

Parallax is a 501(c)(3) nonprofit that tackles global challenges by accelerating innovation and developing technology and solutions through strategic partnerships with government, industry and academia across Ohio and the Nation. Together with academia, Parallax accelerates innovation that leads to new breakthroughs. Together with government, Parallax tackles critical global challenges and delivers new solutions. Together with industry, Parallax develops groundbreaking ideas and speeds them to market.

Talent Exchange Program

Program website: <https://parallaxresearch.org/services/innovation-talent-management/parallax-talent-exchange-program>

Purpose

Talent Exchanges are vital to a company's talent marketplace, allowing employees to develop skillsets that align with business needs and help solve critical challenges that result from changing markets. Talent Exchanges also promote intelligent teaming opportunities between and among partners, resulting in diversity of thought, innovative ideas, and bold solutions.

The goal of a talent exchange is to build collaborative partnerships across academia, industry, and government sectors that are mutually beneficial to all participants. Access to state-of-the-art facilities, research, and talent can lead to greater prominence in the marketplace. Talent exchanges can have a direct and positive impact on business growth, employee experience, and customer satisfaction.

Benefits and Outcomes



- **Parallax** manages the program from start to finish to ensure a seamless and timely process is achieved.
- **Sponsor Organizations** improve their effectiveness and efficiency by leveraging participant subject matter expertise.
- **Participants** enhance, exercise, or refine their abilities through career/personal development and expanded professional experiences.
- **Participants** build and maintain professional relationships with organizations they may not otherwise have access to.
- **Home Organizations** expand subject matter expertise, fortify a learning culture, and gain access to state-of-the-art facilities, research, and talent needed for key initiatives, products, and technologies.

Process



- 1) **Discover:** Academia, Industry, and/or Government identify a need for resources (people, facilities, etc.) to expand technical capabilities or meet specific talent needs. Parallax conducts discovery interviews to solidify exchange criteria.
- 2) **Recruit:** Parallax recruits qualified candidates or organizations through various sources and presents top choices for consideration. Interested parties will participate in interviews, conduct assessments, etc. to determine final selection.
- 3) **Contract:** Parallax assists organization and candidate with finalizing terms and conditions of employment, including Talent Exchange Agreement and Commitment.
- 4) **Connect:** Parallax conducts regular check-ins with employee and organization to assess progress against program goals. Check-ins will consist of both surveys and discussions at specific intervals throughout the duration of the contract.
- 5) **Evaluate:** Parallax, organization and participant evaluate program, including testimonials, best practices, and lessons learned.

Eligibility



- Industry and Academia will require that any employee has the knowledge, skills, and abilities to be considered subject matter experts in their occupational fields, will currently meet all established performance standards at or above the fully successful level, and will obtain any required background investigation sufficient to allow Employee to participate.
- Government employees participating in the program must achieve a minimum career status of three (3) years, with the knowledge, skills, and abilities to be considered subject matter experts in their occupational fields, and who currently meet all established performance standards at or above the fully successful level.
- Project work must be of value to all participants (Government, Industry, Academia, Exchange Participant).
- Special preferences will be given to small businesses and participants in United States business and manufacturing industries.
- US citizens (there may be exceptions to this criteria).

Logistics and Administration



- **Compensation/Benefits:** To be negotiated between home and sponsor (host) organizations.
- **Performance Management:** Performance management activities will align to home organization, including promotional considerations. Input from sponsor organization should be solicited and considered.
- **Training/Travel/Relocation:** Reimbursement is provided by the organization that requires the travel and/or attendance at training events. Relocation will be determined by home/host organizations.
- **Program Duration:** Minimum is three (3) months to a maximum of 12 months. Project can be extended if agreed upon by all parties.



Sample Scenario A: Community College Seeks Partner to Expand Program

- **Discover:** Greene County Career Center (GCCC) contacted Parallax because they would like to participate in an exchange with Lorain County Community College (LCCC) to learn more about their Earn and Learn – Train OH program. The goal of the exchange is to expand the program to GCCC. The exchange would last three months.
- **Recruit and Contract:** Both community colleges are partners with Parallax and an introduction was made to discuss the opportunity. After discussions, GCCC and LCCC agreed to the exchange and Parallax worked with them to identify the terms of the contract for signature.



Sample Scenario B: University Professor Seeks Opportunity to Spend Sabbatical in Industry

- **Discover:** Associate Professor of Mechanical Engineering at Tuskegee University requested an opportunity to spend a three-month sabbatical working within industry. The Associate Professor's specialization is Processing and Characterization of Neat and Nanostructured Polymer Composites, and Conventional and Nanophased Synthetic and Natural Fiber Reinforced Composites. The goal of the exchange is to work within industry to share expertise with a small, growth- minded organization.
- **Recruit and Contract:** Parallax conducted a search of SalesForce, LinkedIn and leveraged internal resources, including data analytics team, to identify organizations to discuss opportunity. An introduction was made with a Company looking to create 3D epoxy coated carbon fiber for aircraft parts. The company agreed to hire, and Parallax worked with the organization and the professor to identify terms of contract for signature.



Sample Scenario C: Government Seeks an Academic with a Particular Background

- **Discover:** Department of Energy (DOE) contacted Parallax to assist with recruitment of an academic professor with an Engineering specialty in Fluid Mechanics and Hydraulics to assist with the design of a training program to reskill current employees. The goal is to ensure DOE retains current employees through the acquisition and application of new skills. The exchange would last for three months.
- **Recruit and Contract:** Parallax engaged the data analytics team to research universities that have programs in the required Engineering specialty. The team culled a list of professors and Parallax contacted them directly to discuss opportunity. Parallax sent top three candidates to the DOE for interviews. The DOE made their selection and Parallax worked with them and the professor to identify terms of contract for signature.

In all scenarios, Parallax will connect and evaluate:

- **Connect:** Prior to start date, Parallax stayed connected with both parties to ensure they were on track. Once contract commenced, Parallax conducted one-on-one meetings with both the parties at regular and agreed-upon intervals.
- **Evaluate:** Separate program evaluation sessions occurred within one month of contract end to gather feedback on program.

For more information, contact:

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