



Facilities Planning & Management

UNIVERSITY OF WISCONSIN-MADISON

**“Young high achievers
left their companies,
on average, after
28 months.”**

*-Harvard Business Review
“Why Top Young Managers are in a Nonstop Job Hunt”
Monika Hamori, Jie Cao, Burak Koyuncu
July – August 2012*

“Dissatisfaction with some employee development efforts appears to fuel many early exits.”

*-Harvard Business Review
“Why Top Young Managers are in a Nonstop Job Hunt”
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July – August 2012*



THE SPEAKERS

FP&M CAREER RESOURCE FAIR FOR FRONTLINE STAFF COMMITTEE CO-CHAIRS



MEREDITH SMITH
Workforce Relations Specialist



ROB SHIVELY
Senior Facility Planner

ROAD MAP

1. Event Overview
2. Takeaways
3. Questions

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WHY? THE TREND

2015 FP&M EID SURVEY

ENGAGEMENT

INCLUSION

DIVERSITY

59%

of FP&M employees are not clear on what they need to learn to be adequately prepared for promotional opportunities.

THE CHARTER GOAL

"Provide FRONTLINE Staff with Resources for Career Development"



FP&M Jobs & Qualifications



Tuition Reimbursement



Applying for Jobs



Training Opportunities

<https://www.redlondon.net/2017/03/great-news-for-gunners-arsenal-star-shows-hes>



HOW? THE TEAM

CROSSFUNCTIONAL REPRESENTATIVES



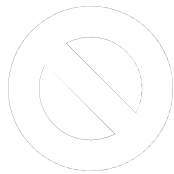
THE VISION

EMPOWER

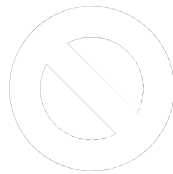
SUPPORTING EMPLOYEES TO HAVE POWER IN DECISION MAKING

THE VISION EMPOWER

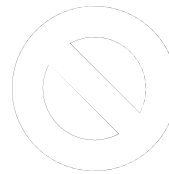
SUPPORTING EMPLOYEES TO HAVE POWER IN DECISION MAKING



HIDE
INFORMATION



ONE SIZE
FITS ALL



DICTATE
ALL DECISIONS

THE VISION EMPOWER

SUPPORTING EMPLOYEES TO HAVE POWER IN DECISION MAKING



PROVIDE
INFORMATION
& RESOURCES



RECOGNIZE
MULTIPLE
STYLES



GIVE
RESPONSIBILITY

THE EVENT STRUCTURE



MULTI-LINGUAL

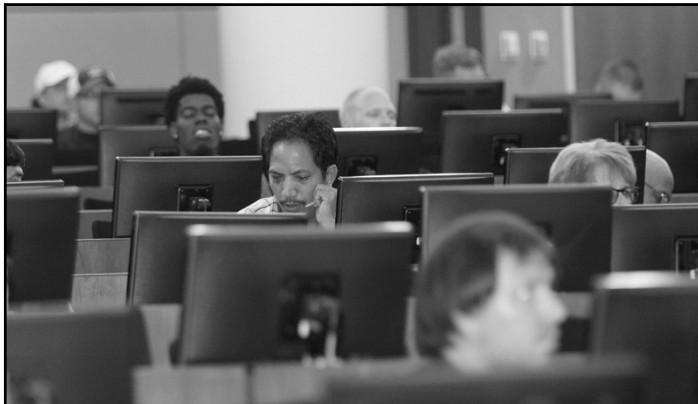
All information presented in five languages.

MULTI-SHIFT

Three separate events.

MULTI-LEARNING STYLE

**Print Handouts.
Face-to-Face Networking.
Formal Presentations.**



BREAKAWAY PRESENTATIONS

WELCOME TO THE EVENT

TUITION REIMBURSEMENT

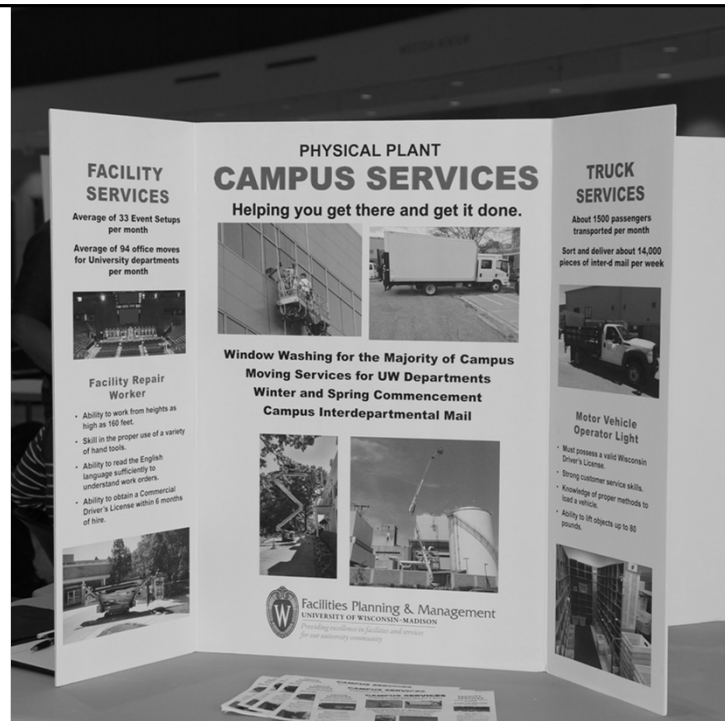
HOW TO APPLY FOR JOBS

COVER LETTER & RESUME WRITING



DEPARTMENT EXPO

CAMPUS SERVICES
CUSTODIAL SERVICES
CUSTOMER SERVICE/STORES
EMPLOYEE ASSISTANCE
GROUNDS
HUMAN RESOURCES
MADISON COLLEGE
MAINTENANCE MECHANICS
TRANSPORTATION SERVICES
WASTE & RECYCLING



L
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T
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N

NETWORK



LEARN



THANK
YOU!