

IIAN/Foundation Board Roundtable Discussion Topics – March 5, 2019

Table No.: _____

- 1 - IIAN - Christensen, Purvis, Zimmer Foundation - Donsbach, Hongsermeier
 2 - IIAN - Luna, Morken, Ryks Foundation - Ewen, McClelland
 3 - IIAN - McDonald, Wright, Lisko Foundation - Hedden, Sykora

Professional & Workforce Development - Talent Network Program

- **Should IIAN continue to pro-actively cultivate and maintain relationships with college administrators and students?**

Yes – Ideas/Comments:

- Use technology/social media (ie, geo-fencing) to drive students to our message – advocate for IA system
 - Connect with student business organizations/fraternities/sororities (discover member connections)
 - Involve nextgen members – job fairs, student events, mock interviews, etc.
 - Develop scope/objective – what should this look like?
- **Should we discontinue being an "employment agency" (in-person screening and referral of candidates - recent college graduates or otherwise)?**

Yes – Ideas/Comments:

- But need some kind of placement service/facility – outsource or use Big I Hires
- **Should we try to match up college students/graduates with member agencies through a Nebraska web-based job and resume posting facility?**
 - Are college students just too much at a disadvantage in the hiring process to make that kind of effort worthwhile? **No**

Yes – Ideas/Comments:

- Actively promote Big I Hires – subsidize cost for members (trial period)
- Develop/promote the existing Talent Network web site – let college students come to us, make it easy for members to post openings

- **Should we continue to try to fund the program at the level originally envisioned/budgeted for?**
 - Or should we shape the program to fit what we can "afford"? – **Yes, in short term**
- **No – Ideas/Comments**
 - But develop and work towards a long-term vision
 - Fundraising – Golf tournament and member check-off only
- **What is the Foundation's role in future development of the program? (currently it is just fundraising to support the cost of program)**
 - Should some of the Foundation's fundraising dollars go towards scholarships/intern-type programs?
 - Fundraising
 - Advocacy: Employment/Awareness – work with IIAN
 - Help re-shape the program
- **What additional ideas do you have for the Task Force to pursue?**
 - Connect with Gamma Iota Sigma (student risk management org.)
 - Look for ways to involve company Partners (beyond just \$\$\$)
 - Promote Big I Hires
 - Internship (?)
 - Educate agencies about training new hires
- **What direction/guidance would you give the Task Force and staff for developing the program this year?**
 - Develop/implement short-term goals
 - Focus on consistent communication/interface with students
 - Do 1 or 2 things well
 - Establish/work towards long-term vision