

# **State University System of Florida**

## **Board of Governors Meeting**

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# Current State – Entry Level Strategy



## Pipeline for Entry Level Talent

### Develop

- Plan for the skills the business will need
- Identify shifting hiring trends
- Evaluate schools for high ROI

### Engage

- Brand Lockheed Martin
- Attract students through recruitment events
- Grow relationships with faculty and students

### Identify

- Prospect through campus and national event engagements
- Qualify for skills and competencies

### Hire

- Interview for competency and business culture fit
- Convert interns

# Intern/Co-op Strategy



## Primary Pipeline for Future Hires

### Plan the Future Workforce

- Plan for business need skills
- Identify shifting hiring trends

### Identify the Right Talent

- Attract from schools with strong curriculums
- Interview for competency and culture fit

### Create the Experience

- Engage, challenge and stretch
- Experience Lockheed Martin

### Convert the Right Talent

- Assess and make offers
- Build the future pipeline