

Employer Talent Pipeline

Long-Term Strategies for Your Hiring Challenges



About Today's Event

- Host info:
 - Delta College, Great Lakes Bay Regional Alliance and Mid Michigan College have combined efforts to create the Employer Talent Pipeline (ETP). Through student work experience and training, our goal is to develop a STEM based workforce to meet the needs of employers in the region.
- Live Event Details
 - Date: Tuesday, August 14th
 - Time: 2:00PM EST
- Housekeeping items
 - Interactive polls
 - Chat feature
 - “Raise hand” during Q&A

Today's Presenters



Lindsey Bourassa
DELTA COLLEGE,
Employer Talent Pipeline Lead
for Midland, Bay, Saginaw and
Arenac Counties



Lori Flippin
GREAT LAKES BAY REGIONAL
ALLIANCE, STEM Initiative
Leader for the 8 Counties of
Prosperity Region 5

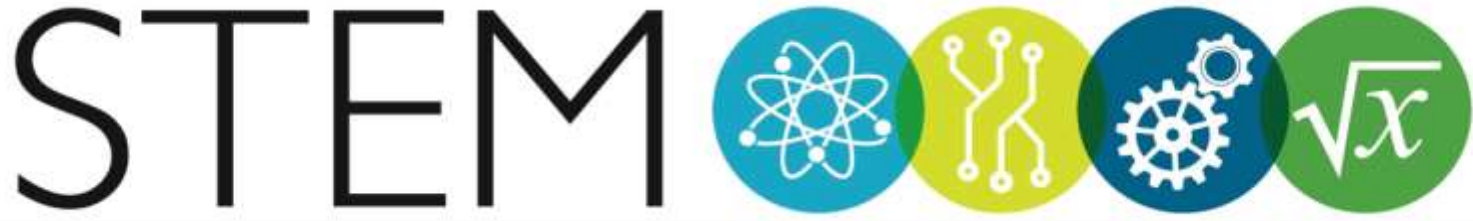


Carol McCaul
MID MICHIGAN COLLEGE,
Employer Talent Pipeline Lead
for Gratiot, Isabella, Clare and
Gladwin Counties

Today's Agenda

- STEM
 - Impact Initiative Study
- Employer Talent Pipeline
 - Introduction
 - Why?
 - How it Works
 - What you gain
- Experiential Learning Opportunities
 - Internship
 - Co-op
 - Job Shadow
- How to Get Started
 - Business Resources
- Q & A

What is



- STEM is required for a wide range of in-demand occupations.
- The U.S. Department of Labor has projected that by 2018, the U.S. will have more than 1.2 million job openings in STEM fields.

STEM Impact Initiative Study Revealed

- More than 50% of businesses surveyed during the STEM Impact Study cited they could not find people with the right technical and soft skills to perform the job.



Four Takeaways

1. Economic vitality depends on STEM skills
2. Business speak common language
3. Education must produce the STEM talent
4. Work together to create an effective STEM pipeline

Barrier Input Participant Poll

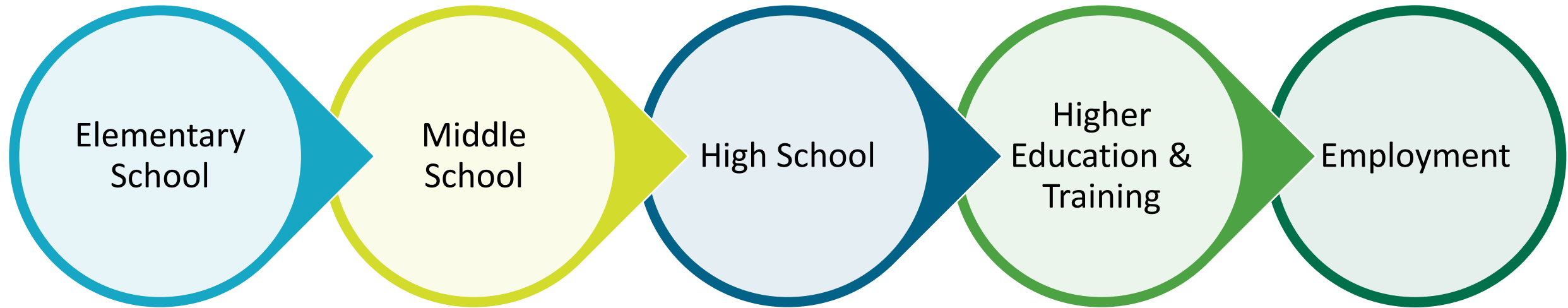
Are you having trouble hiring qualified candidates?

If so, reasons why...

- a) Limited technical skills
- b) Inadequate soft skills
- c) Education levels
- d) Lack of work experience
- e) All of the above



Building Your Pipeline



Meet the Talent



A COUNTRY GIRL AT HEART

The farm life has always appealed to ReAnna. She grew up in the Thumb, surrounded by livestock and miles of crop fields. ReAnna's plan for the future is to manage her own dairy farm. Her interest first began when she was in grade school. ReAnna has known for a long time that she wanted to study agriculture. She wanted to stay close to home, but didn't think that was an option, until she found out about Delta's partnership with MSU.

[Agricultural Operations at MSU IAT/Delta College - YouTube](#)

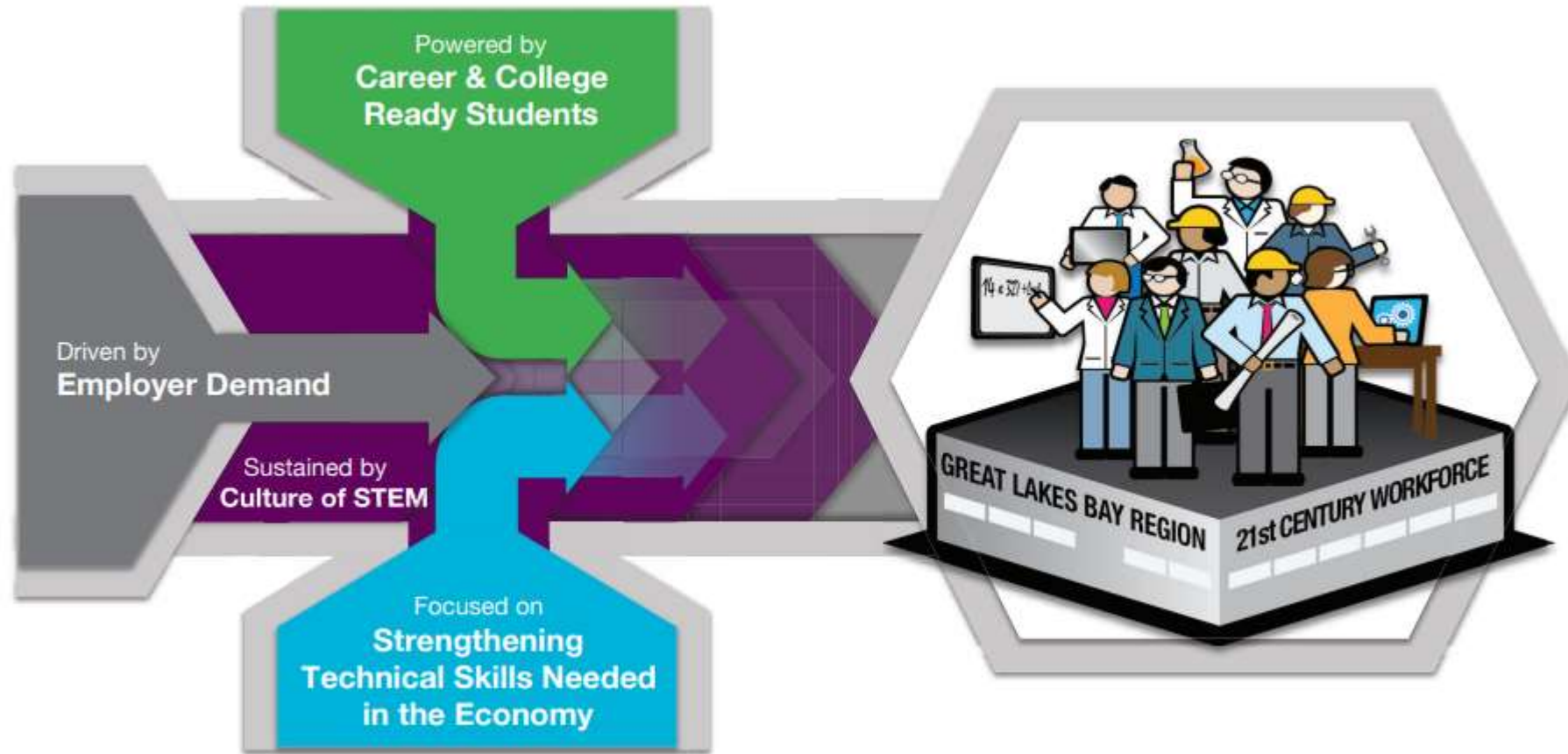
Why Build a Talent Pipeline?



Developing a talent pipeline reduces time spent recruiting which increases profits.

What is ETP?

Requirements for an Effective STEM Talent Pipeline

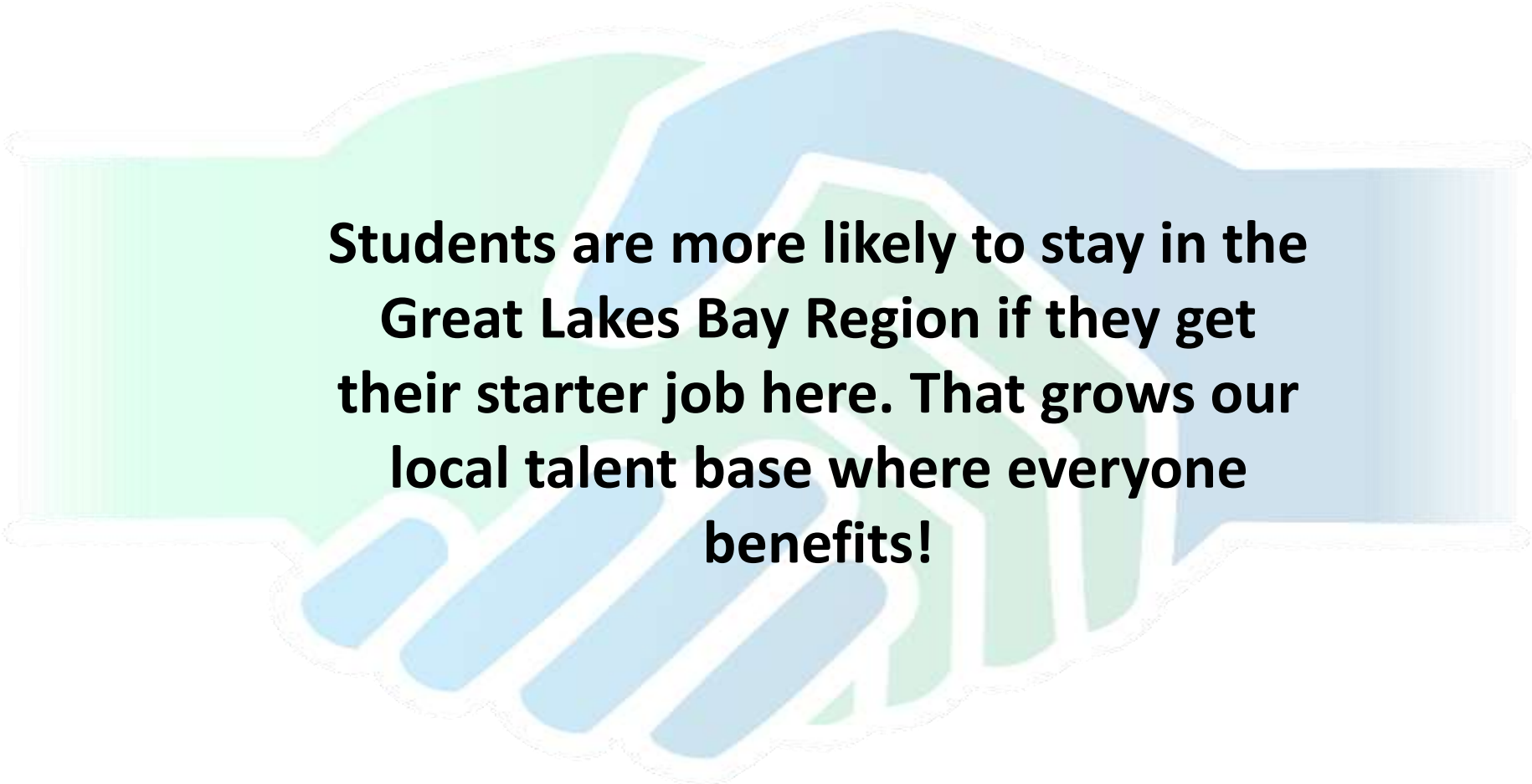


How It Works

1. Identify business needs and skill sets
2. Start your talent pipeline process by connecting with an expert
3. Reference the Employer Toolkit
4. Create a dynamic learning experience for future talent to learn on the job while contributing to your business
5. Diversify your business and add talent



What You Gain



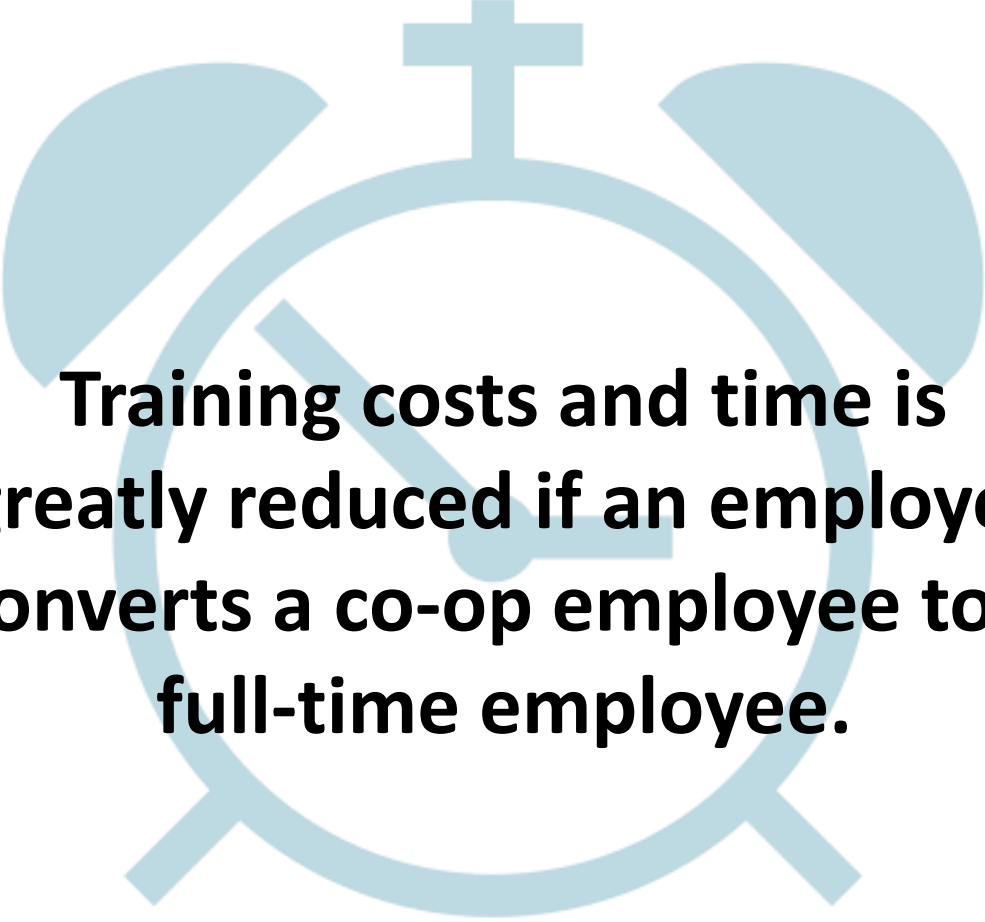
Students are more likely to stay in the Great Lakes Bay Region if they get their starter job here. That grows our local talent base where everyone benefits!

Save Money

A stylized illustration of a hand holding a large stack of money. The money is depicted with dollar signs and is surrounded by radiating lines, suggesting a bright idea or a significant saving. The background is a light blue gradient.


**It's less expensive to hire
interns and co-ops than to
recruit new grads**

Save Time



Training costs and time is greatly reduced if an employer converts a co-op employee to a full-time employee.

Increase Intellectual Capital



Interns bring new and innovative ideas to an employer.

How We Can Help

- K-12 Engagement and Opportunity
- College Level Focus
- Higher Education and Business Partnerships
- Provide long-term strategies to your hiring challenges
- Connect new business to a mentorship program

Key Terms

- **Experiential learning:** Work-based learning opportunity which can take shape in a variety of formats.
 - **Internship:** On-the-job-training in which a student has intentional learning objectives with measureable outcomes.
 - **Cooperative education:** Combines classroom education with practical work experience and provides credit for a job experience in the student's field.
 - **Job Shadow:** Observing experienced employees in an occupation to learn about the job.

Participant Poll

How many of today's participants have offered one or more experiential learning opportunities (ie. Co-op, Internship, or job Shadow) at their current business?

- a) Job Shadow
- b) Internship
- c) Co-Op
- d) Apprenticeship
- e) Volunteer Opportunities
- f) Student Employment
- g) One or more of the above



Internship

- One-semester commitment
- For-credit & non-credit options
- Paid or unpaid positions
- 12-hour minimum work week
- 180-225 work hours per semester



“My internship with the research department at Michigan Sugar has been amazing. The information I have learned is more than I could have ever imagined.” Ethan Patterson

“I wanted to stay close to home, but didn't think that was an option, until I found out about Delta's partnership with MSU. It's a real blessing to be able to live at home for a while, take care of my animals, and get my roots in a program that will transition to MSU.”

ReAnna Hecht



Cooperative Education: Co-op



- One-year commitment
- For-credit
- Paid position
- 12-hour minimum work week
- Work hours scheduled to accommodate class schedule



"The co-op and internship program Covenant HealthCare developed with Delta College offers students a real-life experience in the medical setting. Students get the practice and skills they need to ensure they are prepared for the job market upon obtaining their degrees. This program has allowed students to learn more about the medical office setting, resulting in us hiring students for various positions."

MELISSA BURCH
OPERATIONS COORDINATOR, MSHAL
COVENANT HEALTHCARE

Job Shadow

In **job shadowing**, a business typically partners with an educational establishment to provide an experience for a student of what it is like to perform a certain type of work by having them accompany an experienced worker as they perform the targeted **job**.



“ I felt that JD Metal Works had a very comfortable and family-like atmosphere. I'm going to apply to work at JD Metal Works this summer. ”
James Witte, student

“ I learned that both companies have high expectations for their employees. They expect you to take ownership of your project and take pride in your work. ”
Chandler Worden, student

Statistics for success



73%

Of interns receive a job
offer upon graduation

How to Get Started

1. Identify business needs and skill sets
2. Start your talent pipeline process by connecting with an expert
3. Reference the Employer Toolkit
4. Create a dynamic learning experience for future talent to learn on the job while contributing to your business
5. Diversify your business and add talent



Get Connected to Get Started



Delta College:

Lindsey Bourassa

(989)686-9366 | lindseybourassa@delta.edu



Mid Michigan College:

Carol M^cCaul

(989)773-6622 Ext. 180 | cmccaul@midmich.edu

Business Resources www.stempipeline.com



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[STEM in the
GLBR](#)

[Parents and
Students](#)

[Educator
Resources](#)

**Business
Resources**

[Out of
School Time](#)



Where Innovation *Flows*

We're on a mission to promote science, technology, engineering, and mathematics in the **Great Lakes Bay Region**. The STEM Pipeline is a comprehensive Website for the Great Lakes Bay Region/Prosperity Region 5 (Arenac, Bay, Clare, Gladwin, Gratiot, Isabella, Midland and Saginaw Counties).

[LEARN MORE →](#)



The Great Lakes Bay Regional Alliance introduces the Employer Toolkit!

[DOWNLOAD](#)

Employer Talent Pipeline – Partnership with Delta College and Mid Michigan College

Employer Toolkit to Increase Experiential Learning

Types of Engagement:

[Conduct a short visit with students in a classroom, after-school program, or summer camp ..](#)

[Run a “hands-on” activity booth at a local fair, school or community event](#)

[Volunteer at local STEM contest or competition](#)

[Host a summer camp or day-long series of activities for students](#)

[Participate in a Career Fair at a local school](#)

[Host a tour of your facility](#)

[Allow a student to job shadow](#)

[Create an internship program for high school or college students](#)

Internship Toolkit: [\(19-76\)](#)

[Before you Begin](#)

[Benefits of an Internship](#)

[Sample timeline](#)

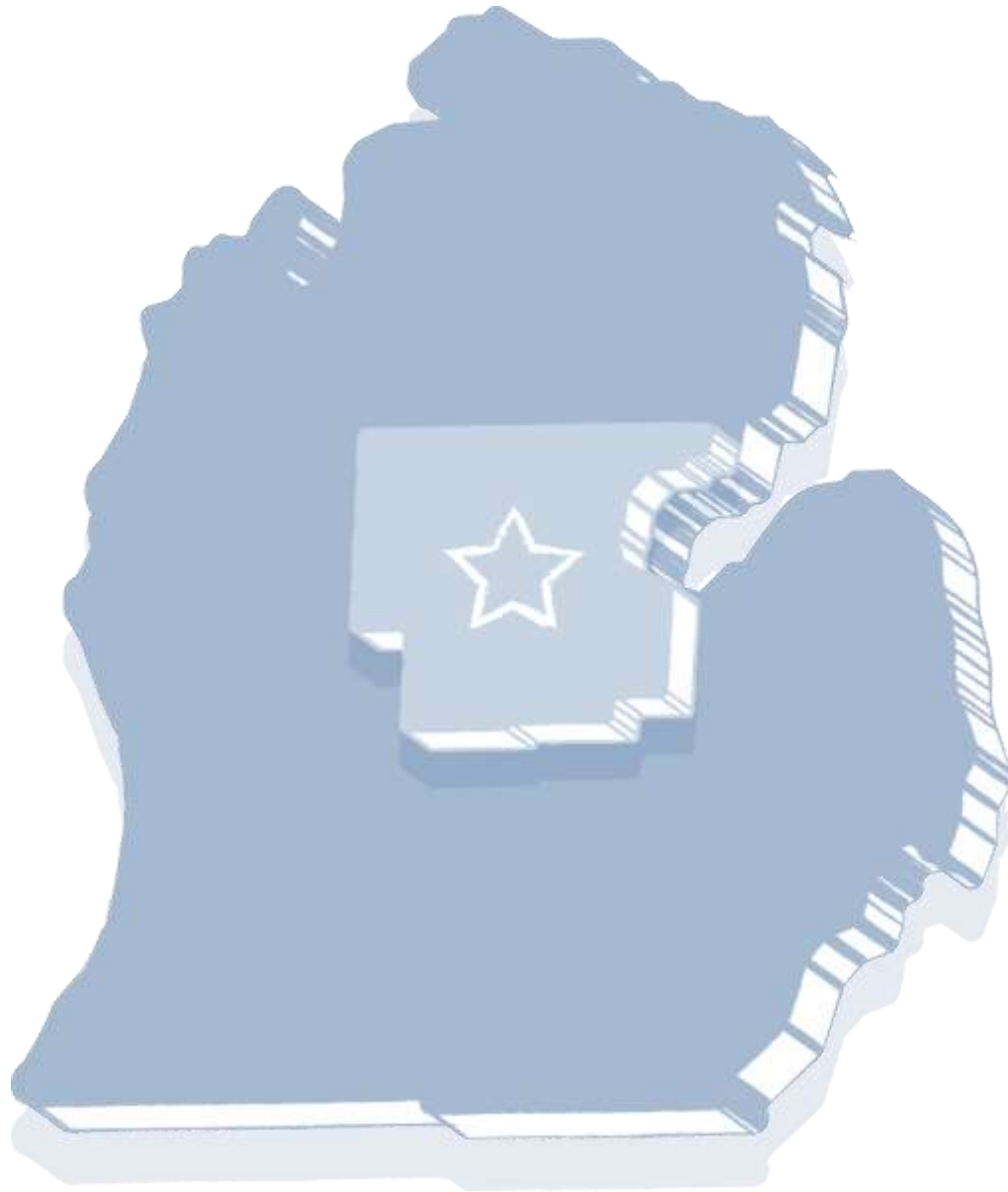
[Five-Steps to Developing a Quality Internship Program](#)

[Step 1: Set Goals and Policies for the Internship Program](#)

[Step 2: Write a Plan for the Internship Opportunity](#)

[Step 3: Recruit a Qualified Intern](#)





Together we can
build a lasting,
growing and
vibrant economy
for the Prosperity
Region 5

Q & A



STEM CAN HELP YOUR BUSINESS GROW.

Build Your Talent Pipeline.

300%

In the last decade, STEM jobs have grown 300 percent faster than other jobs.



Seventy-one percent of employers had difficulty hiring for STEM-related jobs within the last year.



Seventy-six percent of employers have difficulty finding trained talent for needed positions.



Developing a talent pipeline reduces time spent recruiting, which increases profits.

When we look at the facts, it's clear that STEM (science, technology, engineering and math) is becoming more and more necessary in our changing world and is required for a wide range of in-demand occupations.

Hiring students through internships and cooperative education programs can develop your talent pipeline and give you access to highly-skilled workers at lower wages.

It's a win-win.

HOW IT WORKS:

Identify your business needs and required skill sets.

Start the talent pipeline process by contacting an expert from Delta College or Mid Michigan College.

Create a dynamic on-the-job learning experience for future talent while they contribute to your business objectives.

Diversify your business and add talent by engaging in the talent pipeline.

Visit www.stempipeline.com to download your copy of the Employer Toolkit!

WHAT YOU GAIN:



- Interns and co-ops often accept permanent positions with their employers after their assignments end
- Help keep skilled workers in the Great Lakes Bay Region



- Get motivated, temporary workers at lower associated costs than permanent employees
- Interns and co-ops allow you to "grow your own" and save.



- Hire Interns and co-ops for short-term projects requiring a specific skill set
- Employees focus on strategic work, students focus on other work and increasing skills



- Interns and co-ops bring current technology from the classroom to the workplace
- They can share their specific skills, fresh perspectives and renewed approaches

OPTIONS FOR BUSINESS:

Experiential learning: Work-based learning opportunity which can take shape in a variety of formats.

Internship: On-the-job-training in which a student has intentional learning objectives with measureable outcomes.

Cooperative education: Combines classroom education with practical work experience and provides credit for a job experience in the student's field.

Job Shadow: Observing experienced employees in an occupation to learn about the job.

EMPLOYER TALENT PIPELINE

Build your pipeline with talented interns & co-ops by calling:

Delta College: 989-686-9366 | studenttalent@delta.edu

Mid Michigan College: 989-289-9849 | cmccaul@midmich.edu



Stay Current on STEM Updates



<http://stempipeline.com/>



www.linkedin.com/in/STEMLoriFlippin



<https://www.facebook.com/stempipeline>



<https://twitter.com/stemgreatlakes>



https://twitter.com/lori_flippin

Contact a Lead Today!



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