



Accessing Vibrant Pittsburgh Benefits

Talent Attraction Services:

Access national, regional and local diversity career fairs. Vibrant Pittsburgh tracks and attends diversity career fairs and hosts Pittsburgh hospitality receptions to introduce potential candidates to our employer members. In addition, a list of diversity career fairs are provided to you at the beginning of each year. The career fair strategy provides direct cost savings to our member employers and an opportunity to participate in a Pittsburgh themed activities to meet personally with quality diverse candidates.

Receive resumes of diverse candidates who apply at your organization. We ask diverse candidates to list “Vibrant Pittsburgh” as their referral source and let us know when they apply for a position. We then send their information to your organization’s contact person to review the applicants’ credentials.

Post logo and create profile page on Vibrant Pittsburgh website. On the website jobs section, we will feature information about the job and career opportunities. Your organization will have the ability to upload videos, link to your career page and diversity and inclusion page, or direct job seekers to a specific section of your website.

Post on Jobs Bulletin. The Jobs Bulletin is eblasted the first week of every month to more than 3,000 diverse job seekers and more than 600 diverse community Affinity Groups. (name of company) may send top featured jobs or a link to your career section to highlight all your open positions to memberservices@vibrantpittsburgh.org by the 25th of each month for inclusion in the Jobs Bulletin.

Pre-hire Services (customizable to YOUR needs):

- Organize or participate in a one on one or group meeting with a potential candidate in our offices or over breakfast, lunch and/or dinner as part of the interview process to *talk about the region only*
- Conduct presentations for your recruiters and hiring managers about Vibrant Pittsburgh’s strategy and diversity recruiting tactics.
- Provide your organization with Welcome materials and website links to share with potential candidates.

Post-hire Services (customizable to YOUR needs):

It is important to share Vibrant Pittsburgh information with your new hires or send us their contact information to help retain them in the region.

- Invite your new hire to lunch and/or dinner to talk about the region and they will have another connection.
- Share our Welcome Guide to learn about a wide diversity of regional resources.
- Provide information about our online Welcome Resources and free services for newcomers.
- Invite your new employees to attend our Dine Arouds.
- Engage and invite all your employees to our seasonal events.

Regional Retention Services:

Participate in Accompanying Partner Resume Exchange services. Vibrant Pittsburgh will (a) circulate, among our Members, the resumes of the partners/spouses of employees that your organization has relocated to the region, (b) upload the resume onto the **Member Only Forum**, and (c) connect the accompanying partner with organizations to help facilitate connections in the region. This is a cooperative effort to ensure that we are working collectively as a region for your relocated professionals.

Dine Arouds. Especially for new employees, Dine Arouds are intimate gatherings of professionals who come together to help welcome newcomers to the region. Newcomers are encouraged to bring a spouse, partner or guest to meet other new people, make new friends, and enjoy good food and good wine.

Utilize our online Welcome Resources. Newcomers, immigrants, and internationals can access an array of information, including a **Welcome Guide**, that are provided to answer the questions of a broad diversity of newcomers, including those who are contemplating a move to the region. For our Members, Vibrant Pittsburgh offers additional referral and connection services that are designed to help newcomers settle into the area and thrive in Pittsburgh. For assistance, your new employees and their families, recruiters, relocation firms, hiring managers, etc. may email or call welcomecenter@vibrantpittsburgh.org or 412-281-8600 X 205. Volunteers are always welcomed.

Learn about the Next Generation Initiative to provide your emerging leaders with opportunities to meet other Next Generation professionals, build their professional network and participate in developmental experiences.

Brand Promotional Services:

Promote your events, career fairs, and other opportunities via Vibrant Pittsburgh's marketing platforms, materials and social media channels including Twitter, Facebook, and LinkedIn. We will post your information on our social media channels, like and share your posts and follow your organization. Your logo will be featured prominently on all Vibrant Pittsburgh marketing materials.

D&I Education/Developmental Services:

Attend Inclusion Best Practices Series. These are quarterly breakfast workshops and convenings featuring Chief Diversity Officers and expert Diversity & Inclusion practitioners who share their stories and best practices on a range of diversity and inclusion topics. Employers have the opportunity to learn from and interact with industry leaders on various Human Resource, Talent Management, Organization Development, Recruiting and Diversity & Inclusion best practices that are key to their organizations' success. An email invitation will be sent to you when registration opens. (name of company, # of complimentary registration, then unlimited discount tickets) *example: The City has **unlimited complimentary registrations**.*

Receive Unlimited Employee Registrations to Exclusive Member Only Forum. Gain special access to the Vibrant Pittsburgh membership community via the online Member Only Forum. Members can engage in active discussions with peers around a variety of topics and access resumes, articles, presentations, best practices, research and other resources.

Access data about the Pittsburgh region and submit data requests to meet organization's talent needs. Through **Vibrant Facts**, we provide the region with diversity data, such as the diversity of the workforce; the diversity of our population; refugees in the region; et cetera. We can develop slides, charts and documents to help fulfill your reporting needs.

Attend Vibrant Pittsburgh Membership Dialogue Series (MPX). Facilitated webinars exclusively for our members which are designed to provide members with the opportunity to exchange best and promising practices and learned lessons. The webinars are held quarterly and your organization's point of contact will receive an email notification of a MPX meeting date. Other members of your organization are welcome to participate.

Connection/Exchange Services:

Support, convene and connect regional Employee Resource Groups (ERG/BRG). Vibrant Pittsburgh helps our Members' ERGs/ERNs/BRGs develop collaborations and programs that support the goals and objectives of organizations and their employee groups.

Connect to the diverse community and professional groups in the region. Find more than 600 community-based Affinity Groups on Vibrant Pittsburgh's website. For advice about diverse groups and community outreach, please contact us at memberservices@vibrantpittsburgh.org.