

Capital Resource Network (CRN)

Program Goals and Benefits

- ❖ Attract, transition and retain the best and the brightest talent.
- ❖ Leverage network membership to meet growing dual-career support needs.
- ❖ Increase new employee productivity and loyalty by paving the way forward by reducing transition stress.
- ❖ Reduce premature employee turnover (retention) through dual career opportunities and strategic community integration.
- ❖ Build a more inclusive, multicultural community.

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Advisory Council Member	
Irene Nishida (SMUD)	Supervisor Compensation and Selection
Josh Kimerer (Pacific Coast)	CFO
Donna Ruiz (Kings)	VP HR Sacramento Kings
Susan Summers (UC Davis)	Director Staff Recruitment Center of Expertise
Monica Sugg (Kaiser Permanente)	HR Leader
Brent Seifert (UC Davis-Health)	Assistant Dean Academic Personnel, UC Davis School of Medicine
Shauna Harrington (VSP Global)	HR Director, VSP Global
Clay Schmidt (PG&E)	Exec Manager, Energy Solutions
Shelly Schlenker (Dignity Health)	VP Public Policy, Advocacy & Gov't Relations
Sheri Frasinetti (Teichert)	Human Resources Generalist
Lori Raderschadt (Buzz Oates)	VP Organizational Development
Debbie Rubens/Maggie Bryan (Shriners)	Director HR/CEO Shriners
Mellonie Richardson (Los Rios)	Confidential Human Resources Officer Recruitment

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DEFINITIONS:

- ❖ Full Referral: Client has not received a Pre-Hire Consult and the newly employed client will receive full support of all the services: initial consult, new arrival integration, dual career support, cultural transition (\$3,000)
- ❖ Continuing Referral: Client received a Pre-Hire Consult and would like to continue with the full services of integration and dual career support (see Pre-hire for tiered costs).
- ❖ Forms On-Line: The online system used to submit the CRN services request through the electronic approval process. The MOU is part of this submittal and a separate agreement is not necessary.

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Background:

- ❖ No eligibility criteria
- ❖ Can be used concurrently with POP or as a standalone service
- ❖ Aids recruitment by easing candidate concerns through resources
- ❖ Aids retention through integration of new employee into community quickly and helping spouse in employment search.

Services:

- ❖ Initial Consult-confidential conversation between client and CRN representative to provide information about services and understand personal priorities of client/family.
- ❖ Pre-hire consults (Tiers 1, 2 or 3)- at \$200, \$400 or \$1,100 respectively. Pre-hire helps to answer basic questions and to orient candidate about the benefits and support that is available should the candidate receive and accept an offer.

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Services continued:

- ❖ Pre-Hire Consults (Tiers 1, 2 or 3)- at \$200, \$400 or \$1,100 respectively. Pre-hire helps to answer basic questions and to orient candidate about the benefits and support that is available should the candidate receive and accept an offer.
- ❖ Tier 1-Basic introduction to CRN services in person at CRN office, via Skype or over phone at a service cost of \$200.00.
- ❖ Tier 2-Generally a 2 hour conversation with the CRN, over a meal (included) at a service cost of \$400.00. a time of full referral, one half the cost or \$200 will be credited back on the full referral of \$3,000.00
- ❖ Tier 3-Generally half day commitment, one to one conversation at a restaurant where follow up research might also be required. Tour of neighborhoods of interest with vetted agent (\$1,000 in closing costs given back) at a service cost of \$1,100. At the time of a full referral, one half of the cost will be credited back on the full referral fee of \$3,000.00.

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Dual Career Support

- ❖ Dual career support is a process that happens over time and up to one year.
- ❖ The CRN provides one-to-one coaching to help guide the client through the process, including:
 - guidance on industry transition
 - interviewing skills
 - resume/CV development
 - informational meetings and connections
 - professional networking
 - direct access to partnering employers

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Recent 3 Month Survey Results Summary

- ❖ 75% were new employees, 25% were existing employees.
- ❖ 83% agreed that the services benefited their transition (other cases were retention cases)
- ❖ 40% believed that the additional support received from the CRN strongly influences their acceptance of their position.
- ❖ 50% of clients felt that the services of the Capital Resource Network would be a strong influence in their likelihood to stay with their employer long term.
- ❖ Housing and rental assistance, dual career support and family integration were the services deemed most valuable.
- ❖ 75% felt that the services of the CRN enabled them to be more productive at work as transition aspects were supported by the CRN staff.
- ❖ All the respondents but one, were pleased that the services were confidential.



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Recent 3 Month Survey Results Summary

- ❖ 100% would recommend the CRN services to another employee or colleague.
- ❖ All but one felt that the services of the CRN would be helpful to building a professional network in the area.
- ❖ 50% felt that as a result of their CRN experience, they felt more valued by their employer.
- ❖ Of the 58% receiving dual career support, 70% felt less likely to look for employment elsewhere in the near future.



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Fee Structure

Fee Structure Summary			
Full Referral	\$3,000.00		
Prehire			Continuing
Tier 1	\$200.00	Basic, 1 hr	\$2,800.00
Tier 2	\$400.00	Meal, 2 hr, Partner/Client	\$2,800.00
Tier 3	\$1,100.00	Meal, agent, ½ day	\$2,450.00



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Questions or Comments

http://academicaffairs.ucdavis.edu/programs/capital_resource_network.html

<http://capitalresource.org/>