

Talent Exchange Program

Exchange Examples

- ✓ Industry professional seeks research opportunity with Government or Academia
- ✓ University professor seeks opportunity to spend sabbatical in Government or Industry
- ✓ Government or Industry seeks an academic with a particular background
- ✓ Government wants to broaden an employee's experience and expertise portfolio

Note: Scenarios are samples only to describe how Parallax might pursue a talent exchange. Scenarios do not represent the full spectrum of talent exchanges available.

Talent Exchange Scenario A

Community College seeks Partner to expand program

Discover

Green 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.

Goal:
To expand program to GCCC.

Length:
The exchange would last three months.

Recruit and Contract

Both community colleges are partners with Parallax and an introduction was made to discuss opportunity.

After lengthy discussions, GCCC and LCCC agreed to the exchange and Parallax worked with them to identify the terms of the contract for signature.

Parallax stayed connected with both parties to ensure they were on track for start date.

Connect

Contract commences and Parallax conducted one-on-one meetings with both the parties at two-weeks, four-weeks, eight-weeks and 12 weeks.

Evaluate

Separate program evaluation sessions occurred within one month of contract end to gather feedback on program.

Talent Exchange Scenario B

University professor seeks opportunity to spend sabbatical in Industry

Discover

Associate Professor of Mechanical Engineering at Tuskegee University requested opportunity to spend three-month sabbatical working within industry.

Specialization:
Processing and Characterization of Neat and Nanostructured Polymer Composites, and Conventional and Nanophased Synthetic and Natural Fiber Reinforced Composites.

Goal:
Work within industry to share expertise with a small, growth-minded organization.

Recruit and Contract

Conducted search of Sales-Force, LinkedIn and leveraged internal resources, including data analytics team, to identify organizations to discuss opportunity.

Introduction was made with a Company (Raven 3D, LLC) 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.

Parallax stayed connected with both parties to ensure they were on track for start date.

Connect

Contract commences and Parallax conducted one-on-one meetings with both the professor and manager at two-weeks, four-weeks, eight-weeks and 12 weeks.

Evaluate

Separate program evaluation sessions occurred within one month of contract end to gather feedback on program.

Talent Exchange Scenario C

Government seeks an academic with a particular background

Discover

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.

Goal: To ensure DOE retains current employees through the acquisition and application of new skills.

The exchange would last for three months.

Recruit and Contract

Engaged 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.

Parallax stayed connected with both parties to ensure they were on track for start date.

Connect

Contract commences and Parallax conducted one-on-one meetings with both the professor and manager at two-weeks, four-weeks, eight-weeks and 12 weeks.

Evaluate

Separate program evaluation sessions occurred within one month of contract end to gather feedback on program.

Talent Exchange Scenario D

Industry professional seeks research opportunity with Government

Discover

A small company (Surfellent, Inc.) contacted Parallax to arrange an exchange with the Airforce. The company wanted to research the impact of their anti-icing technology on fixed-wing aircrafts and rotorcrafts.

Goal: Test current technology to demonstrate effectiveness and garner feedback on usability.

This exchange would last for six months.

Recruit and Contract

Conducted search of Sales-force and leveraged internal resources to identify Air Force personnel to discuss opportunity.

Parallax contacted key Air Force personnel and sent company/individual information over for review.

The Air Force agreed to the exchange and Parallax worked with them and the company to identify terms of contract for signature.

Parallax stayed connected with both parties to ensure they were on track for start date.

Connect

Contract commences and Parallax conducted one-on-one meetings with both the participant and manager at two-weeks, four-weeks and monthly thereafter.

Evaluate

Separate program evaluation sessions occurred within one month of contract end to gather feedback on program.

Talent Exchange Scenario E

Government wants to broaden an employee's experience and expertise portfolio

Discover

The Navy contacted Parallax to arrange an exchange of personnel with an industry company that focuses on the development of advanced sonar equipment to be utilized on Naval ships.

Goal: The Navy would like to enhance the employee's skillset by understanding how the equipment is created and how it can be utilized to ensure the safety of the crew and vessel.

This exchange would last six months.

Recruit and Contract

Conducted search of Sales-force, LinkedIn and leveraged internal resources, including data analytics team, to identify organizations for consideration.

Parallax contacted key leaders to discuss opportunity. The top three companies were sent to the Navy to interview.

The Navy and company agreed to the exchange and Parallax worked with them to identify terms of contract for signature.

Parallax stayed connected with both parties to ensure they were on track for start date.

Connect

Contract commences and Parallax conducted one-on-one meetings with both the participant and manager at two-weeks, four-weeks and monthly thereafter.

Evaluate

Separate program evaluation sessions occurred within one month of contract end to gather feedback on program.