle says. Thanks for the kind words, Michelle. Okay, again, as Alicia said, thank you to all of our panelists.

01:23:10.000 --> 01:23:19.000

We hope you can join us for our monthly dual career dialogues that we have. We just have this one webinar for this year.

01:23:19.000 --> 01:23:31.000

We'll probably plan another webinar sometime next year, but we do have monthly dual queer dialogues hosted by Herkstool Career Committee. So we hope you can join us for one of those.

01:23:31.000 --> 01:23:40.000

If you are ever interested in facilitating one of these dialogues on a specific topic, maybe you have, you've tried something new that you would like to share with others.

01:23:40.000 --> 01:23:44.000

Please, please reach out to Alicia and I, we can drop our email addresses in the chat so you can email us directly.

01:23:44.000 --> 01:24:05.000

So we look forward to seeing you at our next one on November thirtieth at one PM Eastern if you're able to join we would love to have you we will not be hosting a dual career dialogue in December due to the holiday break at the end of the year, but we will start back up in January again.

01:24:05.000 --> 01:24:09.000

Thank you, everyone.

01:24:09.000 --> 01:24:16.000

Thank you.