EMPLOYER TIPS FOR
ACCESSING EMERGING TALENT

Post Open Positions on HANDSHAKE
YEARROUND

In addition to posting open position on your website, Indeed, and LinkedIn, you should also post positions on the platform used by more than 700 College/University Career Centers across the nation: Handshake. Keep in mind this resource is utilized by undergraduate, graduate, and doctoral students.

Attend Career Fairs
AUGUST-MAY

Many schools have targeted fairs based on discipline (STEM, Engineering, Business, Healthcare, etc.) or by job type (full time, part time, internship, graduate). Most will post details and register employers through Handshake. Coordinate with other area employers and representatives, such as EDAWN, to maximize the impact for the region.

Create and Post Internships
YEARROUND - FALL, SPRING, SUMMER

An internship program is one of the best ways to strengthen your pipeline to emerging talent. Internships give talent an opportunity to see if your company is a good fit for their culture and vice versa. Work with local institutions and regional schools to find interns. Post internship descriptions on your website, indeed, and Handshake. See also EDAWN's Tips for a successful Intern Program.

Mine EDAWN's Talent Access Pool (TAP)
YEAROUND

EDAWN is actively marketing opportunities in the area through workliveplayrenotahoe.com and is collecting 20-30 new resumes each week to the Talent Access Pool. All are welcome to submit. Access is available to all employers for free. Contact Lindsey Rowles at rowles@edawn.org to get set up and see also Using EDAWN’s Talend Access Pool.

Other Opportunities

- Engage in the UNR/EDAWN Reno Industry Tour: a bi-annual Industry Tour for regional Career Center and Academic Advising professionals. Build relationships directly with contacts that engage with hundreds of thousands of students and can better illuminate the opportunities in our area after seeing them first hand.
- Engage with the American Jobs Center Reno Job Connect office through EmployNV.gov to post open positions and connect with talent.

Contact Amy Fleming for more information: fleming@edawn.org
EMPLOYER TIPS FOR
ACCESSING PROFESSIONAL/SKILLED TALENT

Post Open Positions EVERYWHERE
YEAR AROUND

Post your open position on your website, Indeed, and LinkedIn. You should also post positions on the platform used by more than 700 College/University Career Centers across the nation – Handshake – keeping in mind this resource is utilized by undergraduate, graduate, and doctoral students, and EmployNV.gov, the State’s system for workforce support.

Join Reno's Recruiting Roundtable
YEAR AROUND

Join the expanding network of local recruiters as they meet monthly to discuss best practices, challenges, and share dual career and other promising candidates. Contact Amy Fleming at fleming@edawn.org to participate.

Use a Staffing Agency
YEAR AROUND

If you’re not able to staff a robust recruiting team, you may want to consider engaging with one of the multitude of staffing agencies in our area. Typically, the cost is only incurred once a hire has been made and employers may be able to negotiate a guarantee for a good fit. Use as many agencies as it takes to find a good fit – it is worth the expense.

Mine EDAWN’s Talent Access Pool (TAP)
YEAR AROUND

EDAWN is actively marketing opportunities in the area through workliveplayrenotahoe.com and is collecting 20-50 new resumes each week to the Talent Access Pool. All are welcome to submit. Access is available to all employers for free. Contact Lindsey Rowles at rowles@edawn.org to get set up and see also Using EDAWN’s Talent Access Pool.

Get Creative
YEAR AROUND

Think creatively for opportunities to attract skilled talent. Offering flexible scheduling and remote work may open the door to skilled, nontraditional candidates. Engaging in the community can strengthen your company’s reputation as a desirable place to work. Consider opportunities to upskill your current workforce to meet the needs for positions that are more challenging to fill.

Contact Amy Fleming for more information: fleming@edawn.org