Care & Feeding of Your Workforce Ecosystem

Building a Talent Ecosystem for Business

PREPARED FOR:
Mid-Atlantic CIO Forum

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Your workforce is an ecosystem

Today, workforce management is harder than ever.

Great Resignation
Great Reshuffle
Great Regret
Great Release

None of it is Great...

Build your ecosystem to start something Greater

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Starting your ecosystem

Planting the seeds

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Rewind to the before times...2018

Talent Management at
Mind Over Machines

- Focus on our employee's networks
- Hire when demand arose
- Hired for roles
- Flat Organization

In 2019, we changed our focus

We didn't want to grow our Recruiter Fees with as **our need for talent grew**.

We wanted to create **new sources** of diverse talent.

We needed **skills** that didn't exist in the market.

Talent Pipeline – Partnership with BATM

- Mind over Machines
  - Apprenticeship program
  - Student group involvement
- Northrop Grumman
  - Internships
  - Advised BSAP program
  - Adjunct Faculty
  - Speaker in classroom
- Mediterranean Shipping Company
  - Internships
  - Speaker in classroom
  - Company tours

Care & Feeding

Growing your ecosystem

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Talent Pipeline – Brand Awareness

- Word of mouth
  - Company culture and diversity in management is important
- Faculty relationships
  - Co-author articles
  - Offer to speak in their class
  - Provide corporate data for class projects
  - Board memberships
- Student connection and involvement
  - Present to student groups
  - Sponsor a student competition
  - Be a mentor

Onboarding is Key

No one starts with everything.

Build an onboarding program that builds the skills needed in your organization.

Grow your existing team, too

76%
of employees would stay at their company longer if they had more learning & development support.[1]

1, LinkedIn Work Trends Index, 2022

Structure your on-boarding & mentoring programs

Extending into new areas

Going beyond your ecosystem

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Talent Pipeline - Joint Conferences

- America's SAP User Group hosted their Maryland Fall meeting at TU in 2019

- Companies, faculty and students gathered from 9 – 3 pm

- 5 sessions were conducted with various speakers on topics related to companies
  - Faculty learned about new topics (UiPath) to incorporate into curriculum
  - Students engaged with companies and learned skills companies are looking for
  - Companies did not attend looking for interns – however, offers were made
  - BATM hired an adjunct faculty from Northrop Grumman

- Next ASUG event will be October 2023

Next steps....

- Companies, faculty and students can work together to achieve individual goals
- Be involved at the department level

Workforce

Reskilling + Upskilling + Ecosystem

Ecosystems made
Mind Over Machines' talent
pipeline stronger & more
resilient than ever

Through our ecosystem we engage new talent,
& existing talent to make
Great Talent

Humans Are Brimming with Potential

Every human has untapped potential and that potential needs nurtured.

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