

ACCESSING EMERGING TALENT



Post Open Positions on HANDSHAKE

YEAROUND

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

YEAROUND - 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 Talent 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.

ACCESSING PROFESSIONAL/SKILLED TALENT



Post Open Positions EVERYWHERE

YEAROUND

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

YEAROUND

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

YEAROUND

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**.



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Get Creative

YEAROUND

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.