



# ESCALATE!

A TNG Education Program

# Get AHEAD...

- ⇒ Experienced in recruiting, higher education, and coaching, **TNG's** founders have a finger on the pulse of employment trends and employer needs.
- ⇒ We are providing solutions to the employment gap issue faced by many of today's graduate students.
- ⇒ The **Escalate program**, formulated from research and expectations from employers, is designed to increase the chances of professionals of color and women succeeding in the workforce.

In 2013, 12.4 percent of black college graduates between the ages of 22 and 27 were unemployed. For all college graduates in the same age range, the unemployment rate was

Nearly 3/4 of hiring managers complain that millennials- even those with college degrees- aren't prepared for the job market and lack an adequate "work ethic."+

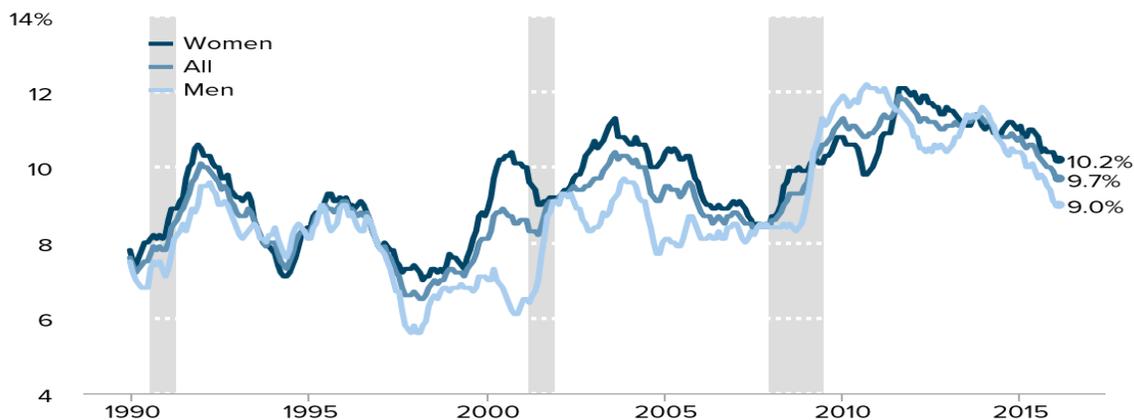
80 percent of 2014 college grads expect their employer to provide a formal training program in their first job. Only 48% of 2012/2013 grads received formal training in their first job. \*\*

- ⇒ Companies want better prepared entry level professionals.
- ⇒ "Employer's attitudes about hiring millennials often transcend concerns about training and technical skills. Many are put off by the fact that entry-level candidates are clueless about how to navigate an office setting."+
- ⇒ Let us provide the training employers are not, so your students get ahead.

# ...in the Workforce

## One in 10 young college graduates is neither employed nor pursuing more education

Share of young college graduates not enrolled in college or a university and not employed, by gender, 1989–2016\*



\* Data reflect 12-month moving averages; data for 2016 represent 12-month average from March 2015 to February 2016.

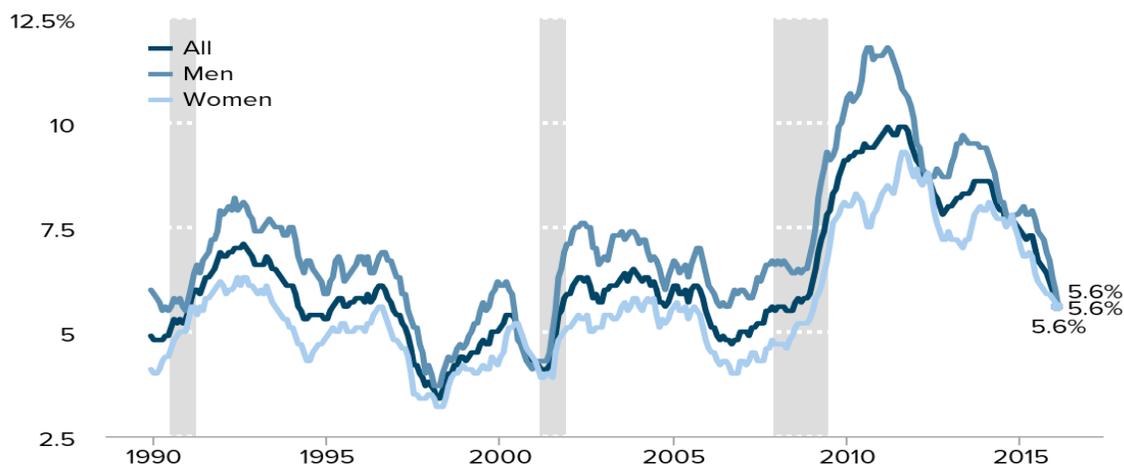
**Note:** Shaded areas denote recessions. Data are for college graduates (bachelor's degree only) age 21–24. "Not employed" includes those who are unemployed and those who are not in the labor force.

**Source:** EPI analysis of basic monthly Current Population Survey microdata

Economic Policy Institute

## Despite recent improvement, unemployment among young college graduates remains higher than it would be in a truly healthy economy

Unemployment rate of young college graduates, by gender, 1989–2016\*



\* Data reflect 12-month moving averages; data for 2016 represent 12-month average from March 2015 to February 2016.

**Note:** Shaded areas denote recessions. Data are for college graduates age 21–24 who are not enrolled in further schooling.

**Source:** EPI analysis of basic monthly Current Population Survey microdata

Economic Policy Institute

# ESCALATE! Modules

## ♦ **Module A: Conference Preparation**

Attending national or regional conferences is a great opportunity for attendees to learn, network and showcase their talents, as many of these events have career expos attached to them. More and more companies are stating that students are not prepared when they come to career expos. It takes more than just a resume to meet with a recruiter. This module is designed to prepare students to get noticed in a positive way, increase their networks, and find more job opportunities.

This module entails:

- ◊ Introductions, how to develop a pitch
- ◊ How to develop relationships and grow a network
- ◊ The art of the follow up
- ◊ How to create and discuss your portfolio

## ♦ **Module B: The First Time Office Experience**

Knowing what to expect for your first job can be overwhelming for entry level professionals. Learning what to say and what not to say, how to act and the social norms are as important as the skills you need to do the job. 80% of employers say entry level professionals are not prepared for the workforce. This module is designed to help students navigate the corporate culture and learn the office dos and don'ts that are necessary for success.

Topics include:

- ◊ How to communicate in an office
- ◊ Workplace etiquette
- ◊ Identifying and understanding the company culture

## ♦ **Module C: Showcase your Talent**

Landing the job is the first step but plotting a course for success is the next. Understanding how to create a career action plan, highlight accomplishments and be prepared for advancement make for a winning combination.

This module includes:

- ◊ How to anticipate in your role
- ◊ Career checklist
- ◊ Documentation
- ◊ The work portfolio

# ESCALATE! Modules

## ♦ **Module D: Career Advancement**

From getting that promotion to changing careers, there are steps and resources necessary to triumph. Developing the right relationships, staying relevant, and knowing how to transfer skills help get a person's career to where they want it to be.

Workshops include:

- ♦ Building relationships: how to create your own personal board of directors
- ♦ Visibility
- ♦ Power & Influence
- ♦ Confidence in Communication

## ♦ **Module E: Transitioning your Career**

Many people get a graduate degree to change careers, but how do you transfer your skills from an existing career into the new one? How do you navigate the challenges behind lack of experience in a field, even with an internship?

This module helps students:

- ♦ Identify transferable skills
- ♦ Define your career story to communicate to potential employers
- ♦ Provide ways to overcome hurdles

“A wide range of businesspeople, corporate recruiters, academics and others interviewed for the study agree that recent college graduates deserve a grade of “C” or lower for their preparedness for their first job.”<sup>+</sup>



\*Jones, Janelle and Schmitt, John. 2014. “A College Degree is No Guarantee” *Center for Economic and Policy Research*

\*\* Smith, David, LaVelle, Katherine, and Abbatiello, Anthony. 2014. “Great Expectations Insights from the Accenture 2014 College Graduate Employment Survey” *Accenture*

# CHOOSE TNG

- ⇒ **TNG** is an online community offering the resources that research shows women and professionals of color lack, such as mentors, leadership development and feedback on interviews.
- ⇒ We work with professionals from entry level to executive level.
- ⇒ In our experience, we have found that early preparation for success results in realizing, attaining, and sustaining more success and opportunities.
- ⇒ The **Escalate!** Program is designed to increase students' transition into the workforce.



**Dynamic  
Speakers**

**TNG OFFERS ACCESS TO  
MENTORS AND  
PROFESSIONAL  
DEVELOPMENT**



**Interactive  
& Fun**

**Early preparation  
leads to  
career success!**



**Expert  
Solutions**

**Our founders have more  
than twenty years'  
experience in recruiting,  
coaching and diversity &  
inclusion**

“My time working with VJ was such a great experience. As a recent graduate that was new to the business world, I learned a vast amount from her about marketing and public relations. She also helped me discover what career I really wanted to pursue and how I could do it. It was amazing how she really took the time to get to know me and determine my strengths and weaknesses. VJ was always encouraging myself and other coworkers to not only improve our skills, but to build new ones that could benefit us in the future. She truly inspired me and made me feel confident in my abilities as an entry level professional.”

-Brittni Rhoads

# ESCALATE!



Prepared students lead to an increase in hiring rates for your school. Alumni giving also increases, as employed students can give back.

Arming students with the necessary tools employers are looking for will help provide them with long term success in their careers. Preparation goes past the resume and interview.

**Escalate!** is offered a la carte or packaged.

Choose the modules which best suit your student needs.

	# of Modules	# of Seminars
Package A	3	1
Package B	3	2
Package C	4	2
Package D		4

# CONTACT TNG

**Vakassia knows how to inspire a crowd and make her message resonate with each person. She mentors students and helps them find a path on their terms. She uses her diverse background to ensure that others learn from what she has been through, and can accomplish their success in a timely fashion.**

**From cultivating relationships to making strategic moves, Vakassia helps students get to the next level...**



**Don't wait to secure a Career Strategist for your students**

**Call (631) 664- 2380 today!**

The Niles Group

*Where Technique Nurtures Growth*

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