



a virtual event presented by:
Tennessee Association of
Colleges and Employers

July 13-15, 2020

tace.org



Wednesday, July 15th (DAY THREE)

(Pages 3-33)

Career Readiness/Competency Development: An Institutional Journey



Tim Harding, The University of Tampa

(Pages 34-57)

Preparing a Future Ready Workforce



Miles Huff, Chattanooga Chamber of Commerce

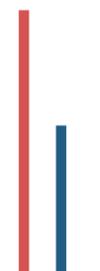
(Pages 58-70)

Advanced People and Organization Analytics: Demonstration of Scoutr



Brandon Stevens, Scoutr

(Day Three Chat Transcript: Pages 71-72)

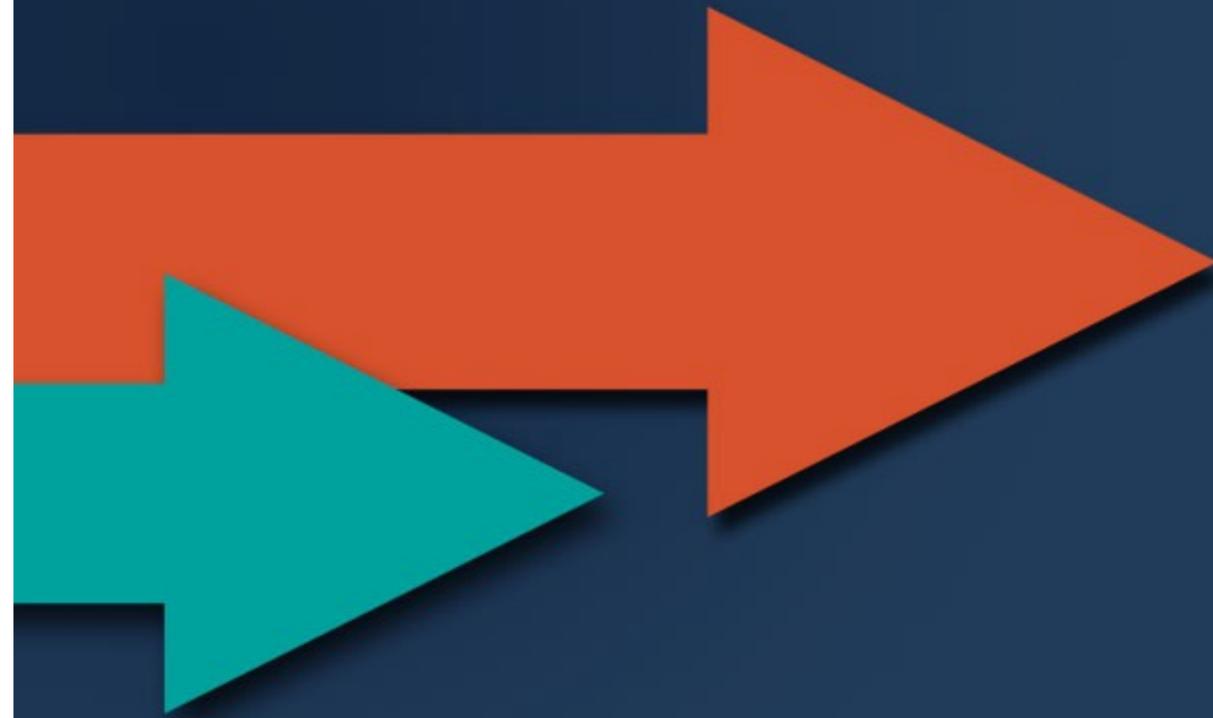




Tim Harding, The University of Tampa
Career Readiness/Competency Development:
An Institutional Journey



TACE talks



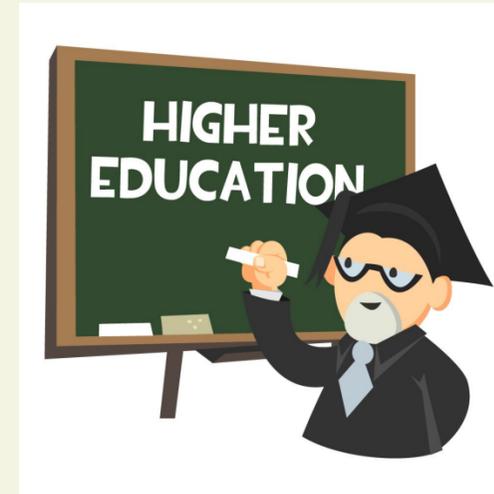
Career Readiness/Competency Development: An Institutional Journey

**Tim Harding, Associate Dean of Career Development and Engagement
The University of Tampa**

A little about me



15 years



29 years





**Private independent comprehensive
institution founded by Chamber of
Commerce**

- **10,000 student enrollment**
- **132 countries; all 50 states**
- **Centralized career center in Student Affairs**



Outcomes for Today

- **Consider foundational principles for designing and implementing a strategic approach to competency development**
- **Review examples of practical ways to implement a competency development initiative**
- **Debunk myths**
- **Explore solutions for challenges**

Assumptions

- **Marathon; not a sprint**
- **No single model works for all**
- **Be ready to network! Share your journey with others and seek out their stories.**
- **Focus on changing culture; not creating a program**



Career services is solely responsible for competence and readiness

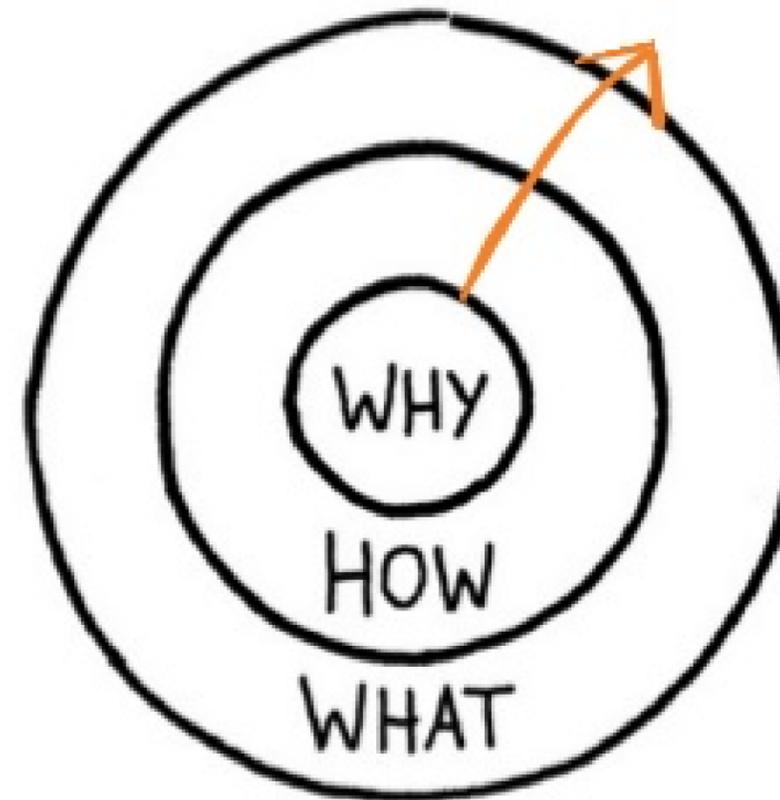
MYTH

The Golden Circle

Leaders and organizations with the capacity to inspire think, act and communicate from the inside-out. **They start with Why.**

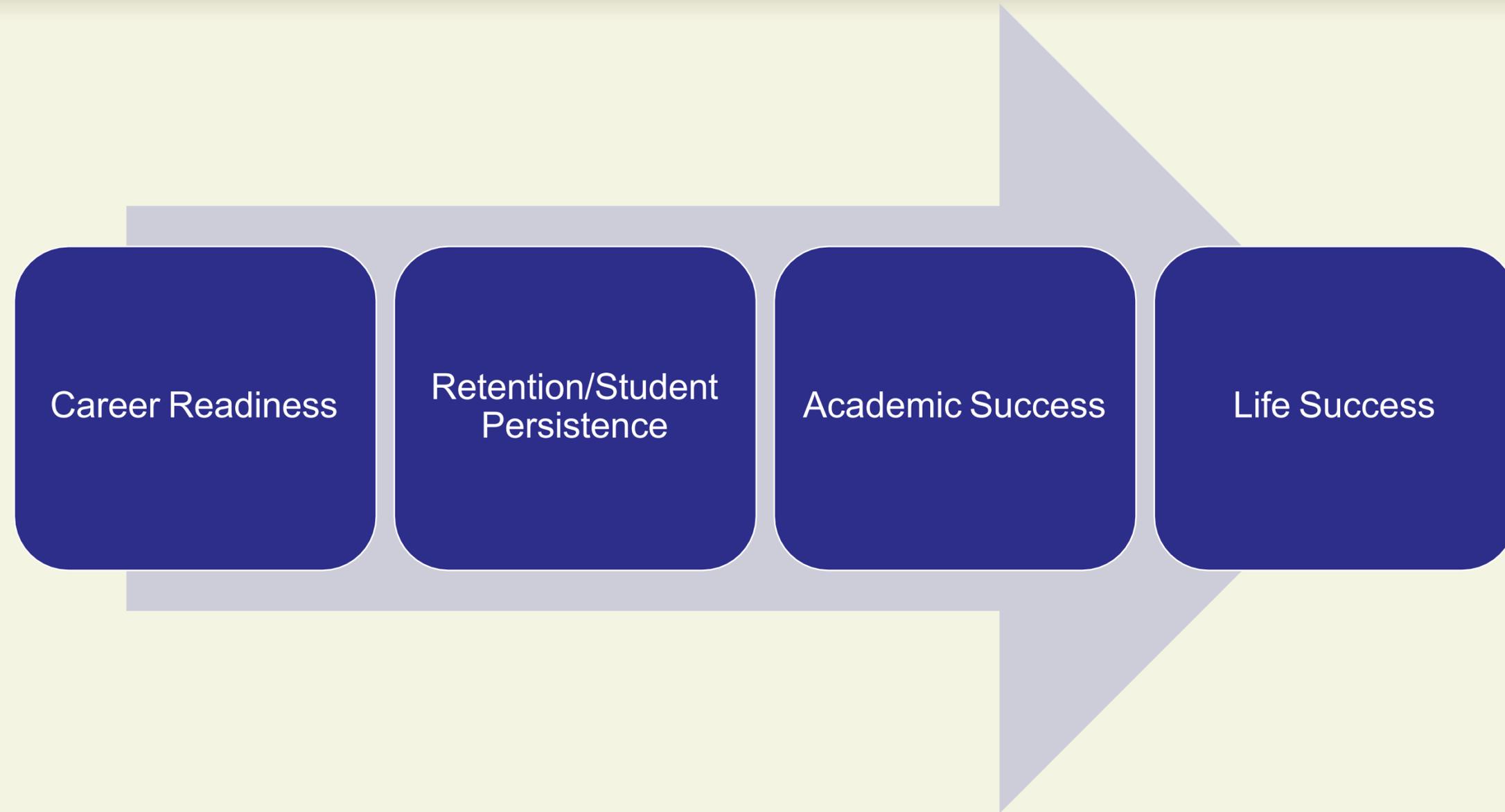
When we communicate our purpose or cause first, we communicate in a way that drives decision-making and behavior.

- It literally taps the part of the brain that inspires behavior.



© 2013 Simon Sinek, Inc.

Focus: Student Success



Pillar 1

Conceptualization & Planning



Competency learning, development, and articulation should be made apparent and infused into the **curriculum** and **co-curriculum** to provide opportunities for students to actively demonstrate competency development and readiness. Framing **programs, services, and one-on-one conversations** around competencies provide students with **multiple touchpoints throughout their time** at the institution.

Define



The University of Tampa graduates student who are prepared to be successful individuals who contribute society.

Building a culture of life preparedness and career readiness.



SPARTAN READY

Communication

Interpersonal
Abilities

Critical Thinking

Organization

Global
Engagement

Teamwork

Self Awareness

Professionalism

Digital Literacy

Life Skills

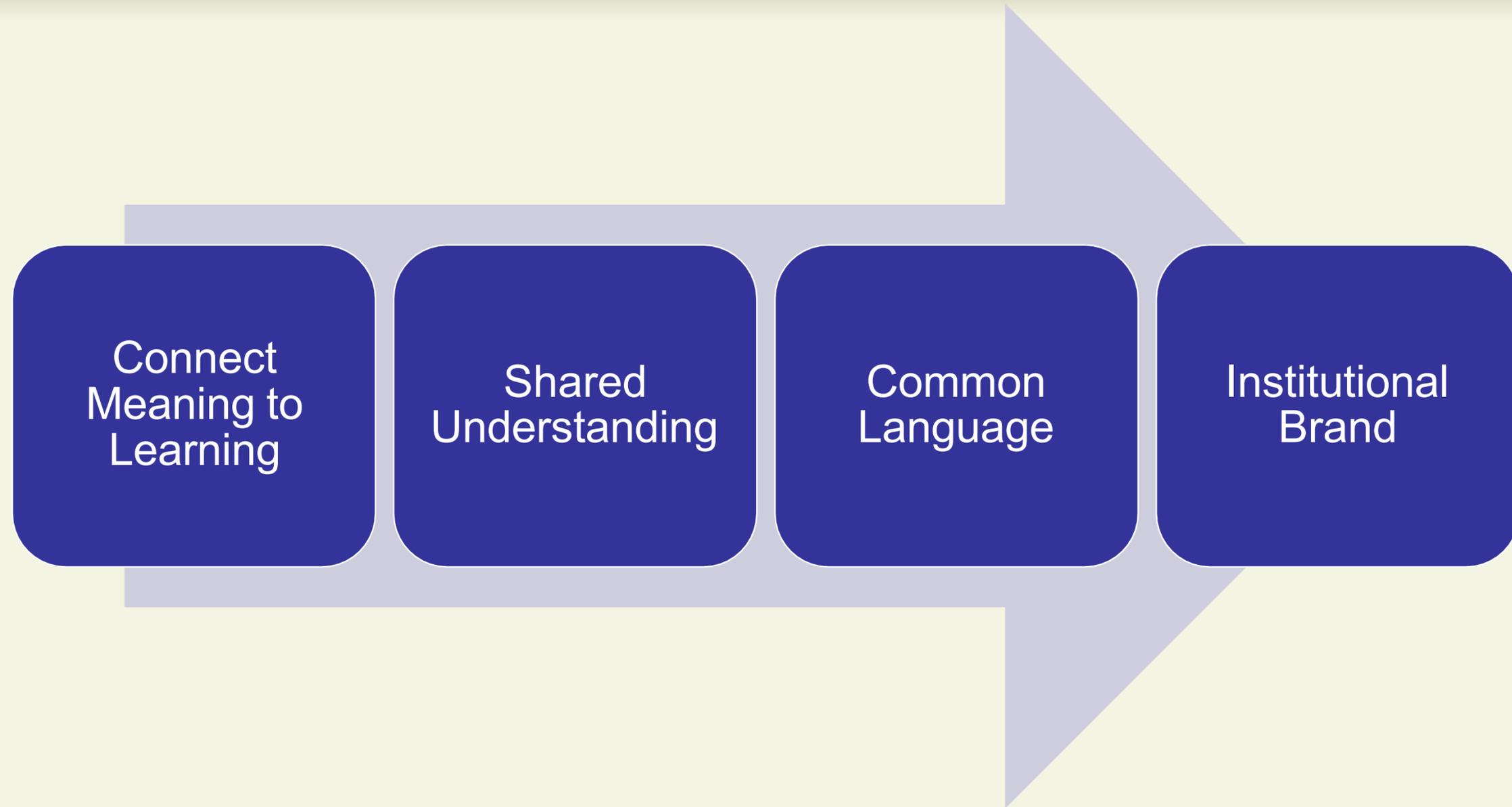
Tied to the University mission: "Learning by Doing"



Faculty and other stakeholders are not interested in competency development and career readiness.

MYTH

Focus: Shared Strategy

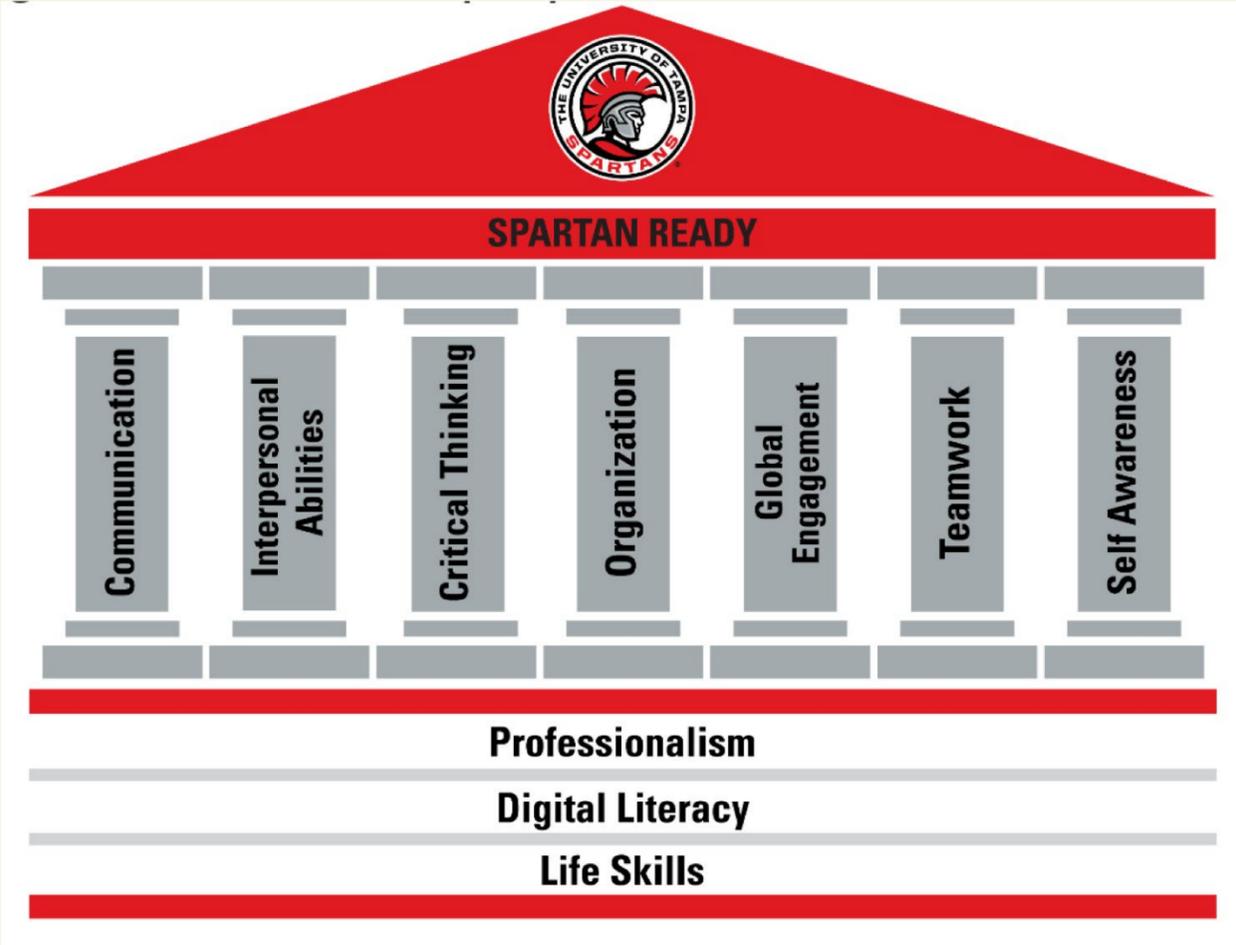


Pillar 2 – *Coalition Building*

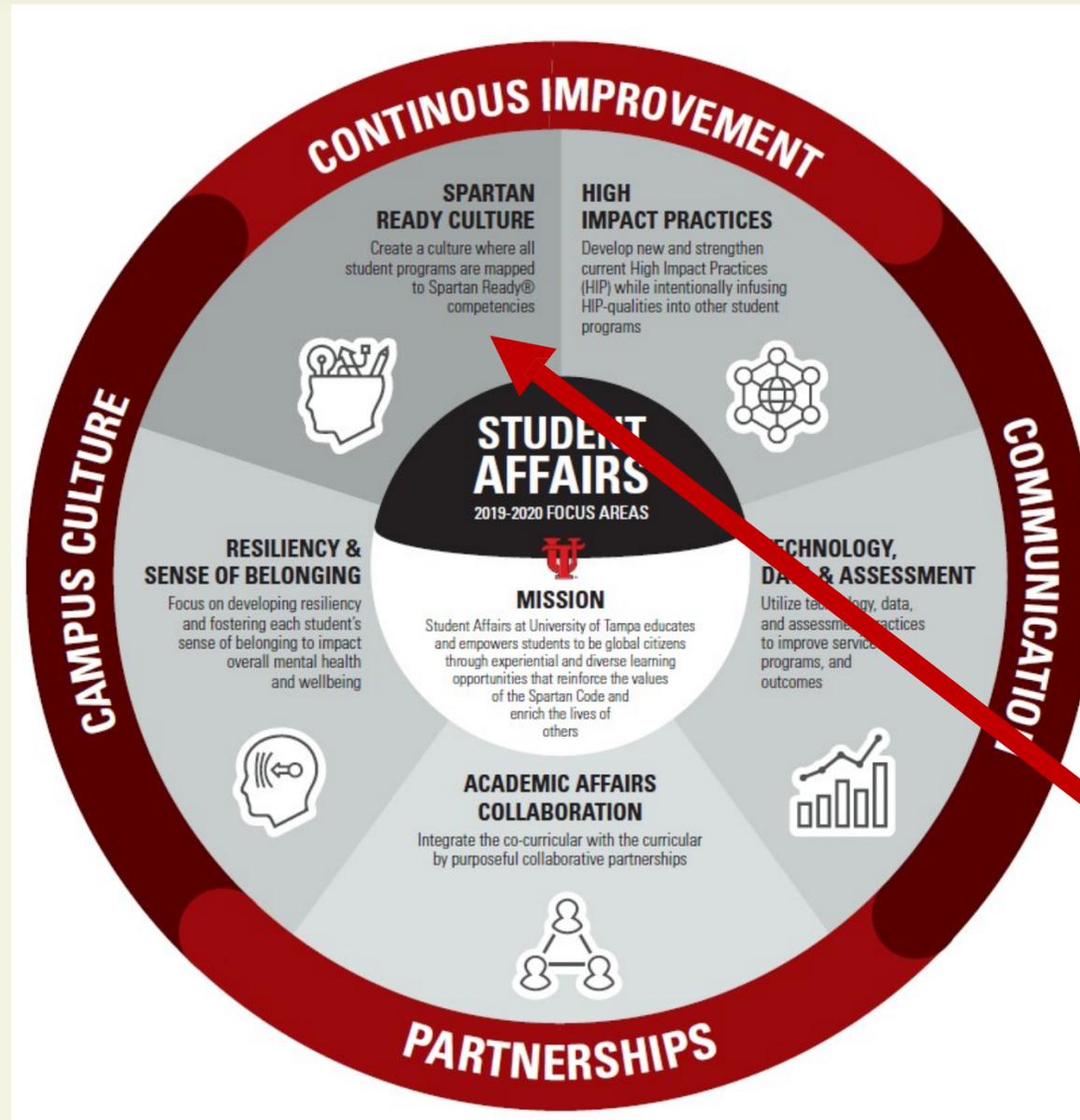
The **value** of an institution-wide competency development and career readiness initiative that supports **overall student success** is apparent when **strategic relationships** result in the initiative being reflected in institution/division/ department **strategic plans and general education**. A **common vocabulary** and definitions for institution-identified competencies provides a **shared understanding, buy-in, and brand**. One area may take the lead in mobilizing stakeholders while refraining from solely owning the initiative.



Brand



Strategic Example



Vision

Student Affairs will be known for its dynamic Spartan Ready culture that engages every student in innovative learning resulting in student success and life transformation.

Spartan Ready® Culture

Create a culture where all student programs are mapped to Spartan Ready® competencies.

Stakeholder Strategies



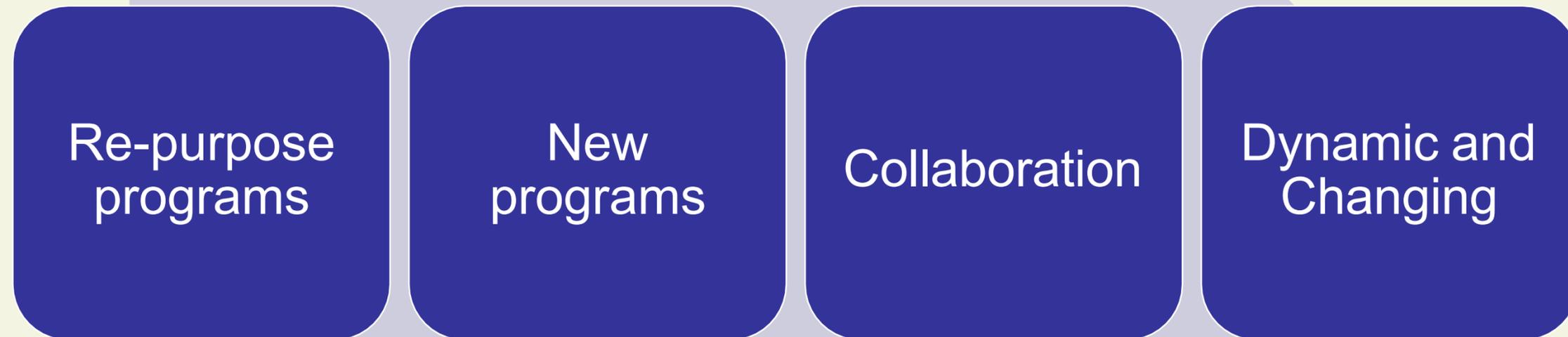
- Steering Committee
- Faculty Champions
- General Education
- Student Affairs
- Learning Domains
- Academic Courses
- Academic Advising
- University Development
- Trustees Meetings
- Employers



Competency development initiatives will take too

MYTH

Focus: The Entire Collegiate Experience



Pillar 3 – *Resources*

Institution-wide competency infusion may be achieved through **new and re-purposed human and financial resources and single departmental or collaborative initiatives**. It is imperative to keep a **pulse on trends and issues** affecting higher education and the evolving world to ensure an institution-wide approach **remains relevant**.



Mapping Existing Programs

NOVEMBER 2019

Date	Time	Event	Location
<input type="checkbox"/>	Nov 1 10am	Friday Flow Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 1 12pm	Queenax Strength Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 1 6:30pm	Rhythm Power Ride Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 3 6:30pm	Full Body Cycle Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 4 7am	PowerYoga	Fitness and Recreation Center
<input type="checkbox"/>	Nov 4 7am	CANCELED - Sunrise Yoga	
<input type="checkbox"/>	Nov 4 2pm	Employer Hosted Career Services Drop Ins	Southard Family Building, Room 117
<input type="checkbox"/>	Nov 4 5pm	Cycle and Tone	Fitness and Recreation Center
<input type="checkbox"/>	Nov 4 5:30pm	Gentle Flow Yoga	Fitness and Recreation Center
<input type="checkbox"/>	Nov 4 6:30pm	Full Body Cycle	Fitness and Recreation Center
<input type="checkbox"/>	Nov 4 7:30pm	Zumba	Fitness and Recreation Center
<input type="checkbox"/>	Nov 5 7am	Cycle and Tone Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 5 7am	Sunrise Yoga	Fitness and Recreation Center
<input type="checkbox"/>	Nov 5 8am	Queenax HIIT Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 5 11:30am	Spartan New Venture Coaching	Lowth Entrepreneurship Center, ICB 8th Floor, Collaboration Kitchen
<input type="checkbox"/>	Nov 5 12pm	PowerYoga	Fitness and Recreation Center
<input type="checkbox"/>	Nov 5 12pm	Rhythm Ride Express Cycling Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 5 2pm	On-Campus Student Employment Panel	SFB 145
<input type="checkbox"/>	Nov 5 3pm	UT PA Virtual Information Session	Online
<input type="checkbox"/>	Nov 5 4:15pm	Abs and Glutei Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 5 7pm	CANCELED - Cycle and Tone	
<input type="checkbox"/>	Nov 6 12pm	MSN Virtual Information Session	Online
<input type="checkbox"/>	Nov 6 12pm	Functional TRX Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 6 3pm	Vinyasa Flow Fitness Class	Fitness and Recreation Center
<input type="checkbox"/>	Nov 6 3pm	(Skillshop) Emotional Intelligence	SFB 145
<input type="checkbox"/>	Nov 6 5pm	Cycle and Tone	Fitness and Recreation Center
<input type="checkbox"/>	Nov 6 6:30pm	Full Body Cycle	Fitness and Recreation Center

[Interpersonal Abilities >](#)

[Life Skills >](#)

[Organization >](#)

[Professionalism >](#)

[Self-Awareness >](#)

[Teamwork >](#)

[All Events >](#)

Type of Event

Calendars

- Spartan Ready
- Communication
- Critical Thinking
- First-Year Experience
- Global Engagement
- Interpersonal Abilities
- Life Skills
- Organization
- Professionalism
- Self-Awareness
- Teamwork

Select: [All](#), [None](#)

The University of Tampa

Spartan Ready® Skillshop Schedule

Search "Skillshop" on Engage for details



CONFLICT WITH CIVILITY [COMMUNICATION]

Tim Nelson & Morgan Baum
Jan. 23
2:00 - 3:00pm
VC 219

INTERPERSONAL COMMUNICATION: IMPROVING YOUR SOCIAL AND PROFESSIONAL SKILLS [INTERPERSONAL ABILITIES]

Meredith Clements
Feb. 12
2:00 - 3:00pm
VC 219

WHAT AM I DOING WITH MY LIFE? [SELF-AWARENESS]

Rachel Killam
Feb. 18 & March 19
3:00 - 5:00pm
SFB 145
*RSVP Required on Handshake

BRINGING UD TO UT: ACCESSIBILITY AND UNIVERSAL DESIGN [GLOBAL ENGAGEMENT]

Liz Schoepp
Feb. 25
11:00am - 12:00pm
VC 219

TEAMS: THE GOOD, THE BAD, THE IMPOSSIBLE [TEAMWORK]

VISTA Gardens
Feb. 26
3:00 - 4:00pm
VC 219

"HE LOOKED JUST LIKE THAT GUY IN THAT MOVIE, YOU KNOW?" VISUAL ANALYSIS 101 [COMMUNICATION]

Dr. Rose Trentinella
March 2
2:00 - 3:00pm
VC 219

ELEVATOR PITCH & PERSONAL BRANDING WORKSHOP [PROFESSIONALISM]

Alaina Rahaim
March 3
2:00, 3:00, & 4:00pm
SFB 145

ALL THINGS MARIJUANA [CRITICAL THINKING]

Drug Free America, Inc.
March 23
3:00 - 4:00pm
VC 219

GETTING IT TOGETHER: DONUT STRESS ABOUT ORGANIZATION [ORGANIZATION]

Ryne Burds
March 26
3:00 - 4:00pm
VC 219

DO NOT FEED THE PHISH! CYBER SECURITY BASICS [DIGITAL LITERACY]

Information Technology and Security
March 30
10:00 - 11:00am
VC 219

ADULTING TRIVIA NIGHT [LIFE SKILLS]

Office of Student Leadership and Engagement
April 2
8:00 - 9:30pm
Spartan Club 2nd Floor

PUTTING A ROOF OVER YOUR HEAD [LIFE SKILLS]

Nico Hohman
April 8
11:30am - 12:30pm
VC 219

RESLIFE'S DECLASSIFIED OFF-CAMPUS SURVIVAL GUIDE [LIFE SKILLS SERIES]

Justin Rinaldi
April 22
2:00 - 3:00pm
VC 219



For questions and reasonable accommodations, please contact Amber Myer, amyer@ut.edu

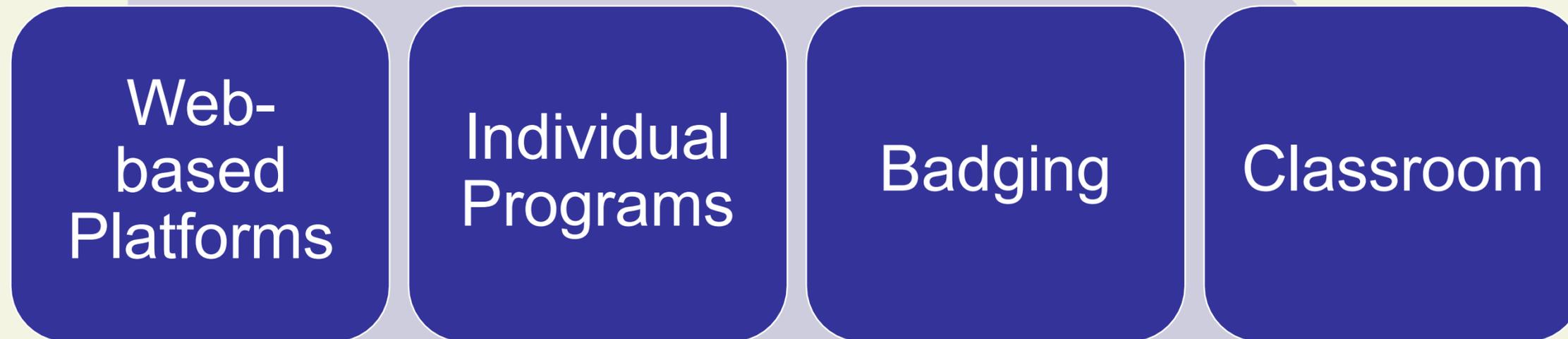
- Spartan Ready Ambassadors
- Fraternity/Sorority Life
- New Faculty Orientation
- Campus Recreation
- Leadership Programs and Experiences
- Residential Life Curriculum
- Orientation
- Awards Criteria
- Senior Capstone Courses
- First Year Experience Courses
- Wellness Programs
- Volunteer and Civic Engagement
- Resident Assistant/Student Employee Selection/Evaluation Processes



There is no way to assess competency development.

MYTH

Focus: Micro and Macro Assessment

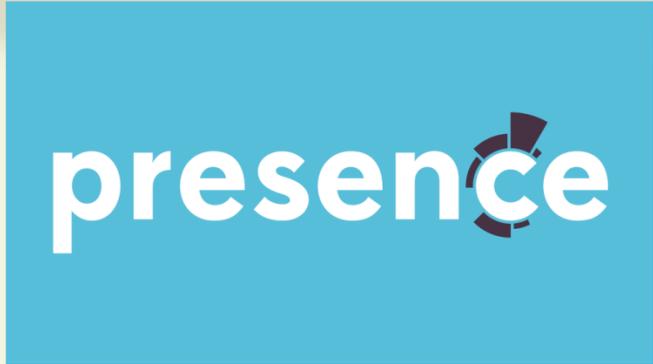




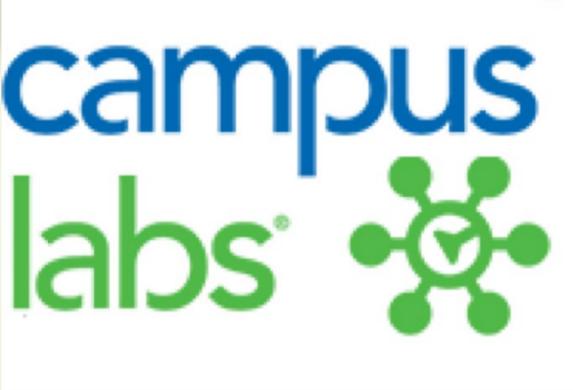
Pillar 4 – *Assessment*

Competency development should be assessed at the micro and macro levels in curricular and co-curricular experiences. Collecting outcomes data will help individual students realize developmental progress and institutions focus on continuous improvement.

Online Platform Examples



presence



campus
labs



Suitable



PORTFOLIUM



Pearson

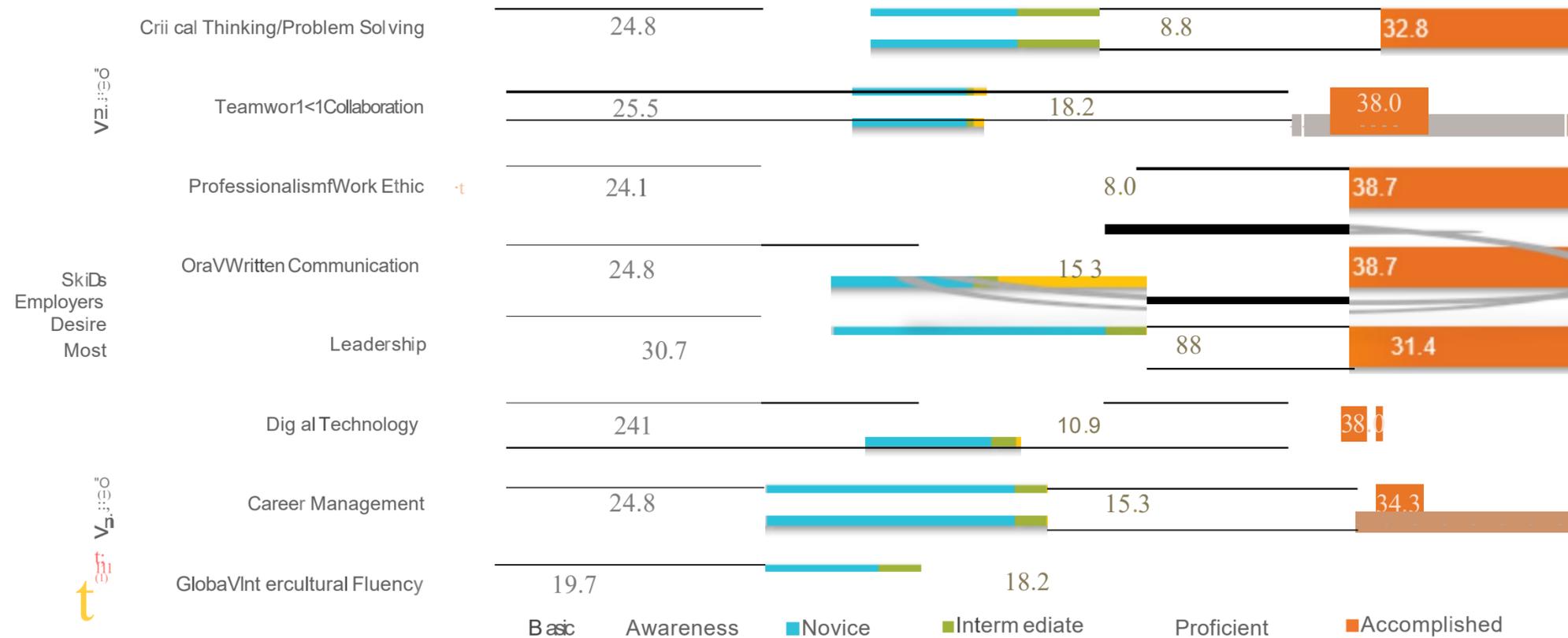


Credly



SKILLSURVEY

Your Students Compared to Other Students Nationally



Over Students
Written
Communication

Skills
Employers
Desire
Most

20% of the National Student Sample Falls into Each of the Five Categories

The results in this graph above show how your Students' numeric ratings compared to the ratings of the Representative Student Sample nationally. Specifically, the graph depicts the % of the Students at your institution who fell into each one of the five Career Readiness categories, by each of the 8 NACE competencies. If the values in the segments of the graph are more than 20.0%, this means that compared to the Student Sample, a greater % of the Students at your institution fell into this category. (view slide notes)

SKILLSURVEY



SPARTAN READY

Class Assessment



- Learning mapped to competencies in addition to Finance
- Intentional syllabus information
- Assessed learning around competencies





Some Important Considerations

- Start with why
- Identify “power players” who may be in non-positional roles but influential
- Empower champions all over the institution
- Upper level administration support
- Slow and steady is okay – realistic timelines
- Awareness of what exists on campus can speed up the process
- Connect with IE/IR or Assessment Committees
- Where is it best for this to “live”
- Low hanging fruit to build momentum and buy-in



Let's keep the conversation going!!

tharding@ut.edu



Miles Huff, Chattanooga Chamber of Commerce
Preparing a Future Ready Workforce



TACE talks

Preparing A Future Ready Workforce

TACE Talks
July 15, 2020

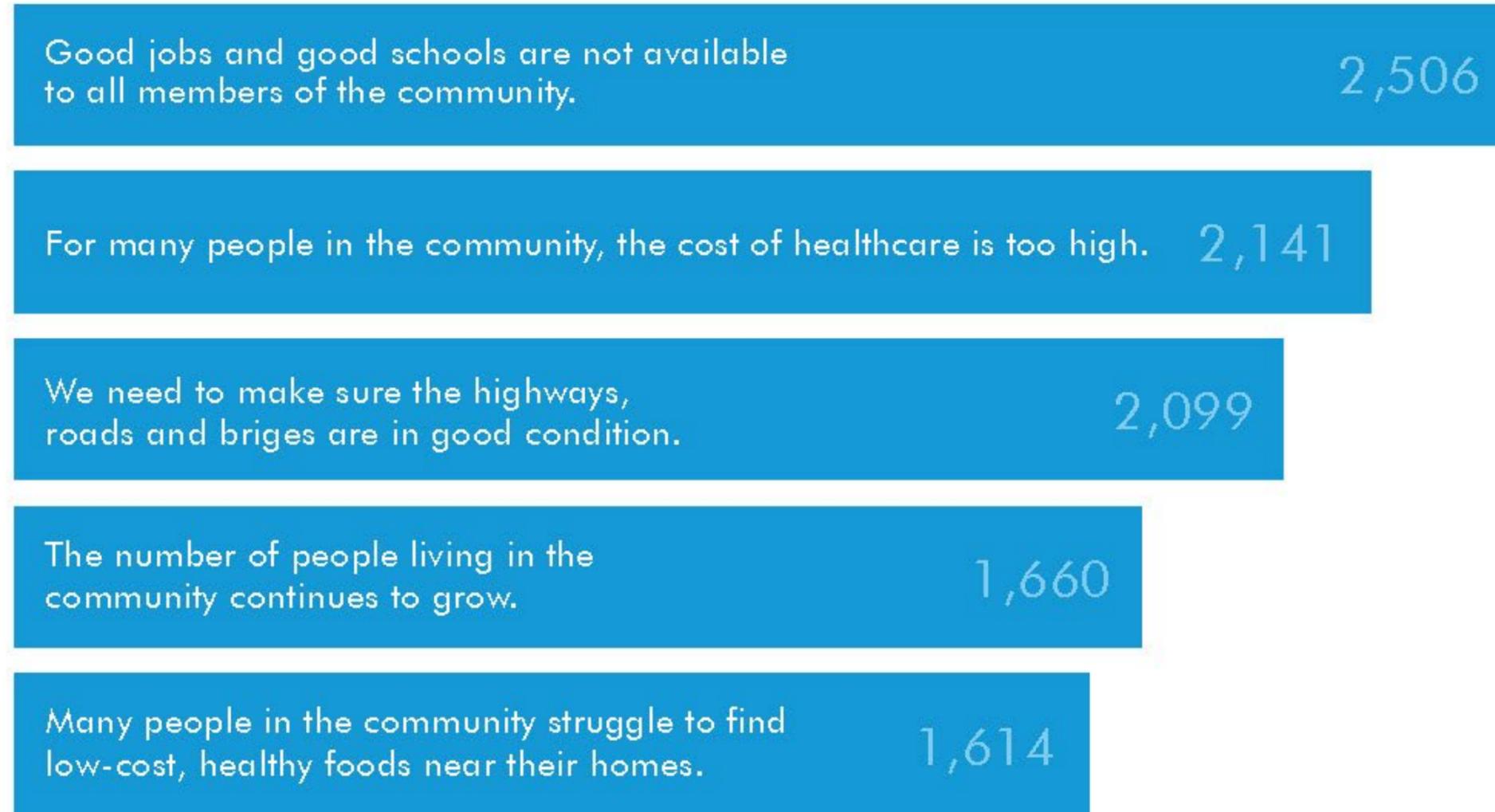




velocity2040



What will most affect Chattanooga & Hamilton Co. over the next 20 years?



What 3 things should we do first?



Community Vision

5 Strategies

LEARNING – We are the smartest city in the South, focused on educational excellence and attainment for all students.

THRIVING – Every resident of Chattanooga and Hamilton County is thriving, economically.

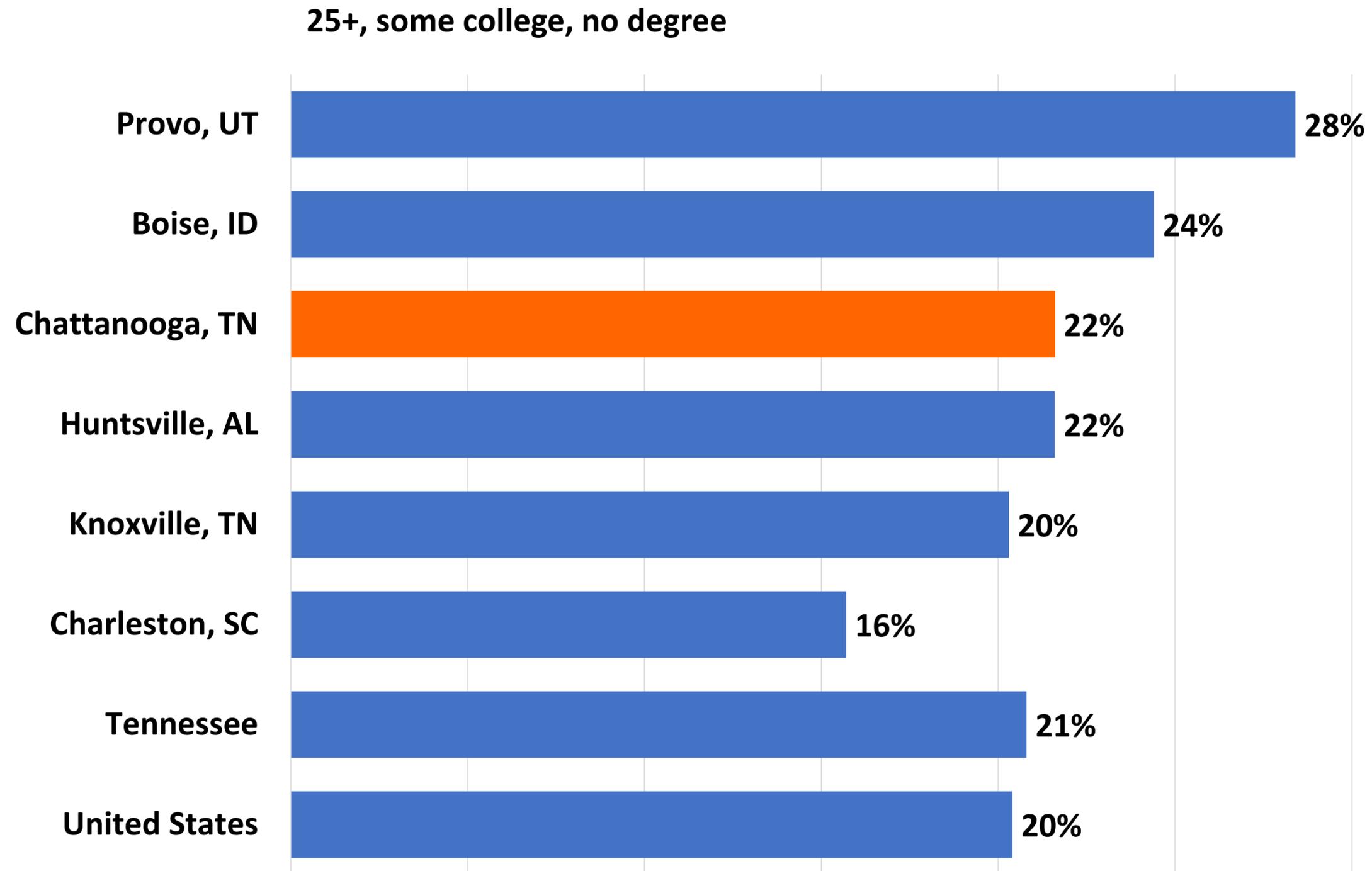
20 MINUTES OR LESS – “20 minutes or less” is the transit standard, making Chattanooga one of the most mobile and livable cities in America.

LEADERSHIP – Our leaders represent the full spectrum of who we are and who we’re becoming — women, people of color, Millennials and Generation Z.

COLLABORATION – The new collaboration process for solving issues with openness, respect, participation, and shared vision has transformed our neighborhoods and brought our governments even closer together.

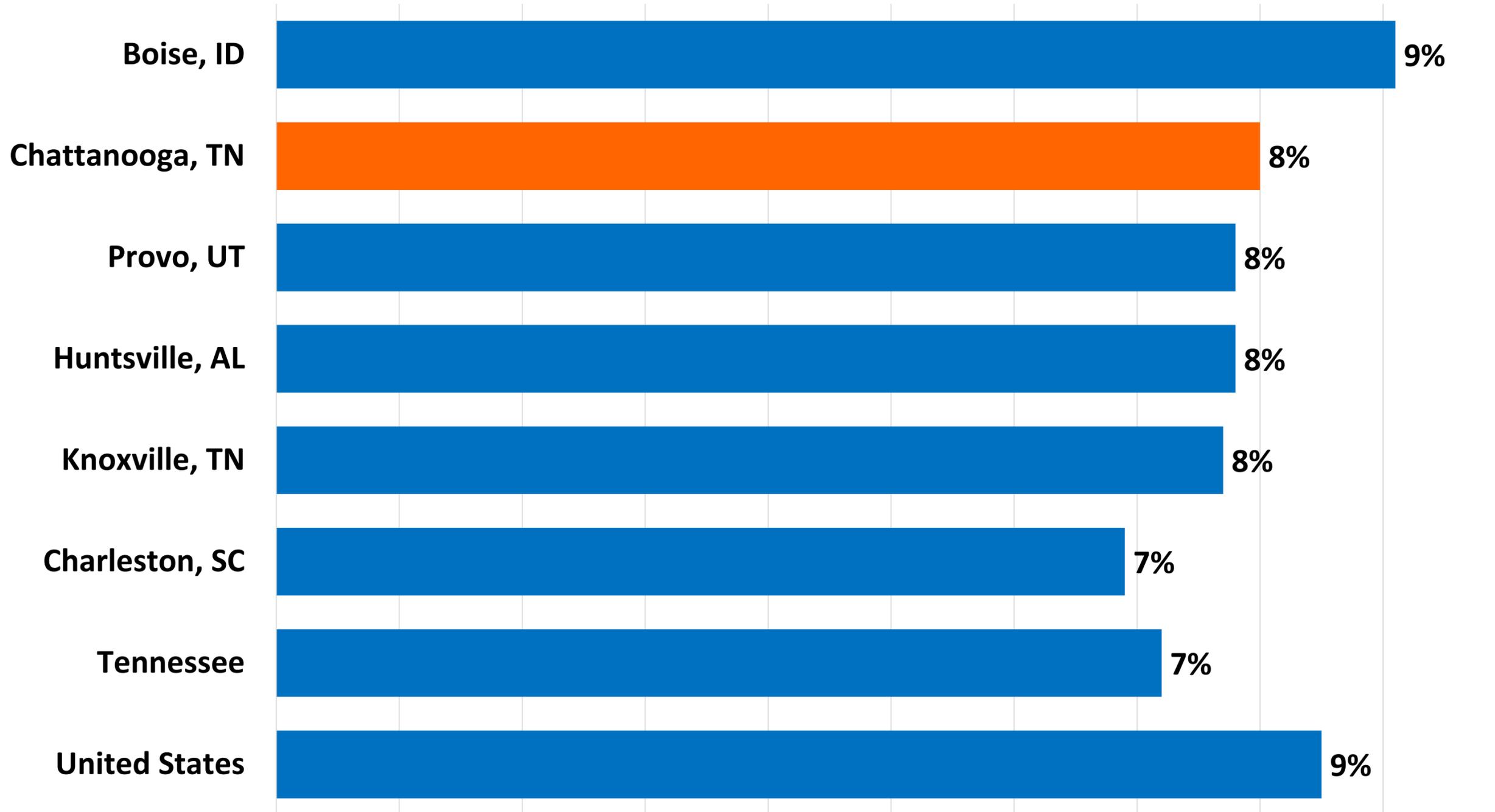
*velocity*2040

Educational Attainment - 2017 Stats



Educational Attainment - 2017 Stats

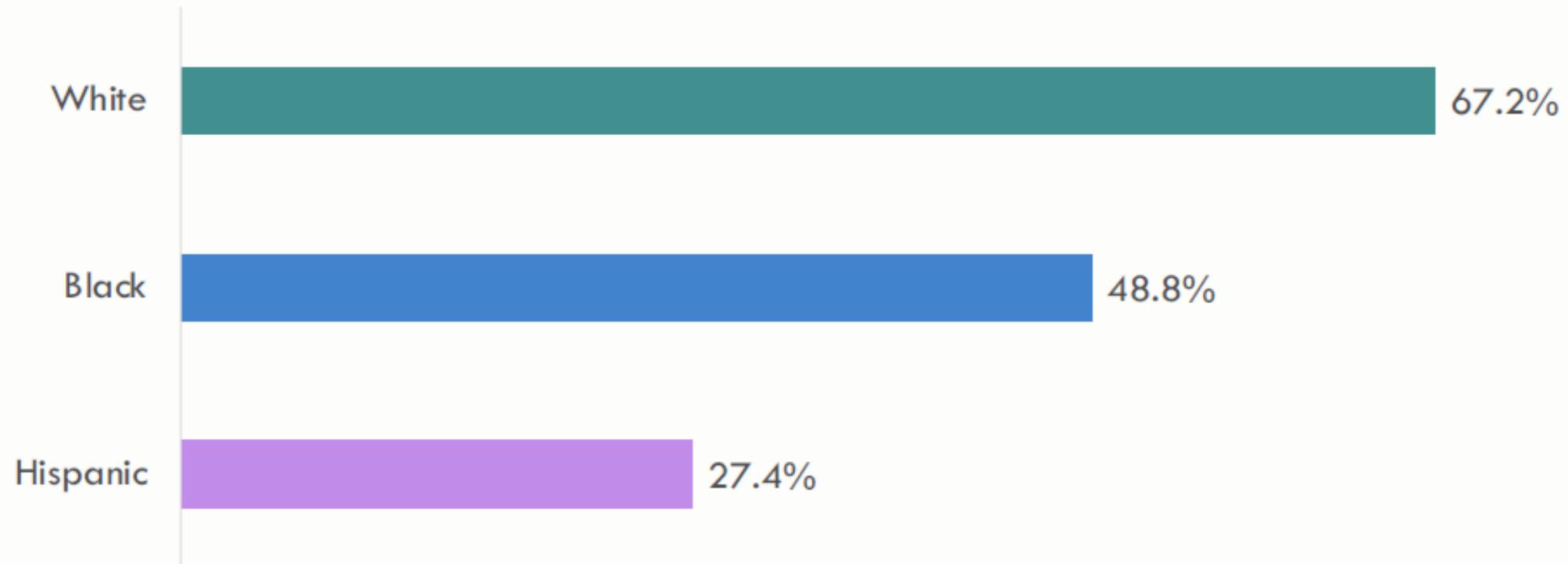
25+, Associate Degree





ADDRESSING DISPARITIES

SHARE OF RESIDENTS OVER 25 WITH **SOME COLLEGE OR HIGHER** BY RACE
2017

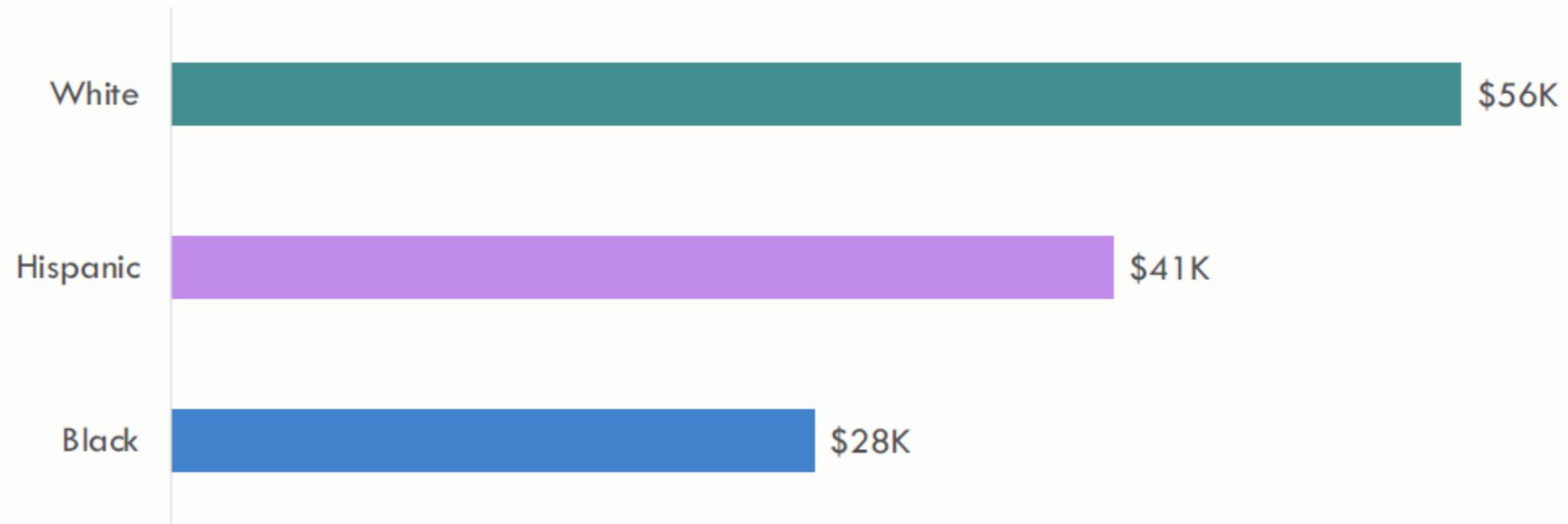


SOURCE: AVALANCHE CONSULTING / US CENSUS



ADDRESSING DISPARITIES

MEDIAN HOUSEHOLD INCOME BY RACE 2017



SOURCE: AVALANCHE CONSULTING / US CENSUS

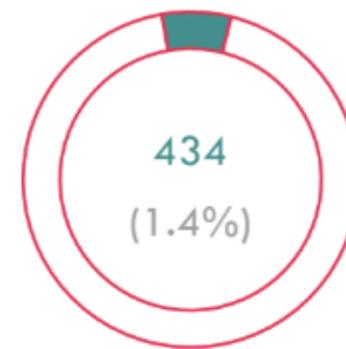
Talent Development

Gap Analysis – Software & IT Occupation

EMPLOYMENT SIZE
(2017)



ANNUAL OPENINGS
(2017-2022)



% OF OPENINGS THAT REQUIRE
POST-SECONDARY EDUCATION



within the Chattanooga region have annually awarded approximately 100 post-secondary degrees aligned with Software & IT positions. This figure is insufficient to keep up with regional demand. **Occupations with the most acute shortages are likely to include Software Developers, Computer Network Administrators, and Computer Systems & Information Security Analysts.**



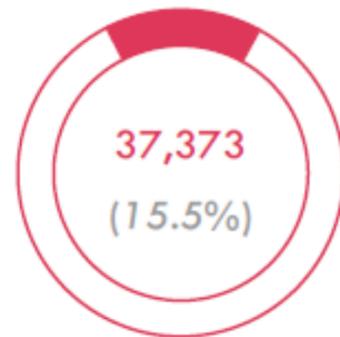
OCCUPATIONS AT RISK OF LABOR SHORTAGES

- Computer Support Specialists (Associate)
- Web Developers (Associate)
- Software Developers (Bachelor's)
- Computer Systems & Information Security Analysts (Bachelor's)
- Computer Network Administrators (Bachelor's)

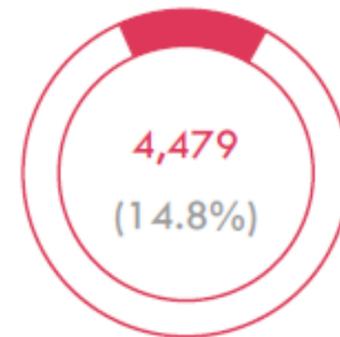
Talent Development

Gap Analysis – Engineering/Production

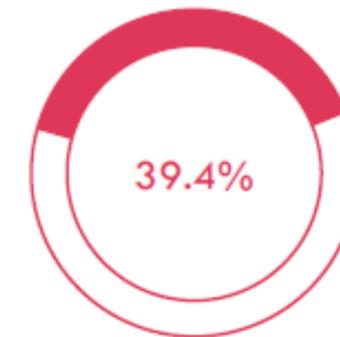
EMPLOYMENT SIZE
(2017)



ANNUAL OPENINGS
(2017-2022)



% OF OPENINGS THAT REQUIRE
POST-SECONDARY EDUCATION



number of Production-oriented post-secondary degrees have been awarded by colleges and universities in the Chattanooga region. Several Production occupations are at significant risk of experiencing labor shortages, including Welders, Industrial Production Supervisors, Industrial Production Technicians, General Machinists, Science Technicians and Industrial Engineering Technicians.



OCCUPATIONS AT RISK
OF LABOR SHORTAGES

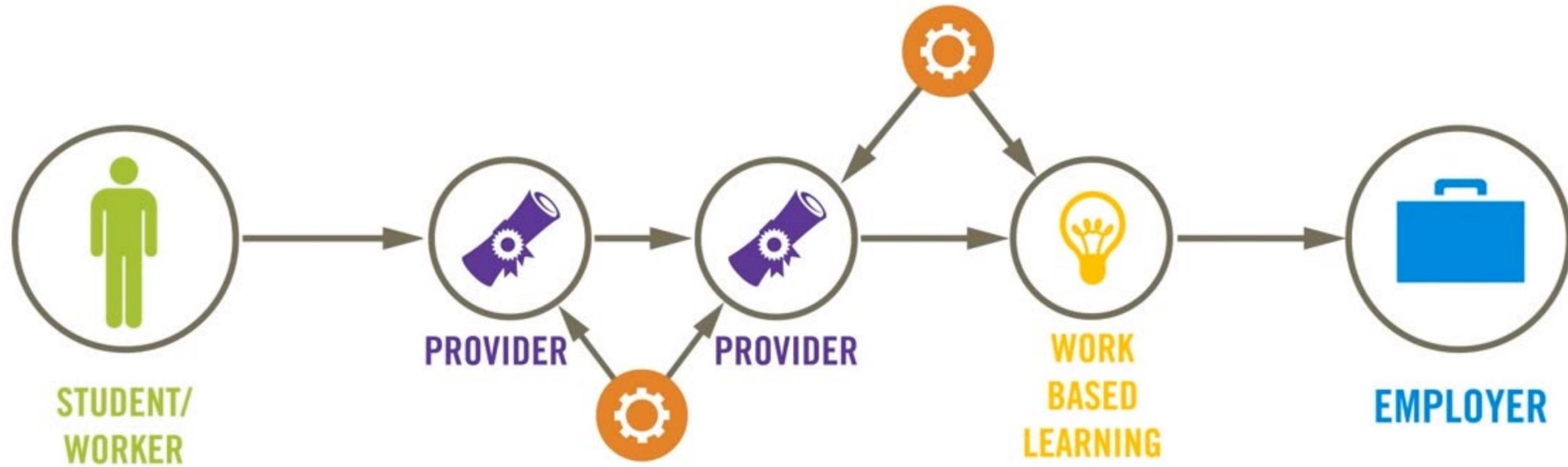
- General Machinist (Certificate)
- Industrial Production Technicians (Certificate)
- Industrial Production Supervisors (Certificate)
- Welders (Certificate)
- Science Technicians (Associate)
- Industrial Engineering Technicians (Associate)
- Electrical / Electronics Technicians & Drafters (Associate)

Strategic Framework

CHATTANOOGA CLIMBS STRATEGY



Purpose: *To build alignment across regional education and workforce development systems and strengthen talent pipelines to ensure employers have a skilled, diverse, local workforce*



Future Ready

GOAL – Chattanooga and Hamilton County residents have the skills necessary to sustain productive careers and a high quality of life.

PRIORITIES

- Access to quality education at all levels for all citizens
- Aligned education programs
- Expanded work-based learning
- Innovative education centers of excellence

Talent Development

- Increase “Earn and Learn” apprenticeships, pre-apprenticeships and internships
- Create and market career pathways in target industries
- Work with postsecondary institutions to build stronger student support systems and increase completion rates
- Work with partners to increase alignment between educational offerings and workforce needs

Inclusive Talent Attraction/Retention

- Initiate marketing efforts to attract diverse, well-educated talent to Chattanooga
- Provide resources and supports to employers to aid in talent recruitment and retention
- Implement customizable assimilation programs
- Continue to improve and expand leadership development and civic engagement programs that increase community connections and talent retention

Talent Development : COVID-19

Monthly Jobs by Sector for May - Chattanooga MSA

Source: U.S. Bureau of Labor Statistics

Sector	2019	2020	Change	% Change
Leisure & Hospitality	31,300	26,000	-5,300	-16.9%
Information	2,300	2,100	-200	-8.7%
Government	38,200	35,000	-3,200	-8.4%
Professional & Business Services	27,900	26,100	-1,800	-6.5%
Mining, Logging & Construction	11,300	10,600	-700	-6.2%
Wholesale Trade	8,500	8,000	-500	-5.9%
Retail Trade	27,300	26,300	-1,000	-3.7%
Manufacturing	34,200	33,000	-1,200	-3.5%
Other Services	12,400	12,200	-200	-1.6%
Transportation, Warehousing & Utilities	17,200	17,300	100	0.6%
Education & Health Services	34,500	35,600	1,100	3.2%
Financial Activities	21,700	23,100	1,400	6.5%
TOTAL	266,800	255,300	-11,500	-4.3%

Talent Development : COVID-19

Daily Social Distancing Scoreboard

Hamilton County, TN
 Source: Unacast

Metric	Value	Status
Composite Score		F
Reduction in Average Mobility (Based on Distance Traveled)	Less than 25%	F
Reduction in Non-Essential Visits	Less than 55%	F
Reduction in Potential Human Encounters (Compared to National Baseline)	Less than 40%	F

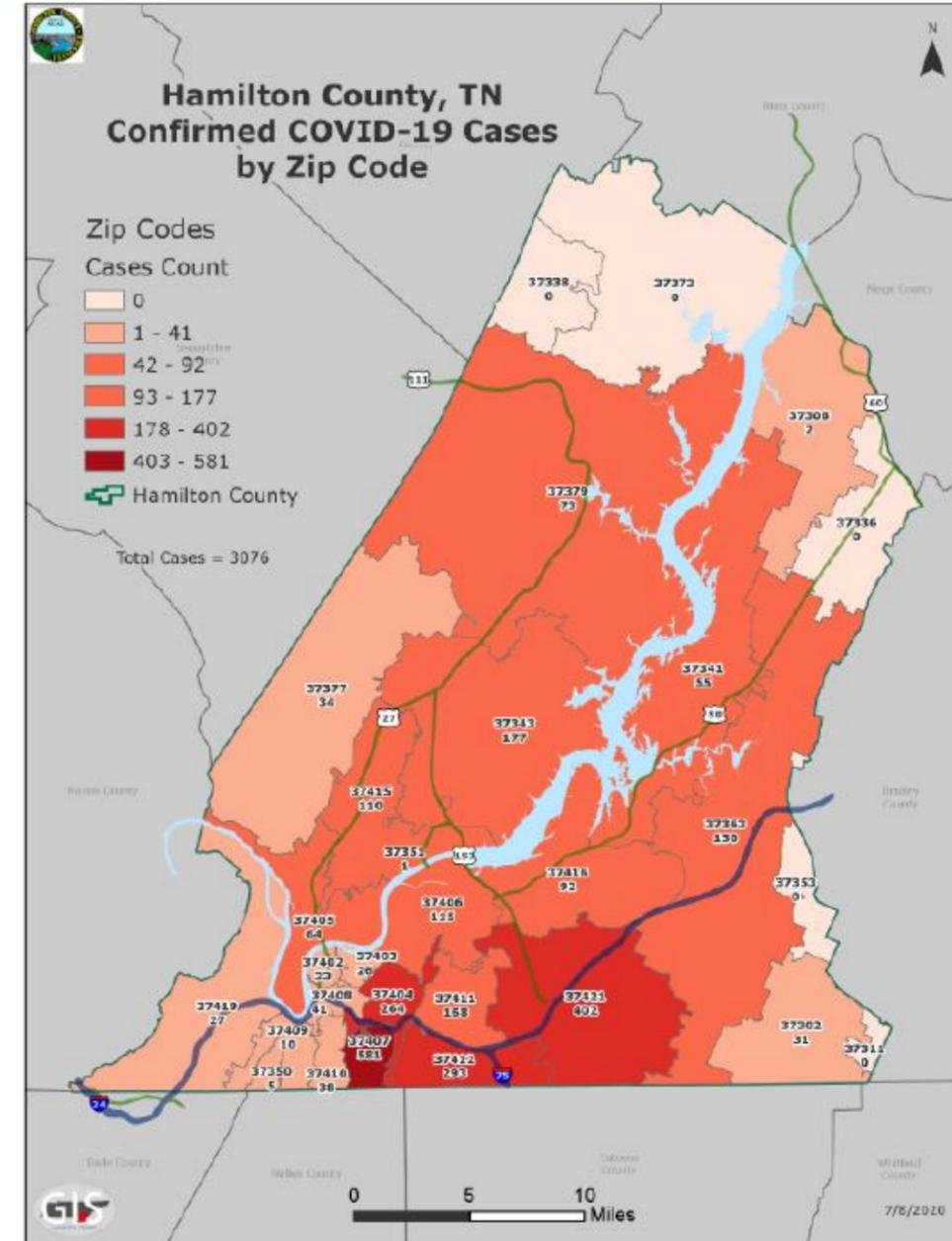
Methodology available: unacast.com

Daily COVID-19 Testing and Outcomes

Hamilton County, TN
 Sources: Hamilton County and TN Departments of Health

	This Week	Last Week
Positive	3,076	2,643
Negative	31,728	26,220
Deaths	36	30
Positive Cases - Demographics		
Male	1,606	1,392
Female	1,445	1,226
Unknown	25	25
White	1,005	923
Black	397	307
Asian	27	23
Other	806	800
Unknown	841	590
Hispanic	1,535	1,491
Non-Hispanic	953	793
Unknown	588	359
Age Groups		
0-10 years old	265	235
11-20	393	340
21-30	673	585
31-40	673	598
41-50	448	389
51-60	333	264
61-70	176	140
71+	100	78
Unknown	15	14

Social Distancing, Testing and Outcomes Data as of July 8, 2020

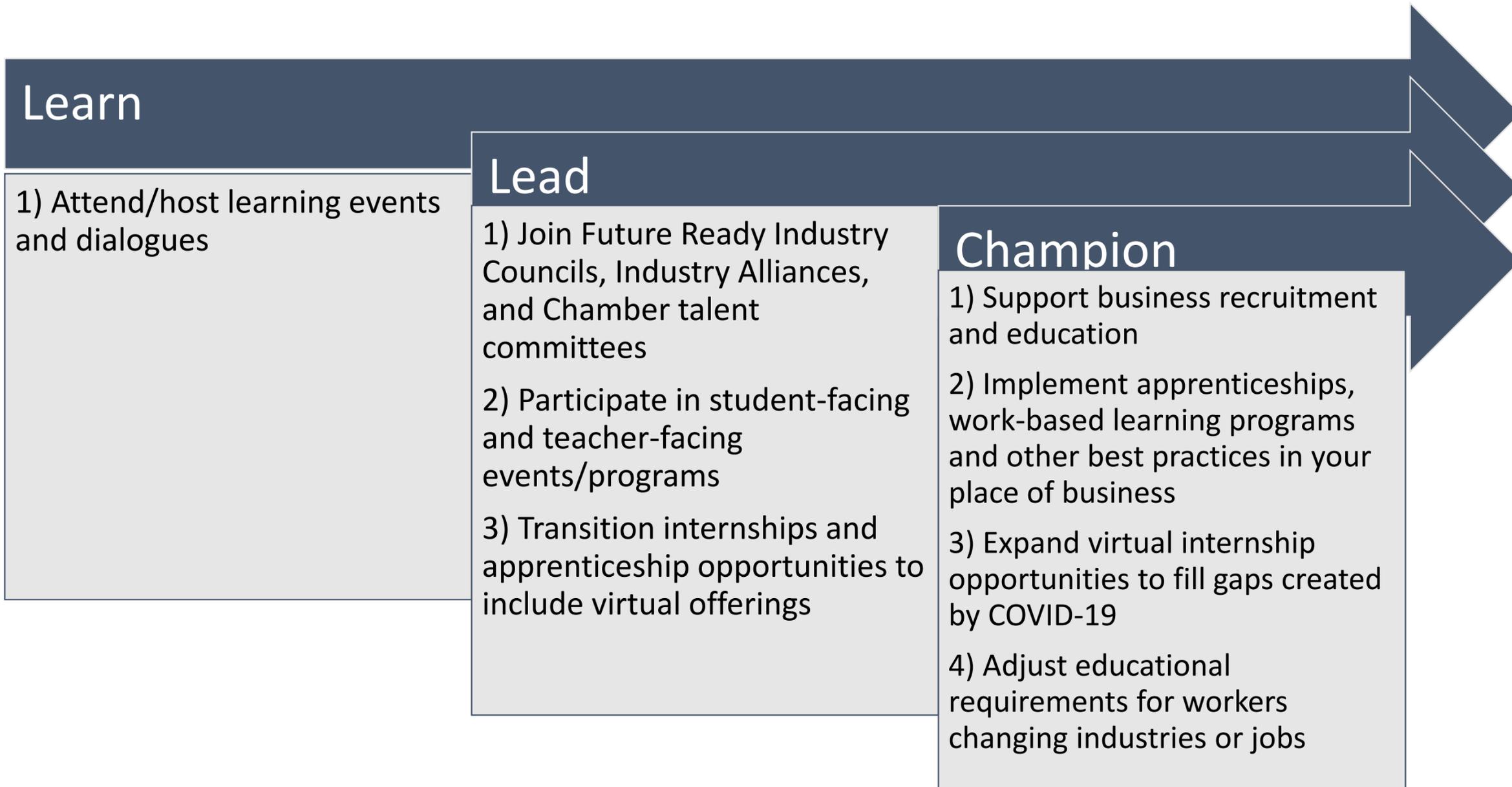


The first known case of COVID-19 was reported in Hamilton County on March 13, 2020.

Updated Strategic Focus

- Re-engage Future Ready Institute work with local school system, supporting virtual opportunities wherever possible
- Create toolkit for businesses to create virtual opportunities if they do not already have them
- Continued focus on apprenticeship and pre-apprenticeship opportunities
- Upskilling displaced workers who must change jobs or entire industry
- Work with community partners to remove obstacles for job seekers i.e. transportation, childcare, previous legal issues, etc.
- Create strategy for recruiting and engaging remote workers

How to Engage:



Questions & Discussion

- What keeps you up at night, when you think about education and talent development in light of COVID-19?
- What resources do you feel you need the most in order to be successful?
- What is one way you are being innovative when you are planning for the upcoming year?

Thank you.

Miles Huff
Senior Director, Talent Initiatives
mhuff@chattanooga-chamber.com





Brandon Stevens, Scoutr
Advanced People and Organization Analytics:
Demonstration of Scoutr



TACE talks

scoutr

Better Data. Stronger Teams.

Company Intro

Welcome to Scoutr – a next generation system where technology and human work come together for a reinvented job seeker and employer experience.

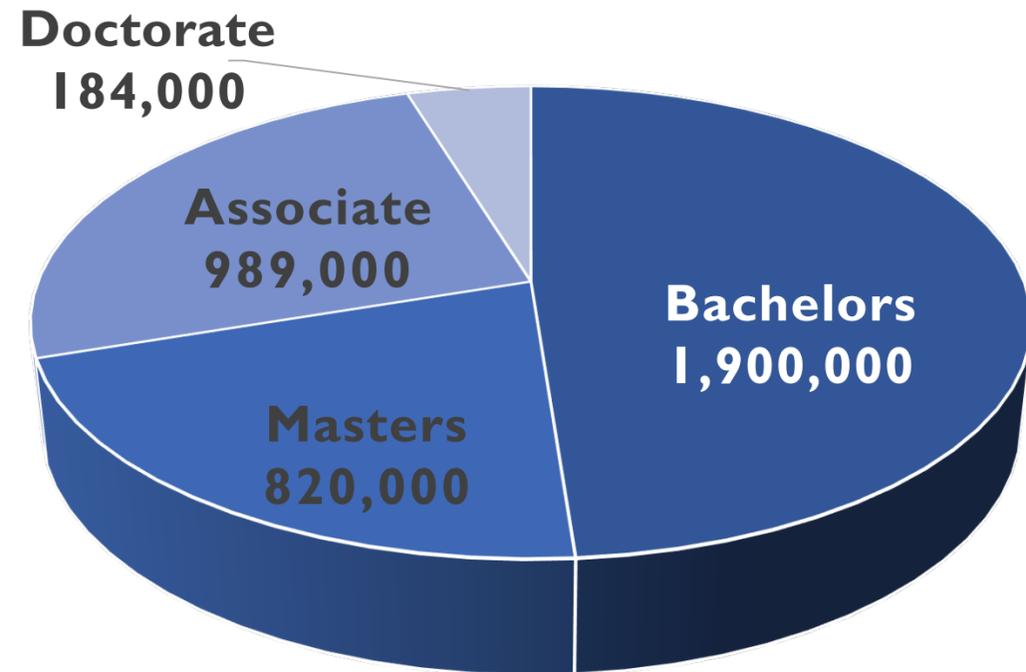
We are leading our industry into a new age of People Analytics and AI for the next generation of talent acquisition and development.



Early Career Stage Challenges

By The Numbers

3.9M 2019 Graduates by Degree



- 18.2 Million Students are currently enrolled in US Colleges & Universities
- 1.6 Trillion in Education based loan debt

- 77% of recruiters end up hiring candidates who didn't appear to be a good fit at first pass.
- 41% of companies say entry-level positions are the hardest to fill.
- 89% of hiring executives say bad hires often lack soft skills.

Job Market for Graduates

The Problem

- Graduating into a recession sustains higher rates of unemployment and lower earnings for years after the recession ends.
- Over the last 3 months, entry level job openings traditionally filled by new college grads have fallen by 73%
- The current economic recession will disproportionately affect younger parts of the educated workforce.

The Solution

- In order to limit the negative effects felt by these graduates, **Scoutr** is arming them with much more than their resume has ever been able to do:
 - A soft-skills assessment and research manual for personal growth and education.
 - Hard-skills mapping and transferability within our system.
 - Enhanced visibility to employers for any position for which they have a high potential for success.

Why The Application Process Hurts Employer Branding

© 2019



Company A Posts a job, and 100 eager candidates apply.

100 Students are excited about the prospect of working for a company in a position that they feel they are well qualified for.



After the initial screen, roughly 15 Candidates are selected to be reviewed more carefully.

85 Students have either received no response or have received a rejection.

15 Students still don't know where they stand.



Of those 15, 6 are being seriously considered and are invited for an interview.

94 Students have now either received no response or have received a rejection.

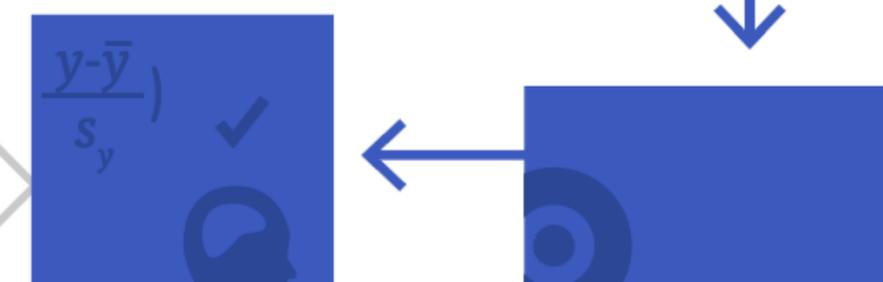
6 Students are thrilled to receive an interview.



After careful consideration, 1 candidate is offered a position, and 99 are rejected.

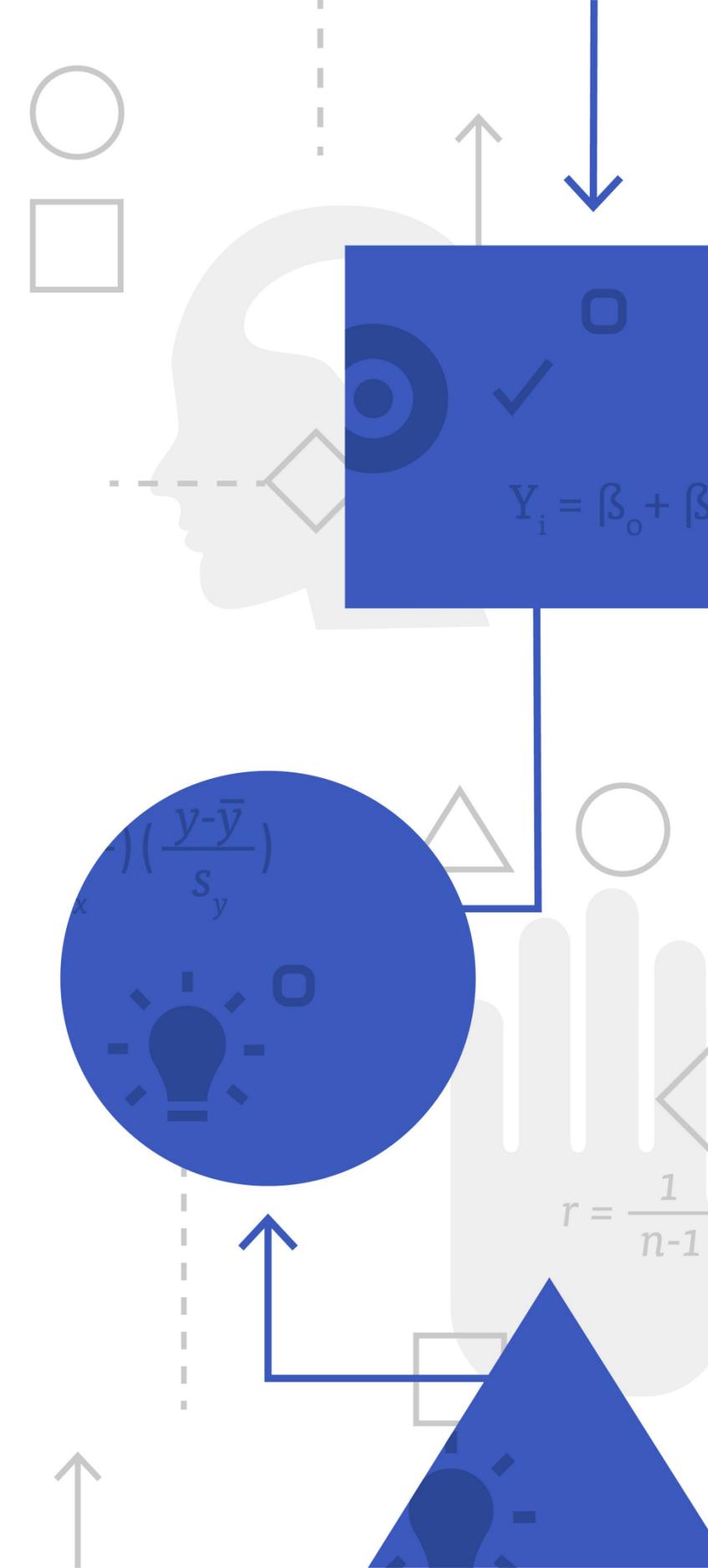
Best case 94% of applicants had a negative/disappointing experience.

If no post interview feedback was given, up to 99% had this experience.



**Resume's and Job postings
haven't seen innovation in nearly
25 years.**

**It is our mission at Scoutr to help
college graduates find meaningful
work, and to help employers build
world class teams and our future
workforce.**



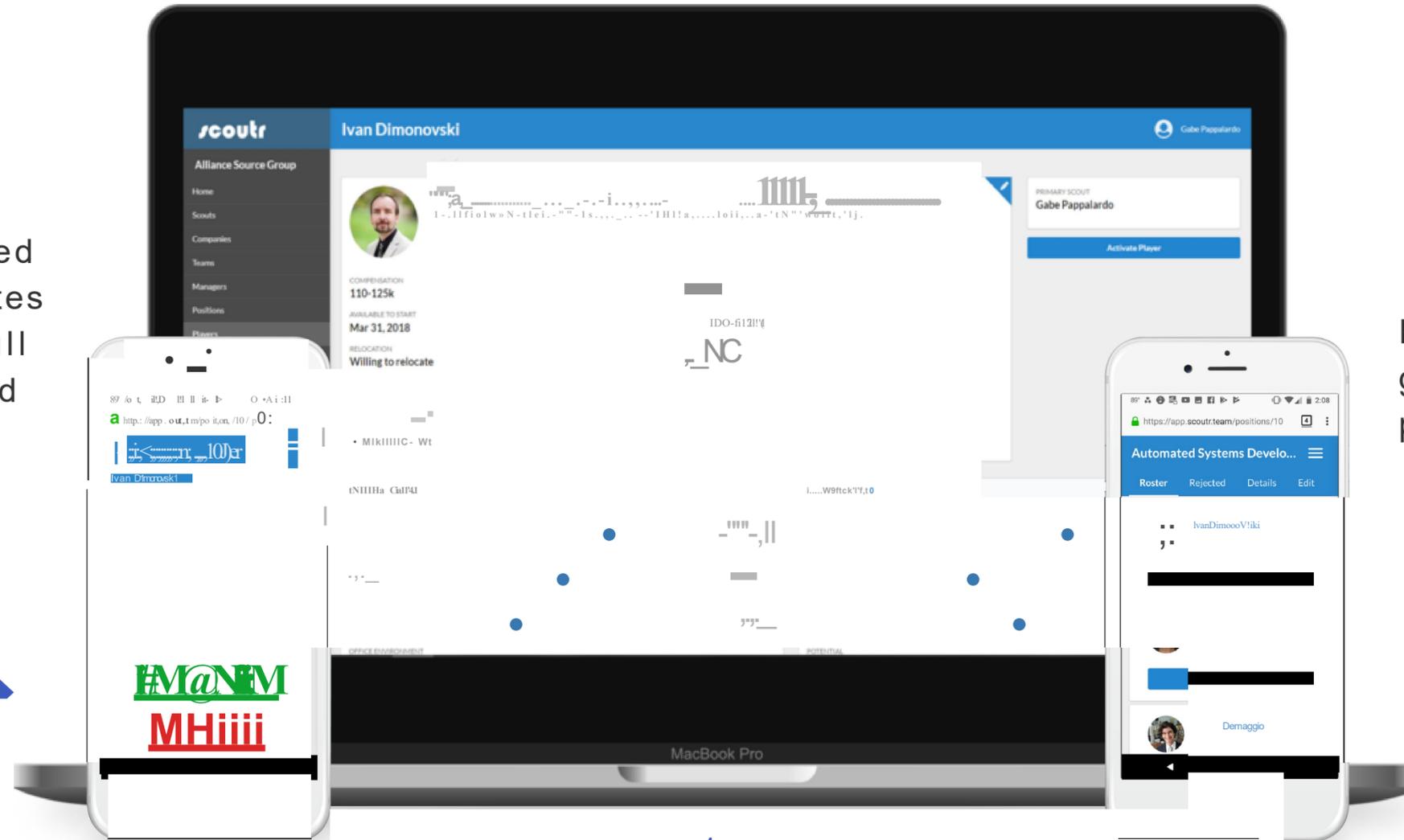
The Scoutr Solution

Job Posting

Job postings and automated engagement draw candidates to your jobs and gather full pictures of their skills and personalities.

Matching & Presentation

Psychometric algorithm ranks and generates standardized candidate presentations. Managers can view, schedule interviews with, and reject candidates right from their pockets! They can also provide feedback to recruiters.



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Deep Engagement

Dig deeper and gather info beyond job descriptions and resumes with assessments of team culture, candidate personality and more.

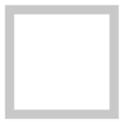
info@scoutr.team

i

$r = -\frac{1}{n}$

$X_1 + \xi_1$

0



Alliance Source Group

- Home
- Scouts
- Companies
- Teams
- Managers
- Positions
- Players
- Applicants
- Skills

Ideal Team Culture ⓘ ⚠

WORK PACE

Work/Life Balance Work/Play Hard

DECISION MAKING

Directive Participative

TEAM RELATIONSHIPS

Low-pressure Tight-knit

IMPRESSION MANAGEMENT

Casual Professional

Ideal Work Style ⓘ ⚠

INFLUENCE

Counselor Champion

COLLABORATION

Introvert Extravert

PROBLEM SOLVING

Innovator Optimizer

TRAJECTORY

Consistent Ambitious

Knowledge, Skills, and Abilities

Skill	Level	⚠
Agile Software Development	3 Years	✕
Game Engines	1 Year	✕
C++	3 Years	✕
C#	10 Years	✕

[📄 Copy Skills from Position](#) [+ Add a new skill](#)

Performance Review ⓘ Based on 1 review

Performance Dimension	Rating
Sportsmanship	★★★★☆
Productivity	★★★★☆
Leadership	★★★★☆
Organization	★★★★☆
Growth	★★★★☆

[References](#)

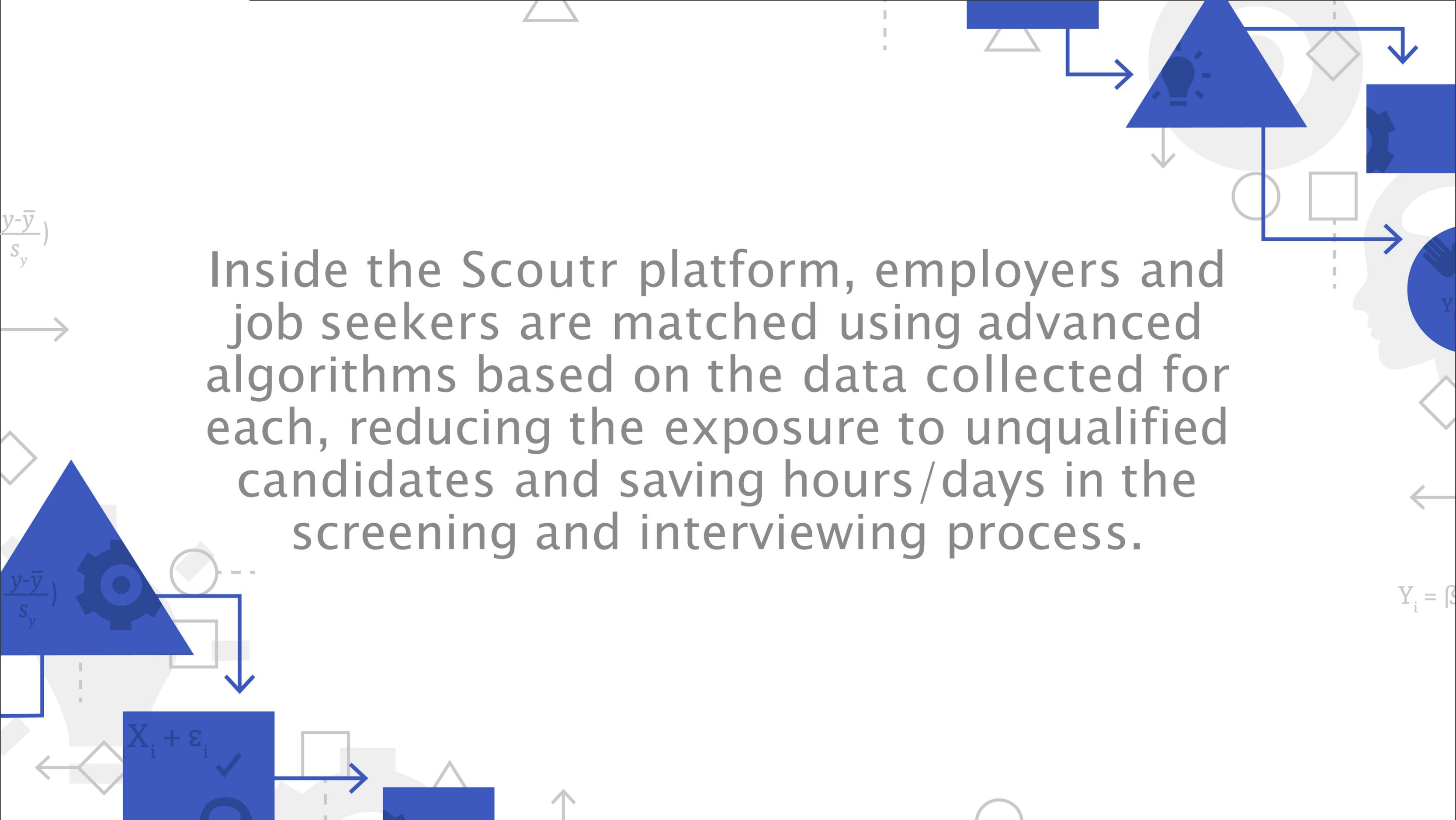
Active Rosters ⓘ

Match %	Position	Company
This player is not on any active rosters currently.		

Private Files

File name	Actions
+ Add private file	

Public Files

The background features a complex network of blue and grey geometric shapes, including triangles, squares, circles, and arrows, suggesting a flowchart or data process. Mathematical symbols are scattered throughout: $\frac{y-\bar{y}}{s_y}$ appears on the left and bottom-left; $X_i + \varepsilon_i$ is in a blue box at the bottom; and $Y_i = \beta$ is on the right. A large blue triangle with a lightbulb icon is prominent in the upper right, and another with a gear icon is in the lower left. A faint profile of a human head is visible on the right side.

Inside the Scoutr platform, employers and job seekers are matched using advanced algorithms based on the data collected for each, reducing the exposure to unqualified candidates and saving hours/days in the screening and interviewing process.

Alliance Source Group

Home

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Players

Applicants

Skills

Logout

Create

All Players (197)

Applied (4)

Matched (3)

Interviewed (0)

Offered (0)

Hired (0)

Rejected (3)

Filter



Name	Degree	Skill List	
Akshay D	Computer Science	AWS or Other Cloud Technologies, Docker, Git, Linux, AWS, Kubernetes, Automated Testing, Object Oriented Programming, Big Data Architecture	91
Al Bennett	Computer Science	Linux, AWS, C++, Python, Developing Automated Tests, SQL	89
Alan Yueh	None	Kubernetes, Git, Automated Testing, Docker, AWS	86
Albert Ghunney	Computer Science	Javascript, Developing Automated Tests, Agile Software Development, Testing in Linux Environment, SQL	85
Alexine Neal	None	Telcor, Lab Experience, Medical Coding, Laboratory Billing	82
Alexis Parker	None	Laboratory Billing, Medical Coding, Telcor	79
Allison Earnhardt	None	AWS or Other Cloud Technologies, Database experience (MySQL), Linux, Python, Troubleshooting with C/C++ applications, Network Diagnostics Skills (WiFi, TCP/IP, SSH, Telnet), Javascript	74
Amanda Brooks	None	Phlebotomy	71
Angela Ragin	Computer Science or Related Field	Javascript, Linux, SQL, Version Control, Developing Automated Tests	66
Angelina Clemons	None	Administration Management, Business Administration, e-Commerce	52

Previous

1

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3

4

5

...

20

Next

Mission for Jobseekers and Employers

Job Seeker Mission

For the job seeker, our mission is for you to have one free, robust profile that represents all of you as it relates to you and the workplace.

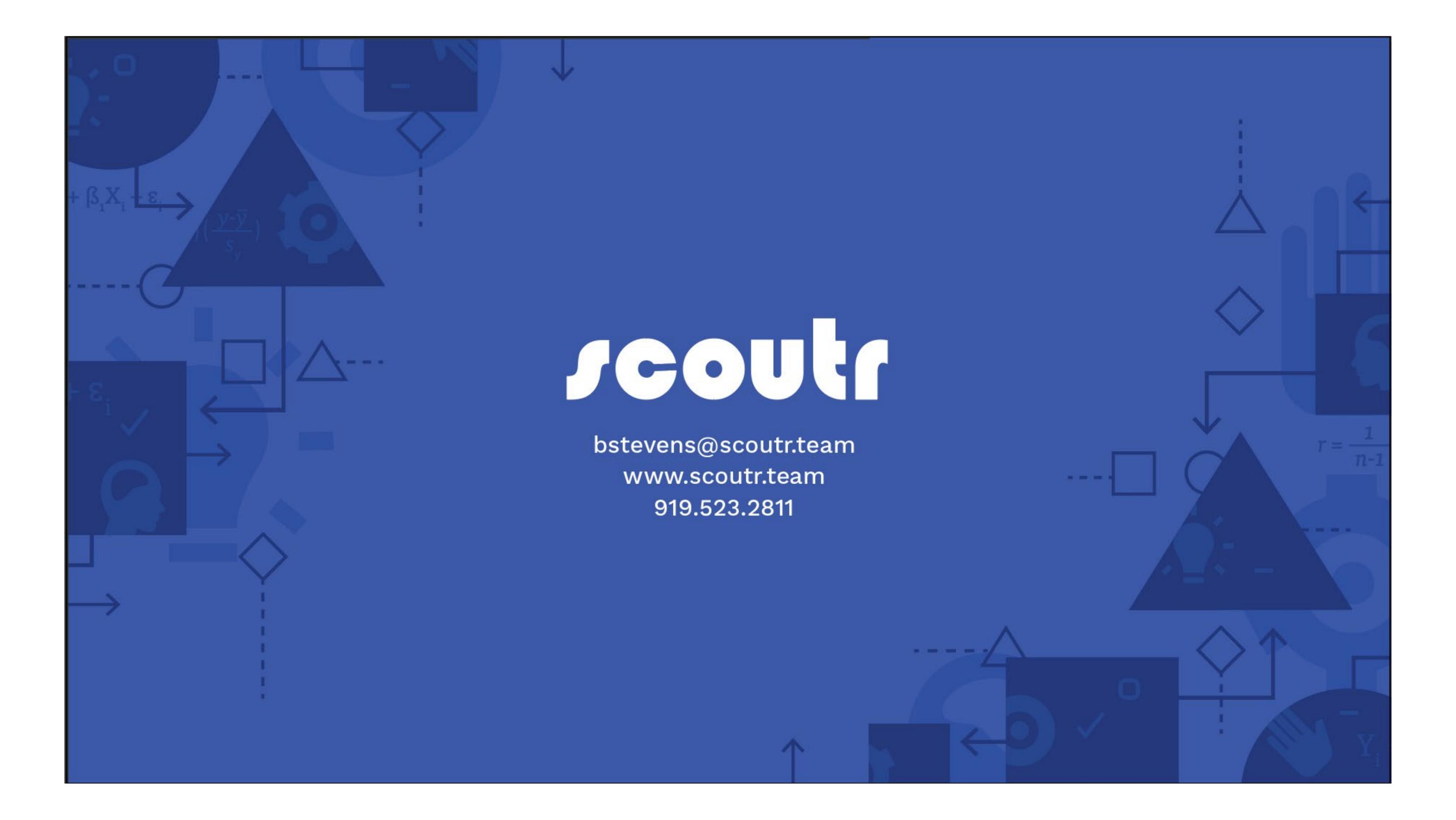
To save you time and improve your job search experience, Scoutr constantly matches you against every open position in the system.

We put you at the top of this list for openings you fit best, assuring that nothing slips through the cracks.

Mission for Employers

For the company, you can instantly tell who qualifies for your position, is a good fit for your team, and complements your manager, all in a single score.

- You have the data to support faster screening and more educated interviews.
- You can efficiently compare candidates with clean, uniform, and consistent data collection and formatting.
- Best of all you can hire confidently, knowing your candidate is Scoutr recommended and shows great potential for success in your company.

The background is a dark blue field filled with various white and light blue icons and mathematical symbols. These include triangles, squares, circles, diamonds, arrows, gears, a lightbulb, a hand, a brain, and various mathematical formulas. A large triangle on the left contains the formula $\frac{y - \bar{y}}{s_y}$. Another triangle on the right contains a lightbulb icon. A square on the right contains the formula $r = \frac{1}{n-1}$. A square on the left contains a brain icon. A square on the right contains a hand icon. A square on the right contains the formula Y_i .

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TACE talks Transcript for Day Three (July 15, 2020)

Welcome

11:58:33 From Marc Holcomb : Welcome to the final day of TACE talks! Be sure to drop your questions and comments in the chat.

Session One – Career Readiness/Competency Development: An Institutional Journey (Harding)

12:23:58 From ccward2 : Interesting presentation!!

12:24:26 From Marc Holcomb : What level of faculty buy-in does it take to create a tipping point for changing the campus culture?

12:24:49 From dmaddux : Will we get a copy of the presentation

12:25:23 From Rob Liddell, UT-Chattanooga : Yes, Tim will share his slide deck with me and we will have them posted on the TACE.org website this week.

12:25:50 From dmaddux : Thank you Rob!

12:34:55 From Rob Liddell, UT-Chattanooga : Thank you Miles for a few extra minutes with Tim!

12:36:06 From Sandy Kirby : "Skillshop" instead of Workshop - Love it!

12:43:30 From Marc Holcomb : You can learn more about Spartan Ready at <https://www.ut.edu/campus-life/leadership-and-engagement/spartan-ready>

12:43:38 From Marc Holcomb : Tim Harding: tharding@ut.edu

12:44:02 From Brenda Williams : Transformational information! Thanks for sharing!

12:44:09 From Mary Claire : Tim, thank you your leadership in building a career ready workforce! Our students are all better prepared because of the work you have done on your campus. It is a marathon--not a sprint!

12:46:52 From Gary Boling : Thank you for leading the way for us. Our university's awareness of career readiness has exponentially grown because of your encouragement and work.

12:46:56 From Beth Anderson : I highly recommend the Symposium! I attended last year and learned so much. Take people from your institution.

Session Two – Preparing a Future Ready Workforce (Huff)

12:47:34 From Lisa Kuhlman : Hey Miles! Nice to "see" you!

13:04:15 From Rob Liddell, UT-Chattanooga : Miles mentioned YouScience just now...their website is <https://www.youscience.com/>

13:14:25 From Marc Holcomb : Miles Huff: mhuff@chattanooga-chamber.com

13:14:44 From Marc Holcomb : Learn more about the chamber and its work at <https://www.chattanooga-chamber.com/>

13:16:24 From Miles Huff - CHA Chamber : Thank you everyone - please don't hesitate to reach out. I have another call but am happy to collaborate and connect with resources however I may!

Session Three – Advanced People and Organization Analytics: Demonstration of Scoutr (Stevens)

13:30:08 From Rob Liddell, UT-Chattanooga : Brandon and Tristin would love to continue this conversation. Please visit their website (<https://www.scoutr.team/>) to learn more about their approach and solutions.

13:43:47 From Marc Holcomb : Brandon Stevens: bstevens@scoutr.team

13:43:55 From Marc Holcomb : 919-523-2811

13:44:01 From Marc Holcomb : www.scoutr.team

Closing



THANK YOU!

Keep the conversation going

@taceofnace

