



UC-CORO Systemwide Leadership Collaborative

University of California's Workforce

Creating a Student Pathway for Recruitment, Retention & Diversity



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UC SANTA BARBARA

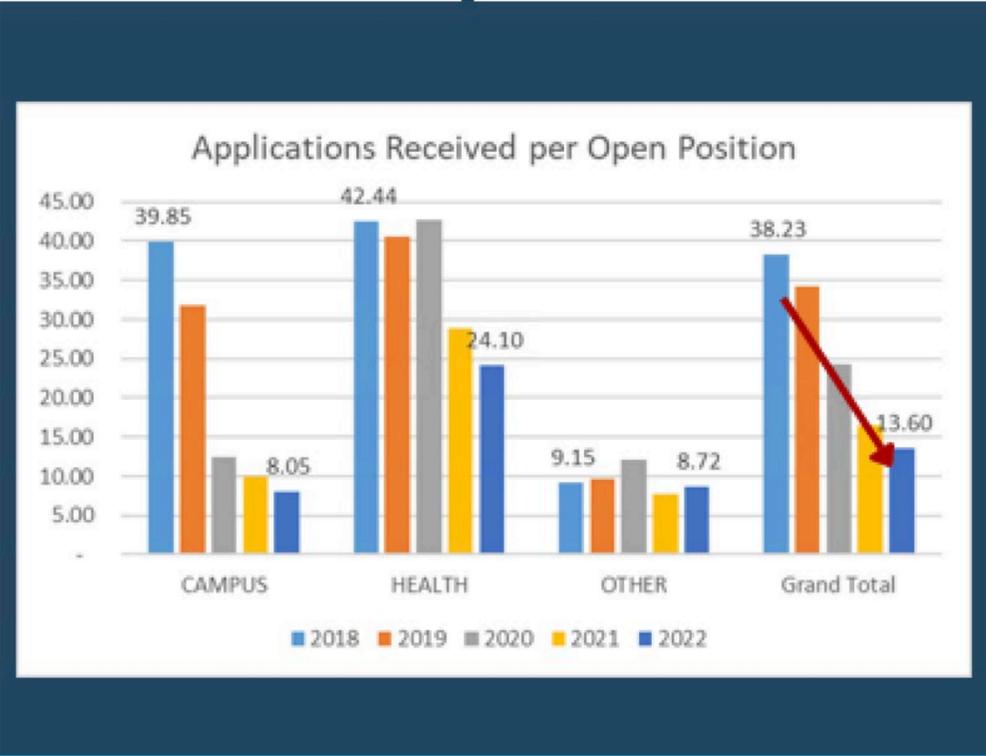
Berkeley
UNIVERSITY OF CALIFORNIA

THE UNIVERSITY OF CALIFORNIA IS FACING SIGNIFICANT RECRUITMENT CHALLENGES

POSITIONS FILLED

APPLICATIONS RECEIVED

TIME TO ACCEPT

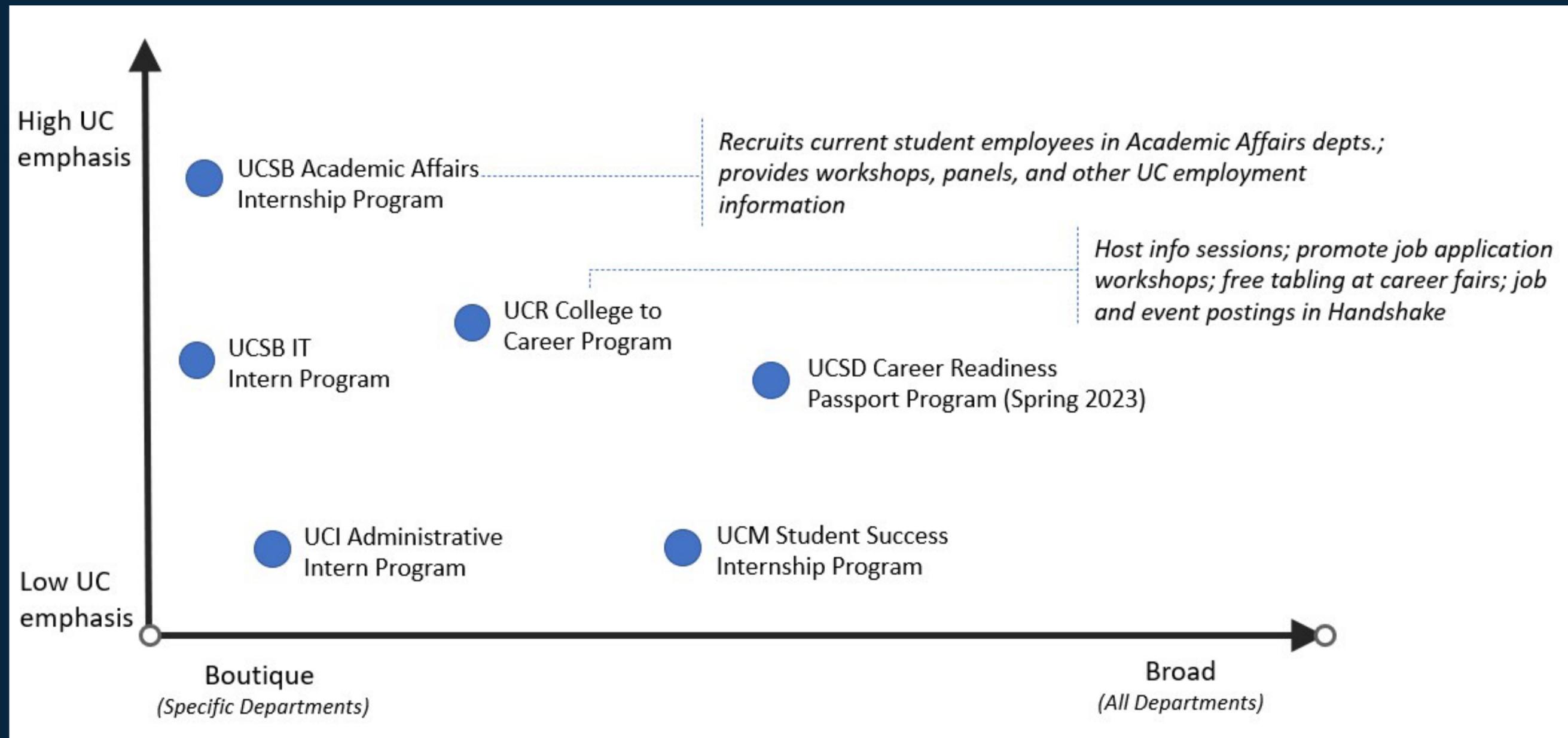


OPPORTUNITIES EXIST TO IMPROVE THE CURRENT STATE

- Recruitment Efforts are not Integrated
- Initiatives and Data on Diversity, Equity and Inclusion exist Locally but not at the System-level
- Student Population is a Largely Untapped Resource for Valuable Skills



ACROSS UCs THERE ARE A NUMBER OF BOUTIQUE AND BROADER PROGRAMS CREATING PATHWAYS TO UC EMPLOYMENT FOR STUDENTS



HOWEVER, OVERALL UC IS STILL MISSING OPPORTUNITIES TO LEVERAGE THE TALENT POOL...



- Inconsistent positioning and messaging toward students about opportunities in the UC.
- Hiring managers' preference for candidates with work experience.
- Lack of coordination and ownership on individual campuses and systemwide
- Inconsistent tracking of outcomes
- Lack of standardization and/or emphasis to diversity, equity, and inclusion
- UC salaries compared to private industry

WHAT CAN BE DONE?

The University of California has an opportunity to:

- Be methodical in its approach
- Onboard highly diverse and high-quality talent pool among our students
- Develop cohesiveness, collaboration, and competitiveness



RECOMMENDATIONS: LET'S ESTABLISH COHESIVENESS

- Develop a Systemwide Recruiting Campaign
 - Systemwide HR lead effort to establish unified campaign
- Establish Framework for Campuses to Follow
 - Systemwide HR convene workgroups: (Career Center Directors, Campus HR Departments, Alumni Engagement)



RECOMMENDATIONS: LET'S BUILD COLLABORATION

- Improve Job Posting Clarity
Campus HR Departments identify entry-level positions
- Training Hiring Managers
Campus HR Departments develop support to identify roles
- UC involved in Career Center Events
Career Center Directors develop strategies to involve campus departments
- Develop Student Employment Experience Programs
Systemwide HR create model



RECOMMENDATIONS: LET'S INCREASE COMMUNICATION

- Create a Central Data Repository of career opportunities
 - Systemwide HR collect data from campus HR departments
- Identify Natural Pathways for student employees
 - Systemwide HR identify this based on actual employment data of UC alums
- Highlight UC Career Opportunities and Work Locations
 - Campus HR Departments create hiring pages for fresh graduates



RECOMMENDATIONS: LET'S ENHANCE COMPETITIVENESS

- **Prioritize Salary Parity**
Hiring Departments offer competitive salary and highlight full benefits
- **Encourage Flexible Work Arrangements**
Campus HR departments conduct focus groups with recent graduates
- **Incorporate Diversity, Equity, and Inclusion Efforts**
Programs developed align with systemwide mission



LET'S CREATE ADDITIONAL PROGRAMS TO RECRUIT UC TALENT



- Foster Additional Fellowships as a Springboard to Permanent Employment
- Create Pathways for Current Student
- Employees Create Specialized Positions
- UC as an Employer of Choice



LET THE JOURNEY BEGIN



There are many challenges...

There is hope...

The students are there...

Let's start talking!



Questions?

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UC-CORO Systemwide Leadership Collaborative

UNIVERSITY OF CALIFORNIA'S WORKFORCE

Creating a Student Pathway for Recruitment, Retention & Diversity



- 1 Defining the Problem
- 2 Barriers in the Current State
- 3 Existing Programs
- 4 Recommendations
- 5 Implications for Future Study



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Thank You



Low/No Funding	Moderate Funding	Investment Needed
<p>Establish Framework to Promote UC Careers</p> <p>Leads: Systemwide HR, Campus Career Centers, Campus HR, Alumni Affairs</p>	<p>Create Cohesive Systemwide Recruiting Campaign</p> <p>Leads: Systemwide HR, Campus Career Center, Campus HR, Alumni Affairs</p>	<p>Prioritize Pay Parity for Entry Level Roles Compared to Private Employers</p> <p>Leads: Systemwide HR, UCOP Leadership</p>
<p>Identify and Promote Positions Well Suited for Recent UC Grads</p> <p>Leads: Campus HR, Career Center</p>	<p>Develop Models for Student Employment Experience Programs</p> <p>Lead: Systemwide HR</p>	
<p>Include UC Talent Acquisition in Career Center Events</p> <p>Leads: Campus Career Centers, Talent Acquisition teams</p>	<p>Train Hiring Managers to Help with their Understanding of Competencies of Recent Graduates</p> <p>Lead: Campus HR</p>	
<p>Create Central Data Repository for UC graduate Hiring Trends</p> <p>Lead: Systemwide HR</p>		
<p>Identify and Highlight Natural Pathways for Graduating Students</p> <p>Leads: Systemwide HR, Campus Career Center</p>		
<p>Encourage Flexible Work Arrangements When Practical</p> <p>Lead: Campus HR</p>		