X DESIGNING AN INCLUSIVE & LOCAL HIRING PIPELINE

SOLICIT INPUT

Ensure that adequate feedback mechanisms are in place for community members to provide input on their pipeline program.



MAP ASSET & NEEDS

The **community** gives input about priorities for workforce development. Community-based organizations identity residents' skillsets and recruit applicants.



SCREEN & SORT

Workforce partners work with applicants plans. They will screen and sort applicants who are eligible for high-need positions.

SUPPORTS COMMUNITY

Leadership enacts programs such as enhanced tuition assistance to remove barriers and provide additional means for employees to attain a sustainable living wage.

CREATE OPPORTUNITIES

Department Managers & Human Resources identify high-need positions and create separate application pathways for cohort participants. They set aside spots. guarantee interviews, and carve out shadowing opportunities.

JOB NEEDS

recruitment time by screening constituents for high-need positions.

Human Resources and workforce partners collaborate to collect data, track

Human Resources partners with local high schools and colleges for career panel presentations, tours, job fairs, and shadowing to create

INTERNSHIP PROGRAMS

Human Resources partners with local schools and community the-job training, educational support, mentorship, professional development, and an internal pathway to hire if interested

SET PUBLIC GOALS

Leadership prioritizes local hiring, frontline worker advancement, and diversity.

ALIGN POLICIES

Leadership ensures policies align with local hiring goals and requirements. Human Resources and Department Managers report on their progress in meeting these goals.



SCAN ME

Human Resources communicates job needs to community workforce partners. Workforce partners save human resources

EVALUATION

success, and measure impact.



SCHOOLS & COMMUNITY COLLEGES

INSIDE-UP

Coaching and Career Planning

Frontline workers gain access to a career coach who help them to navigate internal pathways for advancement in high-need positions.

On-Site Training

Skill-building programs and job-specific training are located on-site or virtually to facilitate participation.

Tuition Support

Employees receive tuition advancement, not just for degree programs, but for certificate programs required for high-need positions.

Release Time

L&D department provides funds so participants can receive release time for training or attend training while maintaining full salary.

On-the-Job Training

Employees apply into the program and can then transfer to the new department and receive on-the-job, paid training.

OUTSIDE-IN

Funding Support

Workforce partner assists with internal infrastructure to source, request, share, and manage workforce grants.

Candidate Prep

Workforce partner screens, trains, and sends forward candidates with demonstrated commitment, engagement, and skill

Interview

Participants are connected directly to hiring managers in the interview process.

Job-Specific Skills

Focusing training on specific, high-need positions increases likelihood of hire while helping to create a higher-skilled applicant base.

Soft Skills

Soft skills and overall career development are also incorporated into the training and continue past hire.



to assess their skills and develop career

CAREER EXPLORATION

interest in career pathways available at UR.

WORKFORCE READY

Human Resources partners with local high schools to recruit recent and pending graduates who desire immediate full-time employment in entry-level positions.

colleges to recruit students for paid internships. Interns receive on-