



**PURPOSE**

A collaborative business resource that uses a proactive and intentional approach to the success of local companies, educational institutions, and non-profit organizations in their recruiting and retaining highly educated, skilled and diverse talent. Our fee based service provides a unique hands-on approach to help transition and establish employees into the Capital Region.

**MISSION**

Supporting employers with their efforts to attract and retain diverse talent by providing information and resources through personal and professional connections, easing transition into the Capital Region.

**VISION**

The Capital Region will be the community of choice for a dynamic workforce, connecting employers and diverse talent.

**Services**

**Initial Consult**

**Dual Career Support**

**New Arrival Integration**

**Cultural Transition**

**Members**

- Attract and retain the best and brightest talent
- Increase new employee productivity and loyalty
- Reduce premature employee turnover
- Build a more inclusive, multi-cultural community
- Leverage membership to meet growing dual-career support needs



**Capital Resource Network** is a consortium of professional and executive hiring employers in the Capital Region of California who make the recruitment, retention and integration success of relocated professionals a business priority.

### Attract and retain the best and brightest talent

Proactively welcome a newly relocated professional and family into the region through a holistic approach. During the first 6 months or up to 20 hours of assistance, CRN serves as a point of contact for questions, a reference for needed resources, and connector to area business, community and employment networks.

During the recruitment phase, via the Initial Consult, CRN provides a valued candidate with needed information to alleviate relocation stresses and concerns. This is a critical service for those candidates wavering among multiple employer offers and conflicting family obligations.

### Leverage network membership to meet growing dual-career support needs

Accompanying spouses and partners looking for work receive a customized action plan of multiple strategies towards gaining employment in the Capital Region. One unique aspect of the action plan includes coordination of informational networking interviews with consortium member companies. The 30-minute interview does not guarantee employment; it offers access to invaluable job search elements such as advice about the local landscape, questions about potential job openings, possible referrals to colleagues, invaluable professional networking and an essential in-person exchange.

### Increase new employee productivity and loyalty

As a well-connected point of contact, CRN is ideal for seeking solutions to everyday questions and needs. From finding swim lessons, to finding special needs resources for children, a veterinarian, realtor, or bank, etc., CRN actively manages the new-hire and family relationship for a smart start and long-term commitment to the Capital Region. From the start, CRN professionally helps to navigate the new-hire's questions and needs, leaving him or her to focus on the new job.

### Reduce premature employee turnover

As employers seek a specialized employee, they must often search beyond the immediate region to obtain that specific set of skills, experience and talent. Recruiting such an individual can become a very costly investment and often includes a national recruitment effort, multiple site visits, moving expenses, and other accommodations. Protecting an employer's investment through proper employee preparation and integration is sound business. Capital Resource Network works to prepare the new employee and family to work and live in the Capital Region so that they can quickly thrive in their new community and stay long-term.

### Build a more inclusive, multi-cultural community

In addition to serving as an ongoing resource for questions, sharing invitations to events, and sending notices about volunteer and other social opportunities, CRN checks-in with the new-hire and family on a regular monthly basis for the first year. CRN also serves as a safety zone for questions and answers regarding acclimating to U.S. culture, customs and traditions. Tools and references are provided to assist with everyday challenges such as language barriers, driving, healthcare, and finding cultural resources.

#### Did you know?

- Loss of a hire is often related to dual-career (trailing spouse) challenges and inability for families to assimilate in their new community. (AWIS)
- 47.4% of married couples are dual earners ([www.bls.gov](http://www.bls.gov))
- 80% of today's jobs are landed through networking (ABC News)

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