



## **UC Davis ADVANCE Capital Resource Network (CRN) Initiative**

### **Mission**

To significantly enhance support for the recruitment and retention of dual-career faculty by building an active regional employment network that will significantly expand the existing UC Davis Partner Opportunities Program by formalizing access to the labor market in the Davis-Sacramento region.

### **Goals**

The Capital Resource Network will meet 5 specific goals:

1. Develop a regional employment network
2. Provide confidential career coaching to partners of UC Davis target hires
3. Develop a comprehensive guide to relocation, family services and resources
4. Provide relocation assistance
5. Develop a dynamic, clearly organized, and richly populated website

### **What types of services will the CRN provide to the campus community?**

CRN will provide an Initial Consult, Dual Career Support, New Arrival Integration and Cultural Transition services. More information may be found at

[http://academicaffairs.ucdavis.edu/programs/capital\\_resource\\_network.html](http://academicaffairs.ucdavis.edu/programs/capital_resource_network.html).

### **When will the CRN be available to the campus community?**

Funded by a supplemental award to the NSF ADVANCE Award, the CRN is a valuable recent addition to the UC Davis ADVANCE program initiative line-up. Through hosting at the Office of the Vice Provost Academic Affairs, limited services are available to the campus. Preparations are underway for a regional launch of the employment network. The Capital Resource Network has hired a director, has a new logo, is developing a website and is in the process of identifying and connecting to regional employers.

### **About CRN**

Capital Resource Network increases the recruitment and retention success of leading professionals for Capital Region employers by smoothing the transition for newly relocated hires and their families during their first 6 months in the region. Started with a grant from the National Science Foundation and additional campus investment, the Network is being incubated at UC Davis and is envisioned to operate independently from UC Davis under the leadership of an Executive Director and board of directors.



An exceptional human resource tool, Capital Resource Network supports the efforts of area employers to attract and retain the best and brightest talent from all over the world by providing dual career support, family integration services and cultural transition resources to relocating prospective and new-

hire employees. Data shows that it can cost an employer between 2-3 times the employee's salary to lose that employee within the first three years. From the start, Capital Resource Network professionally helps to identify and address the questions, concerns and needs of the new hire, leaving him or her to focus on the new job. Services are designed to reduce the stress of relocation by connecting a new-hire and family to locally vetted services and programs. Although Capital Resource Network services focus on the employee experience, member employers are the business client. Employer members benefit in multiple ways such as a boost to early productivity, cut costs related to employee turnover, invaluable visibility and brand recognition, a broad dual career employment support structure.

Employers pay membership and service fees to participate in Capital Resource Network events and services. Additionally, participating employers agree to reciprocate informational interviews for new-hire spouses/partners. These informational interviews are limited to 30 minutes and are coordinated by Capital Resource Network with direct assistance from the employer's point of contact. Through an established process, a member employer refers a new-hire or candidate to Capital Resource Network. The Capital Resource Network coordinator then contacts the new-hire or candidate on behalf of the employer and conducts a thorough consult. The consult serves to answer a myriad of questions for the candidate and also to accurately create an extensive and customized portfolio of services for the new-hire.

Capital Resource Network is a regional network of employers and relocation services modeled after Tech Valley Connect, an employer consortium in the capital region of New York. Tech Valley Connect was incubated at Rensselaer Polytechnic Institute and launched shortly after into a non-profit. It has been in existence for about four years and has proven itself viable and sustainable. After four years, the area consortium has retained 95% of the original hires referred to their services. In addition, the spouse/partners who participated found jobs at a rate 39% faster than the national average.

## **SERVICE LINEUP**

### **Initial Consultation during Recruitment**

During the recruitment phase, a confidential initial-consult between the top candidate and the Capital Resource Network coordinator provides the candidate with invaluable information that supports his/her employment decisions and reduces relocation concerns. From the start, the knowledgeable Capital Resource Network coordinator thoroughly and discreetly helps to identify and address the questions, concerns and needs of the candidate. For example, a candidate who may be unsure about how the change in cost of living may affect their lifestyle can meet with a team of community members, coordinated by the Capital Resource Network, to help answer questions related to insurance, banking, financial advisor and other services that are available in the area. Additionally, an initial consult is stress-free for both the employer and the candidate. An initial consult does not imply a commitment, it simply helps to explore options, offer an alternative perspective and provide insight to the full services that would be available to the candidate should he/she take the position. In situations where a candidate would simply like to explore options, an employer can pay for the initial-consult service separately from the full-referral service.

## A Personalized Portfolio

Upon receiving an employer's referral, Capital Resource Network extends a personalized welcome on behalf of regional employers and helps newly recruited employees to quickly rebuild their local community. Each new-hire referred to the Capital Resource Network receives one-on-one attention and a portfolio of resources and plans designed to meet specific relocation needs for their entire family. Recommendations and customized services are outlined based on the initial-consult and the "intake" interview conducted upon referral.

Capital Resource Network provides a friendly and experienced point of contact that facilitates a smooth transition and strong, long-term bond with our area. Serving as a safety zone for identifying family needs and as a well-connected, neutral point of contact that identifies solutions to both significant obstacles and everyday questions, Capital Resource Network is well positioned to not only share existing resources, but also help to research new resources as needed. From finding swim lessons, to finding special needs resources for a child, a veterinarian, realtor, or bank, etc., Capital Resource Network actively manages the new-hire and family relationship for a smart start and lasting commitment to the capital region.

## Career Support Services

Capital Resource Network accesses a variety of supportive venues for spouses who are looking for work. Resume evaluation with a referral to Resume Writer if needed along with Career Counseling are offered to each client. Social Networking is set up with each client to better market their prospecting. In addition, interviewing skill classes are set up periodically to help sharpen focus. Invitations are given to all our clients to Chamber Networking functions, as well as professional associations. A Capital Resource Network representative actively looks for job openings for the entire year, setting up clients with recruiters when needed. Social events scheduled throughout the year offer opportunities for clients to meet other local professionals as well as make personal connections – all contributing to the investment in the Capital Region.

As a consortium of regional employers, Capital Resource Network provides the spouses/partners of newly hired professionals with multiple strategies for gaining employment in the Sacramento area. Over 80% of all people employed get their job through networking. Capital Resource Network provides a unique opportunity for accompanying partner/spouses to begin building a professional network within their particular field, significantly increasing their ability to land the ideal job.

The individually-tailored employment action plan is anchored by confidential, in-depth conversations with the Capital Resource Network coordinator and a series of informational networking interviews with consortium member organizations. By facilitating informational interviews with high-level decision makers within the spouse's discipline, our organization provides a meaningful interaction for the job seeker, especially in a tight job market.

## **Strategic Network Initiative**

An integral part of joining a new community is networking. Capital Resource Network serves as an ongoing networking resource for the newly hired professional and the family throughout the first year in the area. Through monthly check-ins, sharing invitations to local events, identifying volunteer opportunities, and other ways of facilitating social and cultural connections, Capital Resource Network helps to create a happy and satisfied new employee and long-time capital region resident. Capital Resource Network's structured community service program connects newly relocated professionals with volunteer opportunities in the region—garden revitalizations, food banks, fund raisers, clothes drives, awareness campaigns and leadership programs—the possibilities are endless. The commitment of time by these individuals serves as a way to often meet people within their own profession, finding ways to integrate both socially and professionally into the region. Opportunities to volunteer are set up in the form of groups, individual and/or available board positions. The more families immerse into the area by participating in these not-for-profits, the more vested they become in building lives within the Capital Region. We believe this is the cornerstone to networking and building strong communities.