

ANNUAL REPORT 2023



MISSION

The Main Line Chamber Talent and Education Network (TEN) is an employer collaborative focused on helping companies learn from each other's 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 IN 2023

In 2023, 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

Five 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 65 representatives from 26 companies, these sessions created a unique, highly engaging platform for professional development and recruitment. Sessions included:

- Wisdom from recent grads on jobs & internships
- Strengthening your personal brand
- What employers want: It may not be what you think
- Building a resume and a cover letter that gets you noticed
- Acing your interview: Best practices

Following each event, student resumes were shared with employers while employer contacts and hiring information were shared with students.

The 4th Annual No Limits Leadership Women in Tech Experience

The 4th Annual No Limits Leadership event, held in collaboration with Saint Joseph's University, 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 throughout the day. This half-day event featured opening remarks from U.S. Rep. Chrissy Houlahan, and two breakout sessions were led by top women executives from companies including Accenture, Cencora, Comcast, CSL Behring, Essential Utilities, Independence Blue Cross, Lincoln Financial, Merakey, PECO, RSM, SEPTA, Tokio Marine, UGI, USLI, Vanguard, and Vertex:

- The Evolving World of Work: The Job Search and Work Environment's Evolution in Recent Years
- Taking Your Career into Your Own Hands: Creating Your Vision and Career Path



Opportunity Knocks for High School Students:

Five events held throughout the year opened the door for employers to build relationships with future employees before they decide on a particular career path. More than 160 students toured different companies during five field trips 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 2024

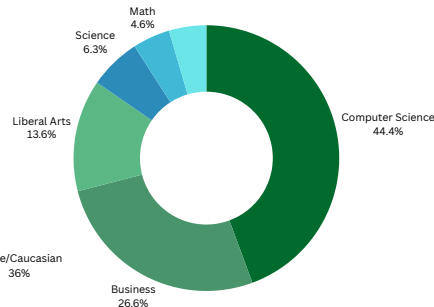
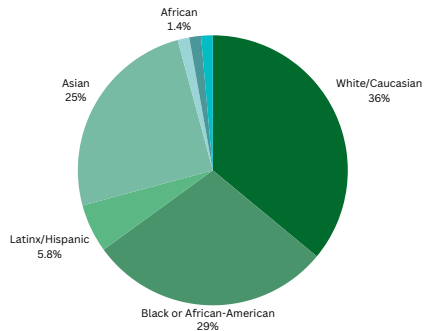
- Hosting Five Opportunity Knocks sessions for college students with growing participation from students and employers.
- Strengthening content and engagement for the 5th Annual No Limits Leadership Women in Tech Experience, positioning Greater Philadelphia as a major tech employer in the eyes of college students.
- 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.
- Expanding Opportunity Knocks for High School Students, including five field trips to companies in diverse industries and a new in-school speaker series focused on helping students build essential skills.

CULTIVATING A DIVERSE TALENT PIPELINE



57% Female, 43% Male

31% of attendees are first-generation students.
63% are students of color.



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 53 universities, colleges and nonprofits participated in TEN in 2023.
- 82 employees from 27 companies participated in university and high school events 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

"It was a pleasure to host this worthwhile event. We could clearly see the excitement and curiosity of the students. They were very respectful and mature in how well they interacted with the other students and the adults in the room and very engaged." – Van Horn, Metz & Co. Employee

COMPANY PARTNERS



COLLEGE & UNIVERSITY PARTNERS

