

New Talent Task Force

Update

IIAN Fall Board Meeting

10/10/2017



Program Scope



- Grace University
- Hastings College
- ITT Technical Institute
- Kaplan University - Lincoln
- Little Priest Tribal College
- Metropolitan Community College
- Metropolitan Community College
- Metropolitan Community College
- Mid Plains Community College
- Midland University
- National American University
- Nebraska Indian Community College
- Northeast Community College
- Northeast Community College West Point Education Center
- Peru State College
- Southeast Community College - Beatrice Campus
- Southeast Community College
- Southeast Community College Entrepreneurship Center
- University of Nebraska - Omaha
- University of Nebraska - Kearney

Implementation- Phase 1

- Select various colleges and universities - Complete
- Interview those colleges and universities - Complete
- Compile the results - Complete
- Narrow down recommendations of which colleges to move forward with first - Complete
- Identify and determine recommendation on staffing needs and resources involved - Complete
- Build plan for board meeting presentation - Complete

Implementation- Phase 2



- Finalize schedule of colleges and implementation process
 - Colleges – Round 1
 - Metropolitan Community College, Southeast Community College, Hastings College
- Develop standardized program requirements and guidelines - Complete
- Develop standardized internship and job applications - Complete
 - Develop questionnaire for agency to fill out and then put information into standard job template application
- Hiring personnel: new talent coordinator
 - Complete, Kelli Backman hired January 2017
- Implementation of plan

Implementation- Phase 3



- Marketing materials and plan – developed Aug-Sept 2017 (student-member interface)
- Supporting marketing materials for students and college
 - Career descriptions: salary ranges, etc. – Print “Viewbook” Complete
 - Online resources – new web site built – iiantalentnetwork.org; new testimonial videos produced Mar-April 2017
- Promotion to member agencies
 - NTC and Jeremiah will go around and promote to member agencies – July/Aug/Sept 2017
 - E-mail campaign – member needs/opportunities survey implemented 06/19/17
- Develop member ambassador program similar to LAC across state
 - Line up and vet speakers for college campuses – Oct/Nov/Dec 2017
 - Members that are willing to participate and help
- Testimonials and member agency support – Testimonials produced Oct 2016

Actual- 40/60 Cost Share– June ‘16



		Year 1 – Actual Adj.	Year 2	Year 3	Year 4	Year 5		
Program Director								
Salary/Benefits		\$ 59,345	\$ 57,259	\$ 58,476	\$ 59,728	\$ 61,003	\$	295,541
Marketing	Mileage/Cell Phone	\$ 9,095						
Colleges/Students		\$ 2,100	\$ 3,170	\$ 3,170	\$ 3,170	\$ 3,170		
IIAN Members		\$ 5,780	\$ 7,500	\$ 5,340	\$ 5,340	\$ 5,340		
Sub-Total		\$ 16,959	\$ 10,670	\$ 8,510	\$ 8,510	\$ 8,510	\$	53,159
Grand Total		\$ 76,304	\$ 67,929	\$ 66,986	\$ 68,238	\$ 69,513	\$	348,700
IIAN Share	40%	\$ 30,522	\$ 27,172	\$ 26,794	\$ 27,295	\$ 27,805	\$	139,480
Foundation Share	60%	\$ 45,782	\$ 40,757	\$ 40,192	\$ 40,943	\$ 41,708	\$	209,220
							\$	348,700

Budget- 40/60 Cost Share – Oct ‘17



		Year 1-YE Proj	Year 2-Proposed Budget	Year 3	Year 4	Year 5		
Program Director								
	Salary/Benefits	\$ 45,948	\$ 65,035	\$ 70,080	\$ 73,499	\$ 77,204	\$	331,767
Marketing	Mileage/Cell Phone	\$ 6,786	\$ 9,095	\$ 9,095	\$ 9,095	\$ 9,095		
	Colleges/Students	\$ 8,487	\$ 10,825	\$ 10,825	\$ 10,825	\$ 10,825		
	IIAN Members	\$ 5,350	\$ 7,325	\$ 7,325	\$ 7,325	\$ 7,325		
	Sub-Total	\$ 20,713	\$ 27,245	\$ 27,245	\$ 27,245	\$ 27,245		129,693
Grand Total		\$ 66,671	\$ 92,280	\$ 97,325	\$ 100,744	\$ 104,449	\$	461,460
			50%/50%	50%/50%	50%/50%	50%/50%		
IIAN Share	40%	\$ 26,664	\$ 46,140	\$ 48,663	\$ 50,372	\$ 52,225	\$	224,064
Foundation Share	60%	\$ 39,997	\$ 46,140	\$ 48,663	\$ 50,372	\$ 52,225	\$	237,396
							\$	461,460

Budget- Step Up/Down Option-June '16



Step Up-Step Down Schedule		Year 1	Year 2	Year 3	Year 4	Year 5		
IIAN	\$	5,449	\$ 27,161	\$ 21,722	\$ 16,273	\$ 10,824	\$ 5,375	81,357
Foundation	\$	8,174	\$ 40,742	\$ 46,346	\$ 51,922	\$ 57,378	\$ 62,824	259,212
							\$	340,569