Talent &
Education
NETWORK
The Main Line Chamber of Commerce

ANNUAL
REPORT
2022-2023

MISSION

The Main Line Chamber of Commerce's Talent and Education Network (TEN) is an employer collaborative focused on helping companies learn from each other best practices in cultivating a diverse pool of entry-level employees, including acquiring and training team members, supporting effective talent pipeline initiatives, connecting employers with prospective employees and providing professional development opportunities for students in the region.

TEN FROM 2022 - 2023

In 2022, the Talent and Education Network expanded its programming, broadened relationships with student communities, and deepened employer engagement as it connected companies with a diverse pool of entry-level talent.

Opportunity Knocks for College Students

Six virtual Opportunity Knocks sessions provided college students with career strategies, while giving employers the chance to meet outstanding students ready to take on internships or job opportunities. Attended by nearly 600 students from 50 colleges, universities or nonprofits and 60 representatives across 26 companies, these sessions created a unique, highly engaging platform for professional development and recruitment. Following each event, student resumes were shared with employers while employer contacts and hiring information were shared with students.

The 3rd Annual No Limits Leadership Women in Tech Experience

The 3rd Annual No Limits Leadership Experience, held in collaboration with Drexel University's College of Computing & Informatics and The University City Science Center, provided an exciting opportunity for female tech students from nearly 30 colleges and universities to learn, connect and network with executives and companies across the Greater Philadelphia region. The event brought together women in computing to explore career pathways through a day of keynotes, breakout rooms on important topics and a career fair.

Keynote: An inspiring keynote was presented by Jumoke K. Dada, a visionary, social entrepreneur and techie passionate about educating and empowering women in tech.

Breakout sessions: Four sessions were led by top women executives from leading organizations, including Accenture, Lincoln Financial Group, Vertex, Vanguard, Infinite Blue, Salesforce and SEPTA:

- Adaptable Career Paths – Inspiring Examples of Evolution

- Alliances and Support – Where to Look and How to Find Help on Your Journey

- Every Company is a Tech Company – Understanding the Vast Opportunity of Your Career

- Find Your Voice – Developing Perseverance and Leadership Skills

Opportunity Knocks for High School Students:

Four new in-person high school events opened the door for employers to build relationships with future employees before they decide on a particular career path.

More than 80 students from Norristown High School toured four different companies to gain knowledge of opportunities. Multiple regional employers attended each event to provide insights into internships and jobs at their companies, with a particular view into those opportunities that may not require a four-year college degree.
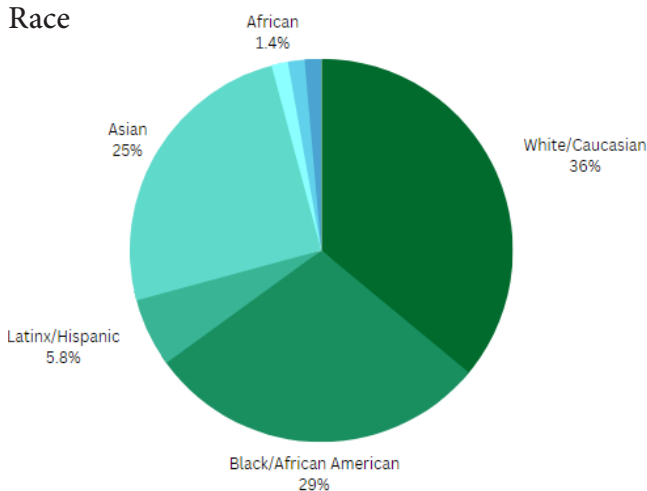
EXPANDING IMPACT IN 2023

- Hosting Five Opportunity Knocks sessions for college students with growing participation from students and employers

- Strengthening content and engagement for the 4th Annual No Limits Leadership Women in Tech Experience, positioning Greater Philadelphia as a major tech employer in the eyes of college students

- Expanding Opportunity Knocks for High School students to six in-person events at companies in diverse industries, while also adding a Delaware County high school to the initiative.

- Building relationships with intentionality, with a focus on first-generation college and computer-science related groups, including clubs focused on serving diverse students, and working through deans, professors and campus career professionals who are among the program's strongest allies

- Collaborating with charter schools, including Cristo Rey, and nonprofit initiatives by the Philadelphia Youth Network, Philadelphia Futures and College Possible to identify talented alumni seeking opportunities with companies in the region

- Developing a new pilot program - Career Consultation - for employees at companies across a diverse range of industries to provide insight into professional careers to students during short informational sessions

CULTIVATING A DIVERSE PIPELINE

52.1% Female, 47.9% Male
31% of attendees are first generation students.

Race

- African 1.4%
- Asian 25%
- Latinx/Hispanic 5.8%
- Black/African American 29%
- White/Caucasian 36%

Household Income

- $100,000-$149,999 18.8%
- Less than $30,000 31.9%
- $70,000-$99,999 11.6%
- $30,000-$69,999 34.8%

Areas of Study

- Science 8%
- Engineer 3.4%
- Finance/Math 11.4%
- Computer 39.7%
- Liberal Arts 12.5%
- Business 25%
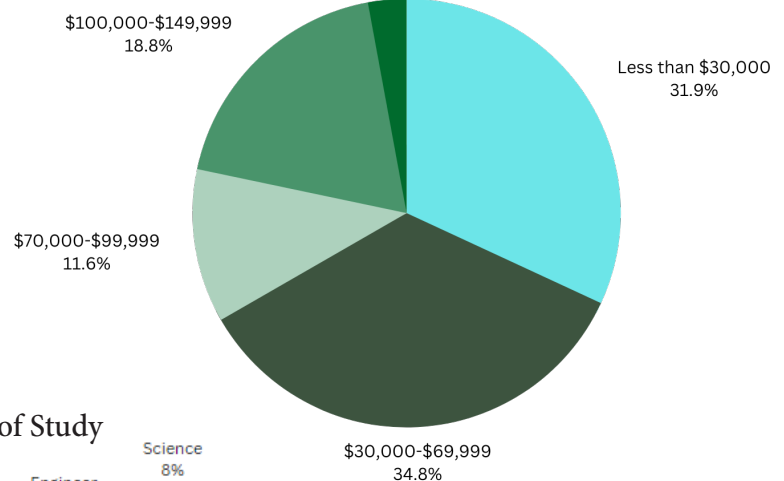
MAKING A DIFFERENCE

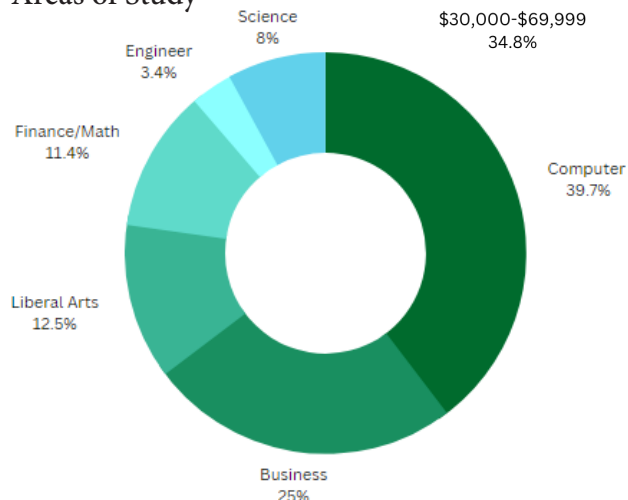- Close to 500 resumes were sent to Employers.

- 73.8% of respondents said that TEN events were very helpful or extremely helpful. More than 1 in 5 students had an interview as a direct result of a TEN event.

- A total of 50 universities, colleges and nonprofits participated in TEN in 2022.

- 64 employees participated in TEN events across 26 employers as attendees, panelists, moderators and breakout session leaders.

What students are saying:

"My favorite aspect of TEN events are the guest speakers; they add to each event and make the experience personable. TEN events allow for students to connect and learn more about diverse topics while being introduced to recruiters. I was able to connect with others after the event and felt more prepared for interviews."

"TEN events were very helpful when I was looking for a job. It gave me the opportunity to talk to companies and make connections which is vital when searching for a job."

What employers are saying:

"This has provided us a great opportunity to reach students that we wouldn't otherwise be able to get in front of, and educate them about our industry. What's also been very beneficial is the interaction with other large employers in the region and sharing experiences and perspectives on talent acquisition."
– Kristin Bennett, Early Talent Acquisition, Philadelphia Insurance Company

"The students received so much practical and valuable information, and I could tell by their questions and follow-up how much they were engaged. You really are touching and changing lives."

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